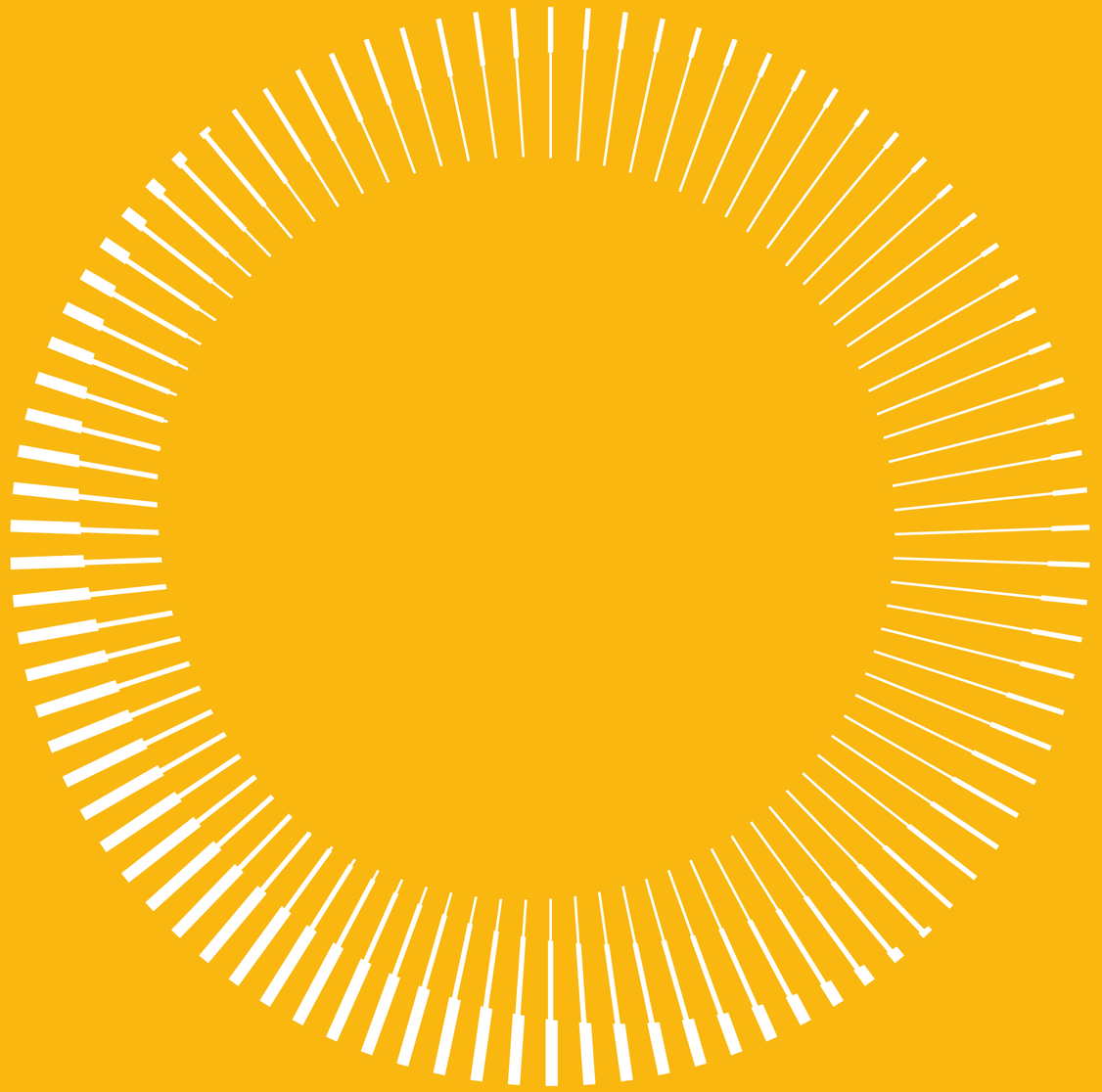
Leading for Success

FE Associates' 2026/27 development offer for further education and skills leaders.



Building the leadership pipeline for further education and skills.

FE ASSOCIATES

FE Associates and The Chartered Institution for Further Education – working together to celebrate leadership growth, development and achievement!

THE CHARTERED INSTITUTION FOR FURTHER EDUCATION

Through our ground-breaking partnership with The Chartered Institution For Further Education (CIFE), graduates of FE Associates' (FEA) development programmes now have the opportunity to gain professional recognition for their training and development as Associate Members of the Institution.

CIFE is the only Chartered body for technical and professional further education. It was established by Royal Charter in 2015 to promote excellence in further education and skills training providers and to celebrate individual contributions to the advancement of vocational, technical and professional education.

