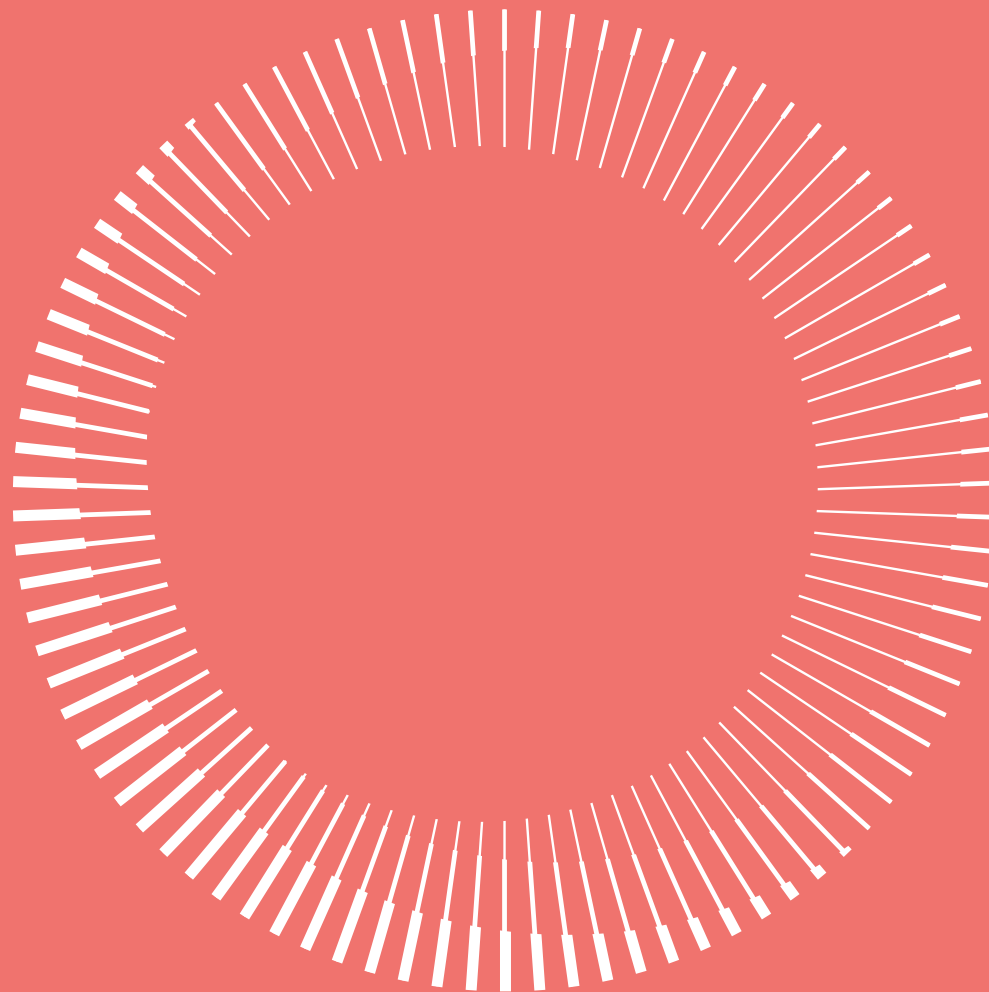


Leading for Success

Building the leadership pipeline
for further education and skills.



FE Associates leadership development
offer for leaders, managers and governors.

- **We partner with FE and Skills organisations** to offer sector-leading development opportunities for teams and individuals and utilise our deep sector expertise to develop, nurture and grow talent with the ultimate goal of supporting the learners, businesses and communities served by colleges and training providers.
- **What makes us stand out** is the sector expertise we have gained as leaders, managers, inspectors and governors across colleges and training providers – this is why our clients trust us with their leadership and management development priorities.
- **Since 2018 more than 2,500** leaders and managers have taken part in an FE Associates development programme, establishing us as the leading provider of leadership and management development to the FE and Skills sector.
- **Through nationally recognised** programmes, bespoke inhouse development solutions and sector specific open programmes, our programmes reflect the needs of the sector and the great people that work in it.

