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# WHAT KIND OF LEADERS DOES HUMBER NEED FOR THE FUTURE WE'RE BUILDING?

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# CHANGE IS ALREADY HAPPENING

TALENT +

Future  
Humber

**THE LEADERS WHO THRIVE THROUGH CHANGE  
WILL BE THOSE WHO CAN ADAPT FASTER  
THAN THE PACE OF CHANGE ITSELF.**

**TALENT +**



**THE BIGGEST RISK FOR ORGANISATIONS  
TODAY ISN'T CHANGE ITSELF.  
IT'S FAILING TO ADAPT TO IT.**

**THE ORGANISATIONS THAT EMBRACE CHANGE  
WILL ATTRACT THE BEST TALENT.**

**TALENT +**



**HUMBER'S FUTURE WILL BE SHAPED BY  
THE LEADERS WE DEVELOP TODAY.**

**TALENT +**

 **Future  
Humber**

**THE FUTURE WORKFORCE EXPECTS SOMETHING  
DIFFERENT FROM LEADERSHIP.**

**TALENT +**



**CHANGE DOESN'T FAIL BECAUSE OF  
STRATEGY. IT FAILS BECAUSE PEOPLE  
AREN'T BROUGHT WITH IT.**

# THE HUMAN SIDE OF CHANGE



**TALENT** +

# What's one thing you wish more leaders understood about their people?



A word cloud of responses to the question "What's one thing you wish more leaders understood about their people?". The words are arranged in a roughly circular shape, with larger words being more prominent. The background is a light pink color with several faint white plus signs scattered around.

Key words and phrases include:

- motivations
- communication
- values
- weakness
- empathy
- purpose
- individual qualities
- anxiety to change
- their experiences
- what drives them
- we are individuals
- to be valued and included
- development
- personalities matter
- communication is key
- need for flexibility
- how best to communicate
- different approaches
- how they feel valued
- how they handle pressure
- change
- information
- barriers to change
- difference
- individualities
- what motivates them
- perspectives
- safe
- fears
- different needs
- what makes them tick
- what barriers they face
- they want to matter



Think about the best leader you've experienced - what did they make you feel?



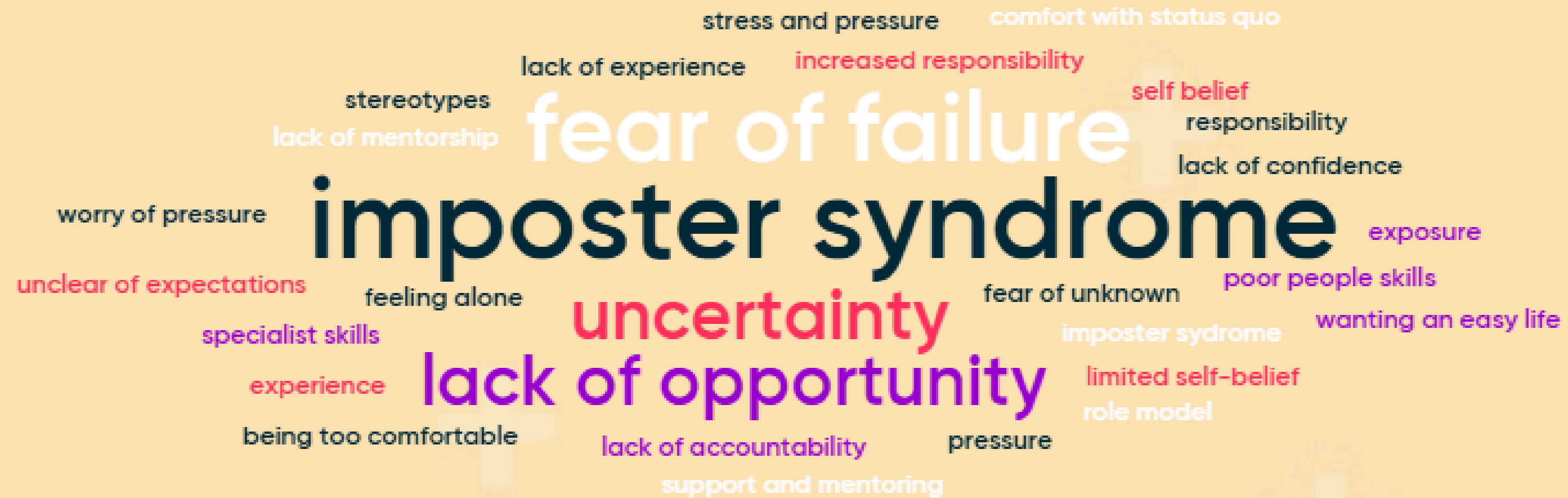
# LIVE TALENT PULSE

**TALENT** +

# What leadership skill will matter most in the next 10 years?



# What's the biggest thing that stops people stepping into leadership?



# What do people need most to thrive through change?



**HUMBER LEADERS**

**PROGRAMME**

What is it?

**TALENT** +



Future Humber's commitment to developing skills and leadership across Humber



First programme delivered through Talent+



Cross-sector cohort learning together

Supporting businesses to develop future talent



**TALENT+ = FUTURE HUMBER'S COMMITMENT TO PEOPLE.  
THE HUMBER LEADERS PROGRAMME = THE FIRST STEP.**



# WHAT TO EXPECT:

## SESSION ONE

18th June 2026

### Self Awareness Through Change

*Understanding 'Change States' and Self Reflection in practice*

John Harrison



## SESSION FOUR

30th July 2026

### Basics of Influencing People through Change

*Establishing clarity and accountability in all relationships*

Felicity King

## SESSION TWO

2nd July 2026

### Understanding Psychological Safety

*Recognised behaviours associated with Psychological Safety and Change*

Felicity King

## SESSION THREE

16th July 2026

### Leading People through Change: Accountability

*Understand basic principles associated with effective accountability*

John Harrison



# HOW TO APPLY



**VISIT OUR WEBSITE:**

[https://www.futurehumber.com  
/bondholders/talent](https://www.futurehumber.com/bondholders/talent)

**SCAN TO APPLY**

A photograph of a teacher and three students in a classroom setting, overlaid with a semi-transparent red filter. The teacher, a woman with blonde hair in a ponytail, is leaning over a table, looking at papers. Three students, two boys and one girl, are sitting at the table, also looking at papers and holding pens. The background is a solid red color with several white plus signs scattered across it. The word "REFLECTIONS" is written in large, white, dotted letters across the center of the image.

# REFLECTIONS

# Over the next four months, I want to become someone who...

Inspirational

Motivates

Makes a real difference.

People will turn to

Is more confident in their own ability

Inspires

has made a difference in the organisation

Connects more with my team

Can be proud of what I've achieved

Inspires across generations

Creates an open and supportive environment for my team to grow and embrace change

Impacts the future of our organisation positively



# Over the next four months, I want to become someone who...

has made a difference in the organisation

Connects more with my team

Can be proud of what I've achieved

Inspires across generations

Creates an open and supportive environment for my team to grow and embrace change

Impacts the future of our organisation positively

Inspires and raises aspirations of my team, raising standards of our service through team self-motivation and self-esteem.

Can inspire others

Takes influence and feedback from the people around me and uses it to reflect and grow personally

Inspires others

Has a better understanding and experience of being a leader so I can continue to grow in my role and beyond.

