



FBUK2027 **FUTURE LEADERS** PROGRAMME

**A coaching programme
for family business
leaders of the future**



In association with



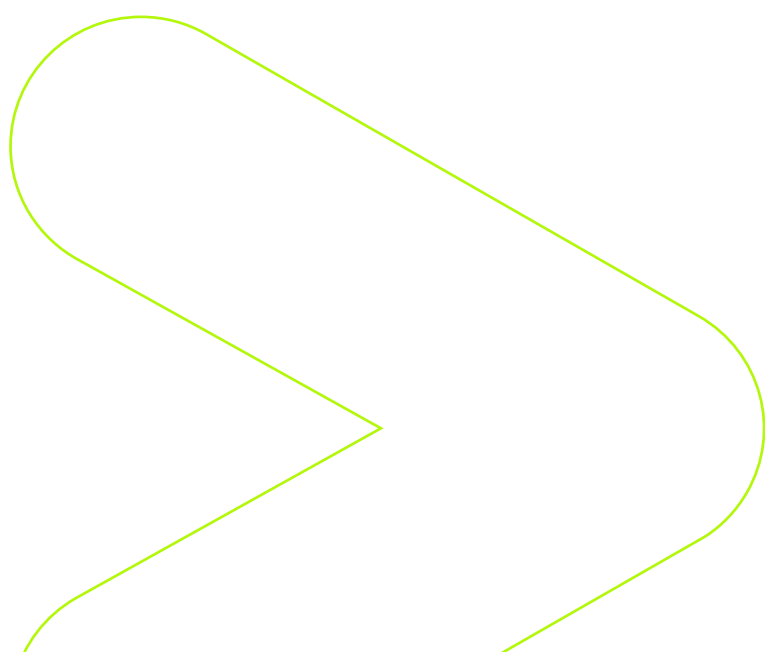
Alembic
Strategy
Where change happens





Programme overview

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's 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 live situations into the room and work through them with expert coaches and carefully selected peers.

As well as utilising frameworks and tools applied directly to what is happening, you will learn how to access alternative states of mind that support your development 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

The programme is for new or emerging leaders in the family business (execs, non-execos, family council) who are:

- Ambitious to grow as leaders and make a meaningful impact
- Navigating business and family challenges simultaneously
- Looking for a safe space to explore complex issues
- Keen to learn through coaching, peer insights, and practical application



Coaching framework

The programme will cover five interlinked areas of awareness:

The market and environment you are operating in

How do I grow my understanding of my business, sector, context and network?

The people and relationships you're navigating

What are the relationships that matter most and how do I make sure I have important conversations with maximum impact?



The specific challenges the business is facing

What are the priorities in the short to medium term and how do I tackle them?

The plan for the business

How do I drive change based on clarity of vision and purpose?



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 run 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.

2027 Programme timeline

The programme runs from March – October 2027. Proposed dates* include:

Date	Format	Focus
Sep 26 - Jan 27	1:1 virtual or in person	- Discussions to ascertain whether the programme is the right fit for you - The sign-up process
Mar 01	Sign up closes	Final group confirmed and communicated
Feb 27 - Mar 27	1:1 virtual or in person	Individual outcomes for the programme
Mar 16	Group session in person (4-hrs)	- Ways of working on the programme - Meet your peers - Share personal outcomes
Mar 16 - Apr 10	Belbin questionnaires and 1:1 debrief	Clarity on strengths and connected weaknesses – perspective from self and significant others
Apr 14 - 15	Residential Retreat at The Grange Hampshire	Personal reflection, purpose and vision setting
May 11	Group session - virtual (3-hrs)	Feedback on your 'plan on a page' and key themes for further work
Jun 9 - 11	FBUK Annual Conference Edinburgh	- Inspiration from multiple family businesses and reflection sessions with the group - Unparalleled networking opportunities with other family businesses and the professionals that support them
Jun 29	Group session - in person (4-hrs)	Planning and prepping important conversations
Sep 7	Group session – virtual (3-hrs)	- Managing the levers of change - Innovation
Sep 28	Group session - in person (4-hrs)	Content dependent on priority emerging themes
Oct 19	Reflections Dinner	- Key take outs from the programme - Opportunity to invite one other guest from your family or business - Celebrate participating in the programme

*subject to adjustment once the cohort is confirmed.



Outcomes and benefits

- Clarity about what matters most to you, your desired impact and a plan for your future
- Being part of a new network of peers sharing similar challenges and providing a base of support after the end of the programme
- Access to practical tools and approaches to that will support you as leaders of the future.
- Developed coaching and listening skills
- Greater self-knowledge and understanding of you as a leader – you at your best
- Problem solving for live business challenges

What's included

- 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 in Edinburgh
- Final reflections dinner
- Belbin assessment and debrief

Please note, fees do not include:

- Travel to and from venues and any out-of-pocket expenses
- Travel and accommodation associated with attending the FBUK Annual Conference
- Additional 1:1 coaching / consulting outside the scope of the programme

Investment

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





What our 2026 participants had to say

“The FBUK Future leaders programme has been transformational. The breadth and depth of the content is beyond any programme or courses I have attended in my 20+ year career”

“The structure of the programme brings a richness to the experience which wouldn’t be possible in a course with a rigid curriculum”

“Sophie and Nick bring their first-hand lived experience of running and working in family businesses and years of mediation and navigation of our unique world”

“I now have a group of contemporaries from family business backgrounds in whom I can confide and trust which is a great privilege”

“If you fully commit to it and go all in, you gain exponential value back - professionally and personally”



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For more information on the programme, and to register your interest, please scan the QR code, [click here](#) or email info@familybusinessuk.org

Please note that places are limited to a maximum of 10 delegates and will be allocated on a first come first served basis.

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