The Institution aims to elevate the prestige of FE careers through formal recognition which encourages the pursuit of individual excellence, rewards personal development and places professionalism at the forefront of the sector. In so doing, CIFE also seeks to encourage high-quality, industry-related professional development for individuals which contributes to the wider advancement of FE.

FE Associates

Your Trusted Partner in Leadership Excellence

- **Trusted sector experts –** we draw on our deep sector expertise gained as leaders, managers, governors and inspectors across colleges and training providers. Since 2018 more than 3,000 sector leaders have completed an FEA programme.

- **Learning that builds confidence and capability –** our programmes combine leadership insight with technical knowledge, collaborative learning and networking, enabling participants to strengthen their confidence, expand their networks and apply learning directly to their roles.

- **Leadership development at every stage –** our offer supports leaders throughout their careers with programmes for leaders at all levels, helping organisations build a strong, sustainable leadership pipeline.

- **Bespoke, not off-the-shelf –** we design in-house programmes around each organisation's unique culture, priorities and ambitions, tailoring content that is relevant, practical and impactful.

- **Bringing people together from across the sector –** our national open programmes create space for leaders to learn alongside peers from across FE and Skills, promoting networking, collaboration and the formation of enduring professional relationships that continue well beyond the programmes themselves.

Development

Our Development
Philosophy

- **Rooted in sector priorities:** We design leadership learning around the real priorities of FE and Skills organisations, not just generic learning and development needs, so our programmes stay relevant to the challenges leaders actually face.
- **Built to measure impact:** Our programmes are designed with personal accountability in mind, including tools and approaches that help leaders reflect on progress and evidence the difference the learning is making.
- **Grounded in current thinking:** We ensure leadership learning is based on contemporary concepts and real-world issues facing providers, so delegates are exposed to current practice and thinking rather than outdated theories.
- **Blending formal and social learning:** We combine structured learning with opportunities to learn alongside peers, share experience and build supportive networks because we believe the best development happens when people learn together.
- **Practical, applied learning:** Our programmes are designed to move beyond theory, using application, action learning and role-relevant projects so delegates can turn insight into action and make meaningful change in their own organisations.

Leading for Success

Leading for Success
National Open Programmes

Bringing sector leaders together to learn, collaborate and build enduring professional relationships.

01 Middle Leadership for Success

02 Aspiring Senior Leadership for Success

03 Senior Leadership for Success – Leading Authentically

04 Senior Leadership for Success – Enhancing Leadership Wellbeing

05 Building Better Business Cases

06 Practical Project Management for College Leaders and Managers

Middle Leadership
for Success

01

The Middle Leadership for Success programme combines the best of leadership and technical management to drive middle leadership effectiveness and confidence.

With a focus on strategy, planning, people and excellence, the programme builds capacity and competence through collaborative learning and networking.

Our middle leadership programmes consistently achieve excellent satisfaction ratings and a large number of programme graduates have achieved promotions in the sector.

Programme Features:

Three in-person modules
Psychometric Profiling
Project Based Learning

Dates: Commencing October 2026
Ending January 2027
Location: Birmingham
Fee: £675 (VAT Included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

Aspiring Senior Leadership
for Success

02

The Aspiring Senior Leadership for Success programme is designed for established middle leaders eager to progress to senior leadership roles in the further education and skills sector. This programme offers a unique opportunity to enhance your strategic abilities and leadership skills.

Combining expert-led sessions, a strategic focus and practical skills to enable career advancement, the Aspiring Senior Leadership for Success programme will enable participants to feel more confident about taking the steps to move to their first senior leadership role.

Programme Features:

Four in-person workshops
Psychometric Profiling
Practice senior leadership interviews

Dates: Cohort 1 – Commences
November 2026, ends March 2027
Cohort 2 – Commences
February 2027, ends May 2027
Locations: Birmingham & Croydon
Fee: £996 (VAT Included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

Senior Leadership
for Success - Leading Authentically

03

We do senior leadership development differently!

In the ever-evolving landscape of further education, the ability to lead authentically is paramount. Leading Authentically is a groundbreaking leadership development programme tailored specifically for senior sector leaders. This transformative journey is designed to enhance your leadership effectiveness, healthiness and authenticity; ultimately elevating the effectiveness of the teams you lead.

Drawing on the expertise of sector leaders, psychoanalysts, and organisational consultants, this programme is rooted in systems psychodynamics. It provides participants with the tools to make sense of themselves, their leadership and their organisations. Delegates will come together for five in-person workshops, engaging in experiential learning and reflection.

