

Future Leaders in Innovation, Enterprise and Research (FLIER) Programme

The Academy of Medical Sciences is pioneering a unique programme to [develop leaders of the future](#) who can **create collaborations** across academia, industry, the NHS and government to drive innovation.

The programme equips these future leaders with skills to help **solve the biggest health challenges** we will face, and enable them to **seize opportunities** afforded to us by new discoveries in science, technology and medicine.

The Academy invites you to participate by promoting the scheme and nominating candidates for the third cohort. Applications are now open until 18 March 2022. All application materials can be found [here](#).

Who will take part?

FLIER is aimed at those in the middle of their career, established within their own sector with the seniority to effect organisational change. They will have an emerging vision of how cross-sector working and collaboration could help maximise opportunities and solve the future challenges of research and healthcare. They will be looking to explore and shape their vision in dialogue with colleagues across sectors. Profiles of our [first](#) and [second](#) cohorts can be found on our website.

We are looking for key characteristics including **motivation, vision** and **potential** to make a difference and lead change across the sectors, **learning agility**, and **creative, innovative** and **radical** thinking.

Participants will be chosen through a competitive selection process.

The FLIER Programme

The programme was developed by a cross-sector Task Force of current leaders, and is delivered in partnership with bespoke leadership, talent and engagement specialists [Cirrus](#).

The two-year programme brings together cohorts of emerging leaders drawn from across academia, industry, the NHS, regulators, science media writers, government/policy organisations and entrepreneurs. The journey includes:

- Residential and one-day meetings will expose candidates to current **national** and **international leaders** across the wider scientific and health ecosystem
- Face-to-face and virtual **workshops**
- Regular **tailored coaching sessions** from professionals at the fore-front of leadership development
- **Mentorship** from a research leader and tailored 1-1 **coaching**
- Cross-sector **immersion experiences** with an array of other organisations.
- The second year will involve a **cross-sector project**. This will be an opportunity to apply acquired strategic and higher-level operational skills to a work-based project while being supported by colleagues, a coach and a mentor.

The programme has secured funding from the Dennis and Mireille Gillings Foundation and the Department of Business, Energy and Industrial Strategy. Participating organisations will also make a modest contribution.

What makes FLIER unique?

In the scoping work for this programme it was identified that the life sciences ecosystem in the UK has an outstanding range of assets, including a strong academic sector, big pharma and burgeoning biotech, medtech and engineering sectors, a single national healthcare system, and an engaged Government. But a gap was identified in terms of developing future leaders who will be able to work across key sectors.

Collaborative working between the life sciences sectors, is critical to ensure that the UK capitalises on our assets and drives innovation to stay globally competitive.

The programme is set apart from other leadership programmes by focusing on the creation of collaborations across sectors, thereby addressing what the future scientific landscape needs. FLIER supports potential leaders who are looking to progress to leadership roles which span sectors and through the programme gives them access to new networks and a deeper cross-sector understanding.

The benefits of taking part in FLIER

Participants benefit from the programme by:

- Establishing strong and long-lasting **cross-sector networks** of peers and senior leaders.
- Developing a practical, **in-depth understanding** of the cultures and drivers of other sectors within health and life sciences beyond their own, and the **tools** and **contacts** to create meaningful collaborations and enact change in the current research landscape.
- Increasing their understanding of **effective leadership skills**, participants will be supported to harness their potential through bespoke 360 feedback and a proven combination of interactive workshops, coaching, mentoring and self-directed learning.
- Access to **financial management** training through a specially designed module delivered by a Business School, plus in-depth sessions on business cycles, governance and maximising human capital.
- Practical experience of **collaborative working** to complete a work-based cross-sector project.

Organisations participating in FLIER benefit from:

- An employee who has the **skills to galvanise innovation and create opportunities** to contribute to the success of their own organisation and as role models, in turn influencing the leadership by the next generation of employees
- New cross-sector **networks** created by their employee
- Benefits generated by the **outcome of a challenging cross-sector project** in year two
- Opportunities to **showcase their organisation** to future leaders in other sectors
- Potential **input from emerging leaders** in other sectors to solve complex problems within their own organisation

How can organisations be involved in the programme?

Nominating applicants - Organisations can put forward candidates to apply for a place on the programme, FLIER will be open for applications in February 2022 with the first workshop taking place in June 2022. The Academy is committed to working towards [equity, diversity and inclusion](#) and we actively encourage applications from candidates with underrepresented protected characteristics under the Equality Act 2010. Candidates will be selected through a competitive process, including an interview stage. We request a contribution of £5k per participant; a small number of bursaries are available, please contact the office for more information.

For further information please contact Dr Rachel Macdonald, Head of Programmes, by email (rachel.macdonald@acmedsci.ac.uk).