LeadersPlus

Impact Report

Future Leaders Plus 2025

Leadersplus.org

About Future Leaders Plus

The Future Leaders Plus programme is designed to support parents working in non leadership roles to progress their career alongside their parenting responsibilities. It equips the participants with knowledge about what causes career progression, exposes them to positive role models who are combining senior leadership and parenting, and provides a supportive peer group. The programme duration is 3 months and delivered via an in person session, pre recorded learning modules and online connection sessions.

Leaders Plus Impact Methodology

The impact data is based on

- Comparison of self assessed statements and questions (scored from 1-10). The data is gathered via a baseline survey completed at the start of the programme and an impact survey completed at the end of the programme.
- Direct questions in the impact evaluation survey.

Overall Impact: 100% of Participants reported that the programme had a positive impact with 75% stating a highly positive impact.

Impact on Career Progression

Between the beginning and end of the programme:

88% were more confident in getting promoted to a more senior role (average increase of 53%)

100% reported an increase in confidence in progressing their career alongside being a present parent (average increase of 109%)

100% have taken proactive action to progress their career during the programme.

100% saw an increase in having a strong professional network of peers that supports them to develop their career (average increase of 81%)

88% would put themself forward for an internal promotion

100% of participants were less concerned that the demands of a more senior role would negatively effect their family. Average of 42% less concerned.

On average participants reported :

- **36% decrease that the thought of a senior workload was holding them back.**
- **43% decrease in thinking that their parenting responsibilities meant they would not be able to perform to best of their ability in a more senior role.**
- **36% decrease in thinking that being in a more senior role would limit their ability to be present at home.**
- **15% increase in belief that they have the capabilities to take on a more senior role.**

Impact on Retention and Performance

Reported increase in

ENGAGEMENT
(75% of participants)

MOTIVATION
(88% of participants)

PRODUCTIVITY
(75% of participants)

- **88% of participants said it was likely they would still be working with the same employer in 18 months time.**
- **75% were more likely to recommend their employer to other working parents**
- **On average there was a 23% increase in the perception of how easy it was for working parents to progress in their organisation.**
- **63% felt more valued by their employer as a result of their participation in the programme?**

Impact on Wellbeing and Work Life Balance

88% said their participation in the programme had led to improvement in

Work/life Balance

Being present at home

100% said their participation in the programme contributed to an improvement in their overall wellbeing.

What Participants Say

It has been great to focus my thinking around a clear ambition. It has also provided a unique opportunity to talk about that ambition in a way that I otherwise wouldn't have been able to.

Honestly this Programme has been life changing. It's given me the dedicated time to really stop and ask myself the questions I've been putting off for a long time. It's been refreshing doing something for myself and I've felt that I've been in such a safe space to open up and show vulnerability.