Development

- **Talent pipeline:** No other organisation offers a range of programmes that support the development of a sector talent pipeline. Our programmes are designed to grow and develop leadership at all levels.
- **Trust through expertise:** Our trainers are highly respected and credible leaders who have walked in the shoes of the leaders and managers we work with.
- **Professional and technical development:** The content of our programmes enables delegates to develop their leadership capacity and technical knowledge. Both are required to lead and progress in the sector.
- **We build networks and communities:** Networking and collaboration are key to the success of our programmes and we believe the best development takes place when we learn together.
- **Accountability and empowerment:** Our programmes put accountability for learning and development in the hands of the leaders and managers we work with.

Leading for Success

Leading for Success National Open Programmes

The sector's only integrated development offer supporting leaders at all stages of their careers.

- 01** First Time Leadership for Success
- 02** Middle Leadership for Success
- 03** Aspiring Senior Leadership for Success
- 04** Senior Leadership for Success
- 05** Governance for Success

First Time Leadership for Success

01

Designed by sector experts to enable organisations to build their talent pipeline by accelerating the leadership development of new and recently appointed leaders, our First Time Leadership programme focuses on introductory core leadership skills, confidence and understanding to enable first-level leaders to have a successful start to their new leadership careers.

The programme provides new leaders with opportunities to share their experiences and learning with peers from across sector organisations. They will build new supportive networks and have the opportunity to reflect on their individual progress with colleagues.

Programme Features:

3 in-person modules
Self-Development Project
Psychometric Profiling

Dates: Commencing November 2025
Ending January 2026

Location: Birmingham

Fee: £625 (VAT Included)

→ Register your interest by emailing:
Jack.Moriarty@fea.co.uk

Middle Leadership for Success

02

The Middle Leadership for Success programme combines the best of leadership and technical management to drive middle leadership effectiveness and confidence.

With a focus on strategy, planning, people and excellence, the programme builds capacity and competence through collaborative learning and networking.

Our middle leadership programmes consistently achieve excellent satisfaction ratings and a large number of programme graduates have achieved promotions in the sector.

Programme Features:

3 in-person modules
1 online workshop
Psychometric Profiling
Project Based Learning

Dates: Commencing October 2025
Ending January 2026

Location: Birmingham

Fee: £495 (VAT Included)

→ Register your interest by emailing:
Jack.Moriarty@fea.co.uk

Aspiring Senior Leaders for Success

03

The Aspiring Senior Leaders for Success programme is designed for established middle leaders eager to progress to senior leadership roles in the further education and skills sector. This programme offers a unique opportunity to enhance your strategic abilities and leadership skills.

Combining expert-led sessions, a strategic focus and practical skills to enable career advancement, the Aspiring Senior Leaders for Success programme will enable participants to feel more confident about taking the steps to move to their first senior leadership role.

Programme Features:

3 in-person workshops
Psychometric Profiling
Practice senior leadership interviews

Dates: Commencing January 2026
Ending March 2026

Location: Birmingham

Fee: £925 (VAT Included)

→ Register your interest by emailing:
Jack.Moriarty@fea.co.uk

Senior Leadership for Success The Leading Authentically Programme

04

We do senior leadership development differently!

In the ever-evolving landscape of further education, the ability to lead authentically is paramount. Leading Authentically is a groundbreaking leadership development programme tailored specifically for senior sector leaders. This transformative journey is designed to enhance your leadership effectiveness, healthiness, and authenticity; ultimately elevating the effectiveness of the teams you lead.

Drawing on the expertise of sector leaders, psychoanalysts, and organisational consultants, this programme is rooted in systems psychodynamics. It provides participants with the tools to make sense of themselves, their leadership, and their organisations. Delegates will come together for five in-person workshops, engaging in experiential learning and reflection.

