



FBUK **FUTURE LEADERS** PROGRAMME

A new coaching
programme for family
business leaders
of the future



In association with

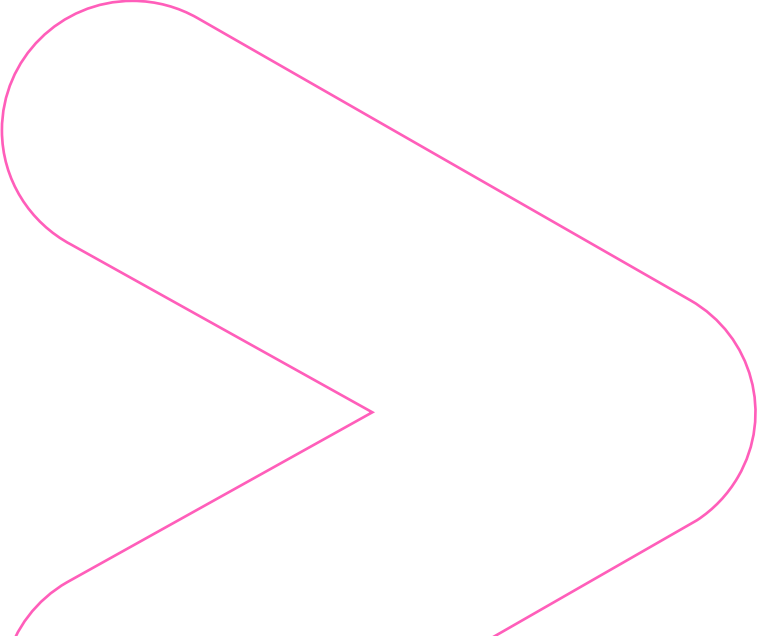


Alembic
Strategy
Where change happens





Leading in a family business is uniquely demanding. You're balancing commercial pressures with family relationships, immediate challenges with long-term vision, and the needs of others with the kind of leader you want to be.



At the heart of this lies the space where leadership, legacy, and love collide. It is in this space that the most important — and often the most difficult — conversations and decisions take place.

FBUK's Future Leaders Programme, delivered in partnership with Alembic Strategy, and sponsored by the Martin family, with five generations of family business experience, is designed to help you navigate this complexity with more clarity, confidence, and support.

This is not a training course. It's a coaching-led, highly interactive programme, where new and emerging senior leaders bring their real, live situations into the room and work through them with expert coaches and carefully selected peers.

Frameworks, models, and tools will be utilized – but only ever applied directly to what is happening in your business, family, and to support the development of you as a leader.

Delegates will gain new perspectives, practical solutions, and a trusted peer group to continue learning with long after the programme ends.

Who this is for

This programme is for new and emerging senior leaders in family businesses who are:

- Ambitious to grow as leaders and make a meaningful impact
- Navigating the twin challenges of running a business and sustaining family relationships
- Looking for a safe space to explore complex issues with people who understand the unique realities of family business
- Keen to learn through coaching, peer insight, and practical application



The Coaching Framework

The programme will involve conversations across five interlinked areas of awareness, which provide a framework for coaching discussions, with key questions to guide reflection and action:

> Context – the market and environment you’re operating in:

- What’s happening in your industry, economy, or wider context?
- How do these forces shape the challenges and opportunities you face?

> Situation – the specific challenges inside your business:

- Where are the hot spots right now?
- How might you approach them in a way that brings progress and clarity?

> Dynamics – the people and relationships you’re navigating:

- How do family and business dynamics intersect in your world?
- How can you have the conversations that really matter?
- How do you create a culture of productive feedback conversations?

> Strategic – the evolution of your business:

- What do you need to do to keep the business competitive and future-fit?
- Where are you being called to innovate, grow, or adapt?
- Where do you need to respect the legacy of the past?

> Self – your leadership, style, and impact:

- What kind of leader do you want to be?
- How can you flex your leadership style according to what’s needed in any given moment?
- How can you look after your “state” so that you can perform at your best?
- How can you best use your strengths – and where do you want to stretch?



Who you'll be working with
FBUK's Future Leaders Programme
has been designed in partnership
with Sophie Ashburton &
Nick Mayhew, of Alembic Strategy,
who will lead the delivery of
the programme.



Sophie and Nick work together helping family business leaders navigate the intersection of family, business, and leadership. They are facilitators and coaches with deep experience creating safe spaces for leaders to reflect, grow, and build the skills they need to thrive.

They have worked with many family businesses, family offices, professional practices, FTSE 100 companies, charities, and founder-led enterprises. Nick founded Alembic Strategy in 2016. Prior to this he led a large professional services firm. Sophie has led significant innovation practices as well as a family business alongside her husband.

Their years of senior leadership experience and unique focus on building high quality relationships helps leaders resolve tensions, unlock potential, and shape resilient, future-ready organisations.

Other inspirational family business leaders will also be invited to talk on specific topics during the programme to reflect their areas of expertise.

Timeframe

The programme runs from March to October 2026.

Proposed dates* include:

Date	Format	Focus
Nov 25 – Jan26	1-2-1 virtual	Sign-up conversations to make sure this is right for you and review whether you would like input from others in your family and business
Feb – March	1-2-1 virtual	Your objectives
10 March	3-hour face-to-face session	Meet the group kick off
17–18 April	24-hour countryside retreat	Deep dive on self and relationship dynamics
5 May	3-hour Zoom session	Mid-spring coaching
4–5 June	FBUK Conference	Conference attendance and reflection workshop
30 June	3-hour face-to-face session	Tailored content and group coaching dependant on emerging themes
1 Sept	3-hour Zoom session	Tailored content and group coaching dependant on emerging themes
22 Sept	3-hour face-to-face session	Tailored content and group coaching dependant on emerging themes
20 Oct	Reflections dinner & awards	Consolidation & celebration

*subject to adjustment once the cohort is confirmed



Outcomes and Benefits

By the end of the programme, you will have:

- Worked through your own live business and leadership challenges with expert coaching
- Gained new insights and solutions from peers facing similar realities
- Developed practical tools and approaches to use in your future leadership roles
- Strengthened your awareness across context, situation, dynamics, strategic, and self
- Built a trusted network of senior family business leaders you can continue to consult with long after the programme ends

Investment

- £12,500 + VAT for FBUK Members
- £15,000 + VAT for non-FBUK Members

What's included

- All programme materials and resources
- 1:1 conversations with the programme coaches
- Group coaching sessions, both in-person and virtual
- 24-hour residential retreat at The Grange in Hampshire
- Attendance at the FBUK Annual Conference
- Final reflections dinner

Please note, fees do not include:

- Travel to and from venues and other out of pocket expenses
- Accommodation at the FBUK Annual Conference



FBUK FUTURE LEADERS PROGRAMME



For more information on the programme, and to reserve a place, please [click here](https://familybusinessuk.org/campaigns-and-events/future-leaders-programme/)

Alternatively scan the QR code or visit <https://familybusinessuk.org/campaigns-and-events/future-leaders-programme/>

or email info@familybusinessuk.org

Please note that places are limited to a maximum of 16 delegates and will be allocated on a first come first served basis.

In association with



Alembic
Strategy
Where change happens