Programme Features:

Five in-person workshops
Group networking

Dates: Commences November 2026, ends March 2027
Location: Birmingham
Fee: £2,400 (VAT included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

Senior Leadership
for Success - Enhancing Leadership Wellbeing

NEW for 2026/27

04

The role of a senior leader in FE and skills is increasingly complex and challenging and because our leaders are so passionate about the transformative nature of their work, they often neglect to think deeply about the impact of the challenges they face on their own wellbeing.

This new, one-day workshop provides senior sector leaders with the opportunity to reflect on their own wellbeing, the challenges they face and the effect they are having. Based on Larry Shulman's research on strategies that sector leaders can use to mitigate the effects of leadership challenges, delegates will learn how to apply a wellbeing framework tailored to them.

Programme Features:

One-day in-person workshop
A copy of Thriving, Surviving or Nose-Diving, written by Larry Shulman

Date: 24th November 2026
Location: Birmingham
Fee: £301 (VAT Included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

Building Better
Business Cases

NEW for 2026/27

05

This two-day programme is designed for colleagues in FE organisations who need to develop, contribute to, review or approve business cases as part of planning, budgeting, service improvement or investment decisions. It is suitable for those involved in shaping proposals for change, investment or service redesign and who need to ensure decisions are based on clear strategic alignment and robust evidence.

The programme follows the 10-step business case development process in HM Treasury's Guide to Developing the Project Business Case, supporting delegates to understand how business cases progress from early strategic thinking through to detailed planning and approval. It focuses on building proportionate, well-structured cases that stand up to scrutiny and support confident decision-making.

Programme Features:

Two in-person workshops
HM Treasury 10-step business case approach
Applied case study-based learning

Dates: 19th & 20th January 2027
Location: Birmingham
Fee: £556 (VAT included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

Practical Project Management
for College Leaders and Managers

NEW for 2026/27

06

This two-day programme is for colleagues in FE organisations who are expected to manage projects as part of their wider role, rather than as full-time professional project managers. It is particularly relevant for heads of department, curriculum managers, service leads, business support managers and others leading change, improvement or implementation activity across their organisation.

The programme provides a practical, proportionate project management toolkit that can be applied immediately in an FE environment. It focuses on giving delegates the confidence and structure to lead projects effectively alongside operational responsibilities, without introducing unnecessary bureaucracy or complexity.

Programme Features:

Two in-person workshops
Practical project management toolkit for immediate use

Dates: 24th & 25th February 2027
Location: Birmingham
Fee: £556 (VAT included)

→ **Register your interest by emailing: Jack.Moriarty@fea.co.uk**

Find out more > Find out more by clicking this button.

In-House Leadership Development Programmes

Bespoke, Tailor-Made and Relevant

When it comes to in-house development programmes, we don't do off-the-shelf! Our programmes are designed to support your unique culture, priorities and ambitions.

FE Associates' in-house leadership development solutions are designed to do far more than deliver training - they create the conditions for teams to flourish, collaborate effectively and deliver lasting impact. Our programmes are firmly focused on building and enabling effective team performance, and we work in true partnership with you to shape a programme perfectly aligned with your needs.

Through a design process rooted in curiosity and exploration, we work closely with you to develop a programme tailored to your organisation's specific context.

Our approach combines expert facilitation, collaborative learning and personalised support. In-house programmes can include facilitated workshops, one-to-one coaching, group coaching, action learning and reflective activities, helping leaders build self-awareness, strengthen relationships and develop the confidence to lead with clarity and purpose.

→ **To discuss your in-house leadership development and training requirements contact:**

Jack.Moriarty@fea.co.uk

Our In-House Leadership Development Clients

THE BEDFORD COLLEGE GROUP

Chelmsford College

Homefield

Coleg Gŵyr Abertawe
Gower College Swansea

Leicester College

EAST SUSSEX COLLEGE

The Manchester College
be amazing

Moulton COLLEGE

Abingdon & Witney College

NKC NORTH KENT COLLEGE

STOKE ON TRENT COLLEGE

TRAFFORD & STOCKPORT COLLEGE GROUP

Executive Leadership
Team Development Programme

The FE Associates' Executive Leadership Team (ELT) Development Programme has been designed with a specific focus on building cohesive senior leadership teams and providing the space and time to press the pause button.

This programme will ensure team members know, understand and appreciate their colleagues whilst creating a shared understanding of the unique ambitions, perspectives and preferred ways of working among team members.

Through three facilitated one-day workshops and individual one-to-one coaching support, executive leadership teams will gain individual and team insights, build honest, caring and trusting relationships, create a unified team purpose and vision, position themselves to work more effectively across the organisations they lead and ensure they are well connected to the internal and external worlds of further education and skills.

