

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



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:

81%

ecosystem knowledge

94%

knowledge of the sectors

88%

professional skills

81%

interpersonal skills

81%

cross-sector ways of working

“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.”



Building networks

100%

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

over

90%

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

80%

with non-profit funders

40%

with investors

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



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

“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.



Longer-term quantified impacts

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.

The FLIER programme is funded by the Dennis and Mireille Gillings Foundation and the Government Department for Science, Innovation and Technology.