Programme Features:

1-2-1 onboarding session
5 in person workshops
Group networking

Dates: Commencing January 2026
Ending March 2026

Location: Birmingham

Fee: £2,353 (VAT Included)

→ Register your interest by emailing:
Jack.Moriarty@fea.co.uk

05

- **Developed with key experts in FE governance**, our Governance for Success workshop series is designed to ensure that college governors have the knowledge and skills to add real value to their organisations.
- **Designed to meet the needs of busy volunteer governors**, our online governance workshops cover the key areas of college governance and are aimed at new governors and established governors who wish to strengthen their skills and confidence and Chairs.
- **Delivered by experienced Chairs**, college leaders and governance professionals, our workshops will showcase good practice whilst enabling governors to network and share thinking with each other.

→ Register your interest by emailing:
Jack.Moriarty@fea.co.uk

Workshop 01: The FE Landscape and Language	Workshop 02: Strategy, Vision and Educational Character
Workshop 03: Chairs – Leading the Board Team	Workshop 04: Governance and Risk
Workshop 05: Senior Post Holder Relationships	Workshop 06: Governance Quality and Performance
Workshop 07: Governance and Finance	Workshop 08: Digital Developments and Governance
Workshop 09: Governance and Inspections	Workshop 10: Governance and Inclusion

Programme Fee Options:	£180	per person per workshop
	£1,200	per person for all 10 workshops
	£1,800	per institution for up to 2 governors to attend each session.
	(VAT Included in all Prices)	

Inhouse Leadership Development Programmes

Bespoke, Tailor Made and Relevant

We don't do off the shelf! Our programmes are designed to support your unique culture, priorities and ambitions.

Our inhouse development programmes are firmly focused on building and enabling effective team performance, driving collaboration and creating conditions for the whole team to flourish and to work in the best interests of learners, businesses and communities.

Whether it is a programme for executive teams, facilitated governance development events or development programmes for middle leadership teams, our team of experts will work with you to shape a programme that truly meets your needs and delivers the impact you need.

We enjoy partnering with FE providers to design and deliver leadership development programmes that make a real impact. Get in touch to explore how we can support your organisation: **Jack.Moriarty@fea.co.uk**

Our Inhouse Leadership Development Clients



Executive Leadership Team Development Programme

The FE Associates Executive Leadership Team (ELT) Development Programme has been designed with a specific focus on building cohesive senior leadership teams and providing the space and time to press the pause button.

This programme will ensure team members know, understand and appreciate their colleagues whilst creating a shared understanding of the unique ambitions, perspectives and preferred ways of working among team members.

Through three facilitated one-day workshops and individual one-to-one coaching support, executive leadership teams will gain individual and team insights, build honest, caring and trusting relationships, create a unified team purpose and vision, position themselves to work more effectively across the organisations they lead and ensure they are well connected to the internal and external worlds of Further Education and Skills.

Designed and facilitated by our Senior Leadership Development specialist Larry Shulman, and supported with one-to-one coaching by Dame Sally Dicketts DBE, the new FEA Executive Leadership Team Development Programme is well suited to:

- **New and refreshed senior teams.**
- **Longstanding senior teams undergoing strategic change.**
- **Senior teams developing new organisational strategies and priorities.**

→ **Price on Application**
For more information visit:
<https://www.fea.co.uk/programmes>

Showcasing our Inhouse Development Clients

Greater Manchester Colleges

Leading for the Future:

A region-wide programme focusing on innovation, creativity, change and systems leadership.

West London College

Leading Through Values:

A programme focused on shaping leadership aligned to the college's new strategic plan and values.

HRUC

Building Better Business Cases:

A technical programme for senior leaders to build the capacity for creating effective and impactful business cases.

TEC Partnership

Culture, Collaboration and Creativity:

A middle leadership programme focused on driving empowerment, accountability and leading innovative change.

Christ The King Sixth Forms

Middle Leadership Programme:

A programme focused on building the capacity, confidence and competence of middle leaders to drive high-performance through effective leadership.

Barnet and Southgate College

Leadership Conversations:

A programme of facilitated whole college leadership conversations centred around the future leadership aspirations and ambitions of the college.

