

## Future Leaders in Innovation, Enterprise and Research (FLIER) Programme

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The Academy of Medical Sciences is pioneering a unique programme to **develop leaders of the future** who can **create collaborations** across academia, industry, the NHS and government to drive innovation.

The programme will equip these future leaders with skills to help **solve the biggest health challenges** we will face, and enable them to **seize opportunities** afforded to us by new discoveries in science, technology and medicine.

**The Academy is excited to announce that applications for the next cohort will be opening on 8 February 2022.**

### Who is taking part?

FLIER is aimed at those in the middle of their career, established within their own sector with the seniority to effect organisational change. They have an emerging vision of how cross-sector working and collaboration could help maximise opportunities and solve the future challenges of research and healthcare. They will be looking to explore and shape their vision in dialogue with colleagues across sectors. Profiles of our first two cohorts can be found on our website [here](#).

We looked for participants with key characteristics including **motivation, vision and potential** to make a difference and lead change across the sectors, **learning agility**, and **creative, innovative and radical** thinking. Participants were chosen through a competitive selection process.

### The FLIER programme

The programme was developed by a cross-sector Taskforce of current leaders, and is delivered in partnership with bespoke leadership, talent and engagement specialists [Cirrus](#).

The two-year programme brings together cohorts of emerging leaders drawn from across academia, industry, the NHS and government/policy organisations and includes:

- Residential and one-day meetings to expose candidates to current **national and international leaders** across the wider scientific and health ecosystem
- Face-to-face and virtual **workshops**
- Regular **tailored coaching sessions** from professionals at the forefront of leadership development
- **Mentorship** from a research leader
- Cross-sector **immersion experiences** with an array of life sciences sector organisations.
- The second year focuses on participants working on a **cross-sector project** as an opportunity to apply acquired strategic and higher-level operational skills to a work-based project while being supported by colleagues, a coach and a mentor.

The programme has secured funding from the Dennis and Mireille Gillings Foundation and the Department of Business, Energy and Industrial Strategy. Participating organisations will also make a modest contribution.

### **The benefits of taking part in FLIER**

**Participants** benefit from the programme by:

- Establishing strong and long-lasting **cross-sector networks** of peers and senior leaders.
- Developing a practical, **in-depth understanding** of the cultures and drivers of other sectors within health and life sciences beyond their own, and the **tools** and **contacts** to create meaningful collaborations and enact change in the current research landscape.
- Increasing their understanding of **effective leadership skills**, participants will be supported to harness their potential through bespoke 360 feedback and a proven combination of interactive workshops, coaching, action learning sets and self-directed learning.
- Access to **financial management** training through a specially designed module delivered by a Business School, plus in-depth sessions on business cycles, governance and maximising human capital.
- Practical experience of **collaborative working** to complete a work-based cross-sector project.

**Organisations** participating in FLIER benefit from:

- An employee who has the **skills to galvanise innovation and create opportunities** to contribute to the success of their own organisation
- New cross-sector **networks** created by their employee
- Benefits generated by the **outcome of a challenging cross-sector project** in year two
- Opportunities to **showcase their organisation** to future leaders in other sectors
- Potential **input from emerging leaders** in other sectors to solve complex problems within their own organisation

**For further information please contact Dr Rachel Macdonald, Head of Programmes ([rachel.macdonald@acmedsci.ac.uk](mailto:rachel.macdonald@acmedsci.ac.uk)).**