

IMPACT REPORT

2025



FUTURE LEADERS

futureleadersprogramme.org



FUTURE LEADERS 2025

800+

Applications for places on our programmes since 2022

92

Refugees/Asylum seekers completed one of our Leadership Programmes in 2025

100+

Our Alumni live across 100+ UK towns & Cities in England, Scotland, Wales & Northern Ireland

250+

individuals who have graduated from one of our 16 cohorts.

62

The number of Refugee mothers now an active part of the Future Leaders Alumni community.

45

School of Entrepreneurship graduates - living across 24 UK towns & cities

47

Our Alumni community is made up of individuals from 47 different nationalities

70%

of participants across programmes were female



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Investing in the leadership development of forced migrants through programmes designed to build confidence, connection, and real-world impact.





Looking Back, Moving Forward 2025 - Our Year in Review

2025 has been a year of creating the conditions where leadership can emerge, ideas can take shape, and people can continue to grow long after a programme ends.

At Future Leaders, we see leadership as being something relational. It does not happen in isolation, and it rarely follows a straight line. Over the past year, our focus has been on strengthening the spaces, relationships, and opportunities that allow forced migrant leaders to move forward with confidence, while never losing sight of the individual stories, ambitions, and realities each person brings.

Throughout 2025, we delivered multiple leadership cohorts across our flagship programmes, Mother as Leader, and the School of Entrepreneurship, alongside fast-track one-day immersions designed as a greenhouse of further growth.

Beyond formal programmes, our alumni community continued to flourish. We ran a wide range of in-person and online alumni events, from cultural and learning experiences to sector-focused gatherings. These opportunities for connection, joy, and peer support alongside coaching, webinars, and ongoing personalised support are in many ways just as important as our headline programmes.

This year also marked an important shift in how our work connects with the wider sector. We hosted our Future Leaders Showcase, bringing together alumni, friends, supporters, and partners to celebrate leadership in action and the many paths our community is taking. We worked with friends in the sector to convene the sector-wide Refugee Summit, a day of collaborative discussion between CEOs and senior leaders from across the refugee and migration space.

Within the team, we were supported by our lived experience advisory board who continue to challenge, and strengthen our thinking, as well as the employment opportunities we provided for members of our community, with individuals from Afghanistan, Malawi, Colombia, and Albania stepping into roles within our team that offered experience, confidence, and progression.

As our alumni community grew past 250 members, it has become increasingly clear that Future Leaders is no longer just a set of programmes. It is an active, evolving community where people continue to learn, contribute, and shape what comes next - including the organisation itself.

I am deeply grateful to everyone who helped build this year with us. The work continues, and so does the possibility.



Daniel Hall
Programme Director





“Future Leaders was a place where I met the most valuable people and found the same minded people as me. A place where everyone was planning to be a problem solver and supporting each other”

“The program transformed us and felt like stepping into a new vision of myself. Every session was really informative and inspiring”

“My voice may be quiet, but it is powerful. My voice carries the lesson of resilience and hope. I am still here. Better days are coming. I am still growing, still believing, still becoming stronger”





Leadership in Practice: Our Cohorts at a Glance



In 2025, our online leadership programmes continued to evolve, reaching more people while remaining rooted in depth, care, and connection. Over the course of the year, we welcomed 92 participants across our core online programmes, including **Mother as Leader**, **Flagship Future Leaders**, and the **School of Entrepreneurship** — alongside the introduction of complementary **fast-track immersion** opportunities.

Across our programmes this year, 70% of participants were female and 30% male. This figure reflects the inclusion of Mother as Leader cohorts, which are 100% female; excluding these cohorts, female participation across other programmes remained strong at approximately 65%. The School of Entrepreneurship continued to stand out for its high participation of women.

While many participants were based in larger cities, our online delivery model enabled us to reach individuals living in smaller towns and more rural areas, where access to specialist leadership support is often limited.

All participants in the Mother as Leader cohorts were mothers of young children, with every participant caring for at least one child under the age of five. 64% of applicants to our Mother’s Leadership programme were single parents. These cohorts continued to centre leadership rooted in care, lived experience, and community connection.

Together, our online programmes in 2025 created space not only for skill development, but for confidence, belonging, and momentum, supporting participants to grow as leaders in ways that reflect their realities and aspirations.