The Henley College

Executive Leadership Team Development Programme:

A programme combining development workshops and individual coaching for the college's new leadership team.

High Impact Coaching for Success

Our leadership coaching offer provides individuals with personalised development tailored to the unique circumstances faced by sector leaders. The high-impact support provided by an FEA Coach builds self-awareness, uncovers blind spots and enhances emotional intelligence, a key trait for effective and successful leadership.

With a coach as a sounding board, leaders can think through complex problems more clearly and reflect before acting, ensuring sound decisions are made and communicated effectively. By combining accountability and focus, leadership effectiveness can be sustained in fast-paced and high-stakes environments.

Our coaching clients not only report positive progress in their own leadership practice but also in the effectiveness and impact of the teams they lead.

We will work with you to understand your unique requirements and will match you with one of our expert FEA coaches to support you with a truly personalised development experience.

Group Coaching The Adaptive Leader Programme

The Adaptive Leader programme provides bespoke coaching support for maximising team potential. Combining two team coaching sessions and 3 one-to-one sessions, the programme aims to develop agile, strategic decision-makers who maximise team potential rather than working in silos.

Through group and personalised coaching, teams will learn how to navigate shifting demands with confidence, ensuring clarity in decision-making while working through a high-performance team culture that delivers sustainable results. The development programme enables leaders to adapt leadership styles and approaches to maximise individual and collective potential while implementing actionable frameworks that deliver success.

→ **For more information email:**
Jack.Moriarty@fea.co.uk

Our Development Experts



Matt Atkinson



Paul Wakeling



Daisy Agathine-Louise



Dan Beale



Calista Francis



Sarah Miller



Graham Razey OBE



Dame Sally Dicketts DBE



Ruth Harrison



Lisa Portland



Larry Shulman

What People are Saying About FEA Development Programmes

The courses I have attended with FEA have been transformational!

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**Director of Quality
Local Authority**

The Leading Authentically Programme has taken me on a journey to understand how change and communication can affect actions and behaviours in the working environment. It has given me the tools to become a better leader. I would highly recommend this programme.

-

**Vice Principal
FE College**

"I thoroughly enjoyed the programme and the chance to collaborate with colleagues.

The discussions on motivation, leadership styles and change management were practical and engaging. Exercises like the SCARF model helped me understand how to manage change more effectively.

This programme gave me the tools to lead my team with greater awareness and purpose."

-

**Operations Manager
Education & Skills Provider**

"I found the session both engaging and thought-provoking. The opportunity to work with colleagues I don't usually interact with was a highlight.

-

The workshops exceeded my expectations!"

**Assistant Principal
Sixth Form College**

"What a course and an amazing group of senior leaders. I am honoured and feel blessed to have learnt alongside you all. I have learnt so much."

-

**Vice Principal
FE College**

"FEA designed an outstanding leadership and management programme for East Surrey College. They tailored the content to our specific needs, blending individual and team activities perfectly. Their support helped us create new college values and a leadership charter. Excellent delivery, highly recommend."

-

**Dr Lindsay Pamphilon
CEO & Principal**

"The programme offered valuable insights into leadership and motivation.

Reflecting on my motivators and those of my team was incredibly beneficial. The opportunity to step back and think strategically allowed me to gain clarity on leading my team better.

Collaborating with colleagues from other departments provided fresh perspectives on leadership challenges."

-

**Team Leader
Land Based College**

"I thoroughly enjoyed the two-day workshops, which were interactive and engaging. The highlight for me was the focus on motivational maps and design thinking.

My three key takeaways are:

- The importance of pausing to reflect on my team's motivations
- The value of understanding different motivators to tailor my approach
- How to use motivational maps to foster innovation and collaboration.

It was an enlightening experience!"

-

**Quality Manager
FE College**

For more information on all our leadership development opportunities please visit:

www.fea.co.uk

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www.fea.co.uk/leadership-development

To discuss your leadership development and training requirements contact:

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Jack.Moriarty@fea.co.uk

