LeadersPlus

# Impact Report

# Future Leaders Plus 2025/26

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 3 cohorts (January 25, September 25 and February 26)**

- 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 66% stating a highly positive impact.**

## Impact on Career Progression

**Between the beginning and end of the programme:**

**91% were more confident in getting promoted to a more senior role (average increase of 67%)**

**97% reported an increase in confidence in progressing their career alongside being a present parent (average increase of 105%)**

**97% have taken proactive action to progress their career during the programme**

**75% said it was more likely they would be in a more senior role within 12 months because of their participation in the programme**

**94% would put themself forward for an internal promotion**

**84% of participants were less concerned that the demands of a more senior role would negatively effect their family. Average of 24% less concerned.**

**On average participants reported :**

- **63% decrease that the thought of a senior workload was holding them back.**
- **28% 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.**
- **19% 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** (72% of participants) → **MOTIVATION** (78% of participants) → **PRODUCTIVITY** (63% of participants)

- **78% of participants said it was likely they would still be working with the same employer in 18 months time.**
- **72% were more likely to recommend their employer to other working parents**
- **On average there was a 30% increase in the perception of how easy it was for working parents to progress in their organisation.**
- **50% felt more valued by their employer as a result of their participation in the programme?**

## Impact on Wellbeing and Work Life Balance

**Participation in the programme led to improvement in**

**Work/life Balance (75%)**

**Being present at home (66%)**

**94% said their participation in the programme contributed to an improvement in their overall wellbeing.**

## What Participants Say

**Hearing stories from peers, and understanding the similar nature of perceived barriers, has given me confidence to seek to progress my career minimising the concern for impact on my family.**

**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.**