92

Refugees/Asylum seekers completed one of our Leadership Programmes in 2025

800+

Applications for places on our programmes since 2022

70%

of participants across programmes were female

34

Nationalities represented across 2025 Leadership Cohorts





FUTURE LEADERS

For world changers

Leadership Programmes for Women from Workplaces and Universities

15:01
Thursday

CERTIFICATE
Future Leaders

Our S...

"I am so grateful for the future leaders programme. For believing in me and for unlocking so much in all of us. I have never had an experience anything like this before"



Backing Refugee Mothers as Changemakers

Mother as Leader, is our leadership programme designed for refugee and forced migrant mothers, responding to the specific challenges of caregiving, isolation, and navigating life in the UK while rebuilding stability and confidence.

100% of participants are mothers of young children, with all caring for at least one child under the age of five.

The programme focused on leadership development rooted in lived experience, with sessions covering leadership values, goal setting, wellbeing, and practical skills such as nutrition & cross-cultural parenting. Alongside skills development, the programme prioritised peer connection, reducing isolation and building trusted support networks among mothers with shared experiences.

15

New mothers came through our Mother as Leader programme in 2025

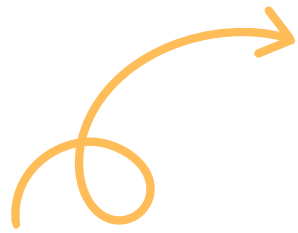
64%

of applicants to the Mother's Leadership programme were single parents.

62

The number of Refugee mothers now an active part of the Future Leaders Alumni community.





School of Entrepreneurship: Building & Belonging

The School of Entrepreneurship supports refugee and forced migrant leaders to explore enterprise as a pathway to agency, impact, and belonging. The programme is designed not only to build practical entrepreneurial skills, but to create a supportive learning environment where participants can test ideas, build confidence, and connect with others navigating similar journeys.

In 2025, we delivered a further 2 School of Entrepreneurship programmes focused on social entrepreneurship, business development, storytelling, and leadership. The programme continued to attract a high proportion of women, with 59% female participation, reflecting strong demand for entrepreneurship spaces that are inclusive and accessible.

Online delivery enabled individuals from outside major urban centres to access specialist entrepreneurship support that is often otherwise unavailable.

Alongside skills development, the programme placed a strong emphasis on community and belonging, supporting participants to see themselves as entrepreneurs, leaders, and contributors within their local contexts. For many, the School of Entrepreneurship acted as a foundation for further learning, collaboration, and progression within the Future Leaders alumni community.



45

School of Entrepreneurship graduates - living across 24 UK towns & cities

91%

Felt able to make more positive and regular contributions to their community as a result of the Programme

88%

of graduates felt they had grown in confidence following the programme

82%

of graduates felt they had a clear plan for the next 2 years of their life thanks to the programme



Greenhouse for Leadership: One-Day Immersions



Our One-Day Immersions are designed as fast-track leadership experiences — intensive, in-person programmes that create the conditions for rapid learning, connection, and confidence-building. In 2025, we delivered two one-day leadership immersion programmes, supporting 25 participants from across the UK.

The programmes focused on core leadership themes including values, team-building, personal development, and systems thinking, with sessions led by external faculty and sector partners. One immersion placed a specific emphasis on politics in action, exploring leadership, participation, and community engagement through a political lens.

These one-day immersions acted as a greenhouse for leadership, creating a concentrated environment where ideas could take root and participants could build momentum. For many, they also served as a stepping stone into our longer programmes and wider alumni community.

100%

of participants felt they grew in resilience through the Immersion Programme


85%

felt less lonely or isolated after completing the leadership immersion

100%

of participants felt better equipped to have an impact within their own communities following the leadership immersion





“My voice may be quiet, but it is powerful. My voice carries the lesson of resilience and hope. I am still here. Better days are coming. I am still growing, still believing, still becoming stronger.”



Beyond the Programme: Alumni Growth & Community

Our alumni community continues to be a central part of Future Leaders - a growing, active network where leadership development does not end with programme completion, but continues through connection, opportunity, and shared learning.

Alumni Events and Learning Opportunities
Throughout the year, we delivered a diverse programme of in-person and online alumni events, creating regular opportunities for learning, cultural engagement, and peer connection. These included visits to London Tech Week, the National Theatre, London Zoo, and Greenman Festival, alongside popular online webinars which saw 100+ attendances across multiple sessions.

