FLIER – a journey to impact

This independent evaluation was conducted by Aleron with Freshney Consulting Ltd. It follows a three-year pilot, covering two cohorts from February 2019 to March 2022. The Academy works with Accenture to deliver the leadership training elements of the programme.

FLIER PROGRAMME

- A two-year programme aimed at mid-career leaders in academia, industry, the NHS, government, and policy organisations.

- Equips these emerging leaders with the skills to help solve the biggest health challenges we face.

THE PROGRAMME INCLUDES

- Meetings with leaders across the scientific and health ecosystem
- Face-to-face and virtual workshops
- Tailored coaching sessions from leadership development professionals
- Mentorship from a senior life sciences leader
- Opportunities for immersions and to work with organisations across sectors
- Finance training

“...I’m so grateful to the Academy for putting on FLIER. It’s the single most transformative thing I’ve done in my entire working career.”

Development in knowledge, skills, and mindset

The percentage of participants who felt the programme had contributed to a large extent, or a very large extent, to the following skills are below:

- Ecosystem knowledge: 81%
- Knowledge of the sectors: 94%
- Professional skills: 88%
- Interpersonal skills: 81%
- Cross-sector ways of working: 81%
Building networks

100% of participants felt FLIER had expanded their network in academia and NHS

80% with non-profit funders

90% in government department/policy making, government bodies, and industry

40% with investors

Benefits to employers

90% agreed increased network across own sector within life sciences

100% agreed increased network across different sectors within life sciences

90% agreed new opportunities for collaboration, and with scientific benefits

80% agreed cultural change across organisation

“Having this network of people that you trust and who provide very frank advice has been the single most important aspect of the programme.”

"If I think back to three years ago, it’s crazy to see that I’m doing all of these things now. I’m a Professor, I have a new role and I’ve just signed off on an MBA – that wasn’t me three years ago.”

Longer-term quantified impacts

Career progression

75% of participants in cohort 1 and 72% of participants in cohort 2 were promoted to a more senior position within their organisation.

Funding

71% of survey respondents from cohort 1 indicated that the programme had contributed (to a very large, large or moderate extent) to future funding successes. 5 participants secured £35m in total since joining the programme.

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