Designed and facilitated by our Senior Leadership Development specialist Larry Shulman, and supported with one-to-one coaching by Dame Sally Dicketts DBE, the FEA Executive Leadership Team Development Programme is well suited to:

- New and refreshed senior teams.
- Longstanding senior teams undergoing strategic change.
- Senior teams developing new organisational strategies and priorities.

→ **Price on Application**

Find out more > Find out more by clicking this button.

Showcasing In-House
Development Clients

Hopwood Hall College
The Leadership LaunchPad

Combining facilitated workshops, individualised coaching support, work shadowing at other colleges and a strategic planning project, the LaunchPad programme was designed to strengthen capacity at senior levels and support succession planning. A key feature of this dynamic programme was the leadership role delegates played in supporting the development of the college's new strategic plan.

The Bedford College Group
Accelerate – Senior and Middle Leaders Programmes

FEA worked in close partnership with the Group's executive team to create a bespoke programme to support Senior Leaders and Heads as they led through a period of significant transformation and change. It was designed to strengthen leadership capability, strategic thinking and cultural impact, helping participants grow into empowered, accountable leaders who could inspire others and drive meaningful change across the Group.

Showcasing In-House
Development Clients Continued

Stoke on Trent College
High Performance Programme

Through close partnership working, FEA designed and delivered a programme to facilitate leadership growth and development across the college. Bringing curriculum and professional services leaders together, and with high levels of collaboration, the programme focused on building a strong 'one team' ethos, to develop a culture where responsibility, accountability and excellence were part of everyday practice. Through a blend of collaborative workshops, self-reflection and practical leadership projects, participants were encouraged to explore their own leadership style, strengthen their decision-making, and apply their learning to real challenges across the college.

Trafford and Stockport College Group
The Directors' Development Programme

The Directors' Development Programme was a tailored in-house leadership development offer designed to support 14 Directors of Curriculum as they made the shift from operational management to strategic leadership. Built around the Group's priorities, the programme focused on strengthening leadership confidence, accountability, collaboration and change management, while helping directors develop a clear vision for curriculum and deliver the college's Big 6 Strategic Priorities.

East Sussex College
Leading with Impact

Beginning with a leadership self-assessment activity, delegates were supported with an initial onboarding discussion to establish their leadership aspirations and self-identified areas for development and growth. The programme included three focused workshops: Leading with Ambition, Leading in Partnership and Leading with Impact and concluded with a collaborative leadership conference with members of the college's executive team. The Leading with Impact programme offered a practical, reflective and ambitious route to stronger leadership and meaningful change across the college.

Our Development
Experts



Matt Atkinson



Paul Wakeling



Daisy Agathine-Louise



Edd Brown



Dan Beale



Calista Francis



Sarah Miller



Graham Razey OBE



Dame Sally Dicketts DBE



Dr Molly Makota



Anju Virdee



Larry Shulman

What People are Saying About
FEA Development Programmes

I would like to extend my sincere thanks to FE Associates and trainers for delivering an outstanding ‘High Performance Leadership Development Programme’ for our college leaders.

The programme has helped colleagues strengthen their leadership capabilities and drive continuous improvement across the college, and has already had a positive impact on outcomes across our organisation.

Thank you once again to our staff for embracing the training and delivering excellent presentations to inform our exciting next steps.

–

Hassan Rizvi
Principal and CEO
Stoke on Trent College

FEA were very flexible and responsive to the college’s needs, as well as being accommodating and supportive.

They were also informative and inspirational. The college is carrying on the work in-house, building on the foundations provided by FEA, so the training provided by FEA will have a lasting impact.

–

Danny Metters
Principal & CEO
Bishop Burton College

FEA designed an outstanding leadership and management programme for East Surrey College. They tailored the content to our specific needs, blending individual and team activities perfectly. Their support helped us create new college values and a leadership charter. Excellent delivery, highly recommended!

–

Dr. Lindsay Pamphilon
CEO & Principal
East Surrey College

Working with FE Associates has been an absolute pleasure. Their professionalism and flexibility in designing a bespoke leadership programme for our middle leaders were outstanding. I am confident that our team will gain immense value from this experience. I am truly grateful for the opportunity to share the benefits of FE Associates’ leadership programmes with my colleagues. I send my very best and warmest regards to the team.

–

Claudine Brown
Executive Head of Quality
Access Creative College

For more information on all our leadership development opportunities please visit:
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www.fea.co.uk/ld/

To discuss your leadership development and training requirements contact:
–
Jack.Moriarty@fea.co.uk



FEA FE ASSOCIATES