250+

individuals who have graduated from one of our 16 cohorts. With many more cohorts scheduled for 2026 we are expecting this number to reach 300+ by the end of the year

Peer-to-peer support remains a defining feature of our alumni offer. Alumni Sub-Groups groups bring together graduates around shared professional interests, lived experience, or identity, and continue to be led and shaped by alumni themselves.

Alumni-Led Projects and the RSF Fund
This year, alumni also led and developed projects supported through the Refugee Scholarship Fund, demonstrating how leadership continues to grow within the community. Funded initiatives included:

- an entrepreneurs' community event to be led by alumni,
- supporting the development of a mentoring platform supporting Ukrainian children, and
- research towards a PhD exploring the experiences of Kurdish women.

100+

Our Alumni live across 100+ UK towns & Cities in England, Scotland, Wales & Northern Ireland

Internships and Lived Experience Leadership
We continue to prioritise lived experience within our organisational structure. In 2025, we supported five paid internship and job opportunities for alumni from Malawi, Colombia, Albania, and Afghanistan, enabling participants to gain experience, shape delivery, and influence Future Leaders from within.

Together, our alumni community represent a growing and evolving ecosystem, extending far beyond individual programmes. Through events, sub-groups, funded projects, and paid opportunities, alumni continue to shape Future Leaders and the communities they are part of, long after graduation.

85%

of alumni chose to join at least one Alumni Sub-Group, with 15 active groups running throughout the year





Coaching World Changers

Through our Coaching World Changers programme, Future Leaders alumni were matched with professional coaches for one-to-one support, creating space to reflect on leadership challenges, career decisions, and personal goals. The programme continues to grow as an important part of our alumni offer, providing tailored support at key moments of transition. A huge thanks to the Academy of Executive Coaching for partnering with us to make this project possible.

50+

Over 50 hours of personalised one-to-one coaching for our graduates

Voices of Hope

This year we expanded Voices of Hope, our podcast platform amplifying refugee leadership and lived experience through our alumni community living across 100+ UK towns & Cities. Through recorded conversations with alumni and partners across the UK, the podcast provides space for reflection, storytelling, and insight ensuring refugee voices are heard, valued, and centred in wider conversations about leadership and belonging.

47

Our Alumni community is made up of individuals from 47 different nationalities



Convening Leaders & Creating Spaces



In 2025, Future Leaders played an increasingly active role in bringing people together. Creating spaces for reflection, collaboration, and visibility across the refugee leadership landscape.

This year we also hosted our very first Future Leaders Showcase, bringing together alumni, partners, supporters, and friends of the organisation. The event celebrated the leadership, creativity, and impact of our community, while strengthening relationships across sectors and creating new opportunities for connection and collaboration.



We convened a sector-wide Refugee Summit, bringing CEOs and senior leaders from across the refugee and migration sector together for a day of facilitated discussion. The summit created rare space for honest conversation, shared learning, and collective problem-solving, with a focus on leadership in practice and the realities of delivering work in complex contexts. The Summit was convened in collaboration with Our Second Home.

This year also saw the publication of 'Tastes of Home', a book of poems and recipes written by members of the Future Leaders community. The collection centres refugee voices and lived experience, using food and storytelling as powerful expressions of identity, memory, and belonging. The book stands as both a creative achievement and a statement of value - that refugee voices deserve to be heard on their own terms.



Looking Ahead

Courage, Voice & Leadership

In the year ahead, we will continue to expand our leadership programmes, offering more cohorts across our core pathways while remaining intentional about depth, care, and connection. Growth for us is not about scale alone; it is about ensuring that every participant feels seen, supported, and able to grow in ways that reflect their own ambitions and realities.

We will also continue to develop new programmes and pathways, responding to what we hear from our community. This includes exploring new sector-focused offers, creative leadership spaces, and further fast-track immersion opportunities. Opening more doors without lowering the quality or integrity of the work and continuing to create space for courage and change.

Our alumni community will remain at the heart of this next chapter. We will invest in more opportunities for peer learning, coaching, and collaboration, while strengthening the spaces where alumni shape the direction of Future Leaders itself. Leadership does not end at graduation, and neither does our commitment.

Storytelling and voice will continue to be central - Through platforms like Voices of Hope, our alumni blog, and future creative projects

With the continued support of our funders, partners, faculty, and community, we look forward to building what comes next.



A huge thank you to the outstanding organisations we worked with this year – your collaboration and support made all the difference to our community.





Future
Leaders

one to one
children's fund
transforming lives

 **THIS DAY**