

Robert—
—Walters



Future Leaders Academy



Future Leaders Academy

Unlocking leadership potential and accelerating careers across Aotearoa

High-potential talent is often promoted faster than they are prepared, creating risk for performance, engagement, and retention.

The Future Leaders Academy equips emerging leaders with the capability, confidence, and practical leadership skills to step up and deliver from day one.

Designed for organisations strengthening their leadership pipeline, or individuals investing in their next career move, this programme builds leaders who can influence, engage teams, and drive results in complex environments.

About the programme

The Future Leaders Academy is a three-month, structured development programme designed to accelerate emerging leadership capability at key transition points in a professional's career.

Combining interactive workshops, personalised coaching, and mentorship, the programme equips participants with the skills to lead people, influence stakeholders, and deliver results in a dynamic environment.





Who this programme is for

The Future Leaders Academy is tailored for professionals in the early to mid-stages of their leadership journey who are already making an impact and are ready to grow their influence.

- Newly appointed managers (0–2 years in manager role)
- Team leaders, supervisors, and first-time managers
- Professionals transitioning from specialist or generalist roles into leadership
- Founders or leaders within growing organisations seeking to strengthen leadership capability

Participants may come from corporate, public, or not-for-profit sectors and are typically responsible for leading people, teams, or key initiatives.

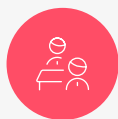
What participants will gain



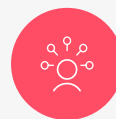
Develop a clear and authentic leadership style



Enhance resilience and adaptability in complex environments



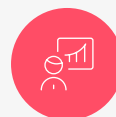
Strengthen communication and stakeholder influence



Gain practical tools and frameworks to apply immediately



Build confidence in leading teams and managing performance



Create a personalised development plan for ongoing growth

This programme also provides a valuable opportunity to build peer connections, share experiences, and learn from others navigating similar leadership challenges.

Programme structure

A structured three-month, hybrid programme delivered through a blend of in-person and online experiences, designed to build foundational capability, strengthen leadership skills, and embed long-term impact.

Month 1/ Phase 1

Foundational development

Develop skills

Two hour group training workshops

- Critical thinking
- Analytical thinking

Build self-awareness

Two one-to-one coaching sessions

- Psychometric analysis
- Understanding potential

Capstone project

Participant cohort groupwork

- Group coursework assignment will be set and working groups formed.

Month 2/ Phase 2

Capability building

Develop skills

Two hour group training workshops

- Effective communication

Build self-awareness

One one-to-one coaching sessions

- Building on strengths

Capstone project

Participant cohort groupwork

- Groups members will meet and develop their assignment collectively, leveraging newly found skills.

Month 3/Phase 3

Leadership focus

Develop skills

Two hour group training workshops

- Exercising influence
- Leadership styles

Build self-awareness

One one-to-one coaching sessions

- Steps to achievement

Capstone project

Participant cohort groupwork

- Groups will collectively present their assignment and receive live feedback

Mentorship and capstone project

Participants are matched with a mentor in the first month, with three one-on-one mentoring sessions held throughout the programme.

The capstone project provides an opportunity to apply learning in a practical setting:



Collaborative group assignment



Peer-led problem solving



Final presentation with live feedback

Programme experience

- Small cohort of like-minded, high-potential professionals
- Network of like-minded emerging leaders across industries
- Interactive, discussion-led workshops grounded in real-world challenges
- Immediate application of learning within the workplace
- Ongoing support through coaching and mentorship
- Structured networking events to connect with peers and facilitators



Key dates

Phase 1

- Leadership development workshop 1 - critical thinking: 4 August
- Capstone project meeting 1: 11 August
- Leadership development workshop 2 - analytical thinking: 18 August
- One-on-one coaching and mentoring sessions

Phase 2

- Leadership development workshop 3 - effective communication: 15 September
- Capstone project: group sessions to be scheduled by participants
- One-on-one coaching and mentoring sessions

Phase 3

- Leadership development workshop 4 - exercising influence: 6 October
- Leadership development workshop 5 - leadership styles: 13 October
- Capstone project presentation: 27 October
- One-on-one coaching and mentoring sessions

Additional sessions

One-on-one coaching and mentoring sessions will be scheduled individually between participants and their coach or mentor throughout the programme

Investment

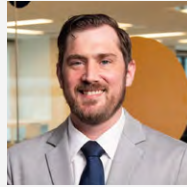
Programme fee: \$5,800+GST

Optional coaching package

For participants looking to extend the impact of their experience, an additional coaching package is available.

Further details are available upon request.
FutureLeaders@RobertWalters.co.nz





Adam Gordon

Global Head of Talent Development

“Every year, thousands of high-potential professionals are promoted into leadership roles they haven’t been prepared for. The technical skills that earned them the opportunity are not the same skills that will help them succeed in it.

Leadership is not intuitive. It is learned, practiced, and refined - ideally before the pressure is highest. Organisations that invest early in their emerging leaders don’t just develop better managers. They build stronger cultures, retain top performers, and create a pipeline of capability that compounds over time.

The Future Leaders Academy was designed specifically for this moment - the critical transition from individual contributor to leader. Over three months, it brings together interactive workshops, one-on-one coaching, professional mentorship, and applied learning to give emerging leaders the tools, confidence, and clarity they need to lead well from day one.

It is built for professionals who are ready to stop learning leadership by trial and error - and start building it with intention.”

Enquire or register

To learn more or secure your place in the Future Leaders Academy, take the next step today.

Apply now to complete the online form and begin your application.

Alternatively, for any questions or to submit an enquiry, contact our team at

FutureLeaders@RobertWalters.co.nz.

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