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FUTURE LEADERS PROGRAM

Talkbook 2025

Designed for HR and Line
Managers to provide them with
further background information

TEAM^o**PACTOR**
Purpose Driven Team Impact



HARNESS THE ENORMOUS POTENTIAL, CREATIVITY AND INNOVATIVE POWER OF YOUR FUTURE LEADERS

The world is changing fast, and the leaders of tomorrow
are ready to lead the sustainability transition today

Future-Proof Your Business with the Power of Young Talent

At TEAMPACTOR, we believe in unlocking the full potential of your young professionals. Based on our proven experience with the UN Global Compact Young Professionals Program, we offer in close cooperation with WIFS (Women In Financial Services) a tailor-made Future Leaders Program that equips top talent to drive the SDG and ESG agenda.

We know that this generation of upcoming leaders wants to be involved and is seeking for opportunities to contribute actively to the sustainability agenda.

This Future Leaders Program is more than leadership development. It's a strategic investment in innovation, purpose, and long-term impact.

Empower your future leaders to act boldly on pressing issues like climate, biodiversity, circularity, human rights and inequality—so they don't just adapt to the future, they help shape it.

Are you ready to co-create a new generation of sustainable leadership?

Let's start building!



ABOUT WIFS (WOMEN IN FINANCIAL SERVICES)

WIFS' mission is to create a better balance between masculine and feminine values in the financial sector

WIFS puts its mission into practice by giving substance to 4 core values: *Connect, Share, Empower & Energise.*

With the journeys of WIFS you can develop yourself on a personal and professional level

The next generation is ready — are you?

Today's young professionals are deeply committed to making a difference. They want to help solve our most urgent (global) challenges. Yet, far too often, their passion for impact remains untapped within corporate sustainability strategies.

At TEAMPACTOR, we strongly believe it's time for a shift.

Through years of collaboration with UN Global Compact Network Netherlands and our co-creation of the acclaimed Young Professionals Program (YPP), we've seen firsthand the energy, creativity, and purpose-driven mindset of future leaders.

We are proud to bind forces with WIFS, so that we will bring that unique experience in close cooperation to your organization.

Our Future Leaders Program (FLP) is a customized leadership journey rooted in the SDGs and ESG principles — designed to inspire, equip, and activate your young talent. It's a powerful opportunity to align your strategic goals with the values and vision of the next generation.



A LEARNING JOURNEY OF GROWTH, IMPACT AND LEADERSHIP

Unlock the passion and creativity of your Future Leaders and
accelerate the sustainability transformation

Mission of the Future Leaders Program:

Reaching out to talented young professionals within the Financial Services community and beyond to involve them actively in a unique SDG leadership journey!

Key objectives:

The FLP is a distinctive and advanced leadership program that focusses on three key objectives (learning goals):

1. Understanding where the SDGs and the ESG agenda are about and delivering with a team of young leaders an impactful and innovative SDG project within the timeframe of a year.
2. Building and sustaining an effective multidisciplinary and cross company team, getting insights in team building, team roles, team performance and team dynamics. Understanding your own role within the team.
3. Developing leadership skills that will contribute to become an inspiring, sensitive, innovative, effective and responsible business leader.

HOW DOES THE CONCEPT OF THE FLP IN A NUTSHELL LOOKS LIKE?

Future Leaders Program (FLP)

- Participants from different companies form a multidisciplinary team (10 – 12 team members) with the aim to deliver an impactful and innovative SDG project together.
- During the SDG-journey of 13 months the team members are challenged and empowered to learn about the SDGs and Environmental, Social and Governance (ESG) factors and develop their teamwork and leadership skills.
- The team members (aged between 23 and 35) are highly motivated to join the FLP and are selected from a diverse mix of companies and functions.
- A senior Executive Team Coach supports the team throughout their SDG-journey.

BUSINESS AND PERSONAL BENEFITS

As FLP participant you will get the opportunity to:

- Step out of your regular position and comfort zone and gain new insights & experience by working in a multi-disciplinary team of up to 10-12 young professionals.
- Add value to society by tackling an SDG-related challenge.
- Develop an innovative and impactful project with your team, using out-of-the-box and innovative thinking.
- Collaborate with peers from other organizations and provoke useful connections to facilitate future partnerships.
- Develop your project management skills and leadership qualities.
- Get deeper understanding on how to achieve effective teamwork and get insights about team dynamics, team roles and your own role within the team.
- Work on specific Personal Learning Objectives throughout the FLP and get individual coaching where needed.
- Meet with like-minded young professionals and sustainability / ESG experts and extend your professional network.
- Get guidance throughout the program from a senior executive team coach with a lot of experience on sustainability and ESG related business issues.

GOOD FOR YOUR ORGANIZATION

In this advanced leadership journey young professionals are challenged on sustainability, teamwork and responsible leadership. Continuous guidance will be offered by a professional executive team coach.



Develop

Development of essential teamwork and leadership skills will strengthen and empower responsible leadership within your company.



Empower

Participants become agents of change. They will support the acceleration and integration of the SDGs and the commitment to sustainability and ESG (Environment, Social, Governance) factors in your business.



Employer of Choice

Strengthen your branding and become an attractive employer to attract and retain top talent.

THE LEARNING PROCESS OF THE FLP TAKES PLACE AT THREE LEVELS: TEAM – INDIVIDUAL - PROJECT

FLP Structure	Month 1-3	Month 3-6	Month 6-9	Month 9-13
Team	➤ 2 Kick-off days ➤ Team Building ➤ Getting to know sessions (1 on 1) ➤ Team Value Charter ➤ Division of Team Roles ➤ Project Management Skills ➤ Team Dynamics theory ➤ Communication Tools & Flow	➤ Team Building ➤ MBTI / 16 Personalities Test ➤ Expert Sessions ➤ Team Dynamics Insights ➤ Team Performance Evaluation and reflection on individual contributions	➤ SDG Company Insights Presentations ➤ Team Feedback Session on Performance ➤ Peer-to-Peer Learning Sessions (optional)	➤ SDG Company Insights Presentations (continued) ➤ Peer-to-Peer Learning Sessions (optional) ➤ Team Debrief ➤ Team Closing
Individual	➤ Intake with Executive Team Coach / Program Manager ➤ Study materials (reading articles, reports, listen to podcast, etc.) ➤ 16-Personalities test ➤ Define Personal Learning Objectives (PLOs) ➤ Leadership Experience through Team Roles	➤ SDG Company Insights Assignment ➤ Leadership Experience through Team Roles ➤ Work on PLOs ➤ SDG Masterclasses given by ESG experts	➤ Leadership Experience through Team Roles ➤ Study materials (reading reports and articles) ➤ Work on PLOs ➤ SDG Masterclasses given by ESG experts	➤ Work on PLOs ➤ Individual Reflection Assignment on Integral FLP Learning Experience ➤ SDG Masterclasses given by ESG experts ➤ Leadership Experience through Team Roles
Project	➤ Brainstorming & Orientation ➤ Project Pitching ➤ Project Selection ➤ Deep Dive into Project Focus Area	➤ Further Orientation & Focus ➤ Partner Selection ➤ Project Assignment with Partner Organization ➤ Project Roles & Planning ➤ Project Execution	➤ Project Execution ➤ Communication and Stakeholder Engagement	➤ Project Execution ➤ Project Delivery ➤ Evaluation and Closing of Project with Partners and Stakeholders

FLP - TIMELINES, TEAM MEETINGS AND TIME INVESTMENT

Timelines

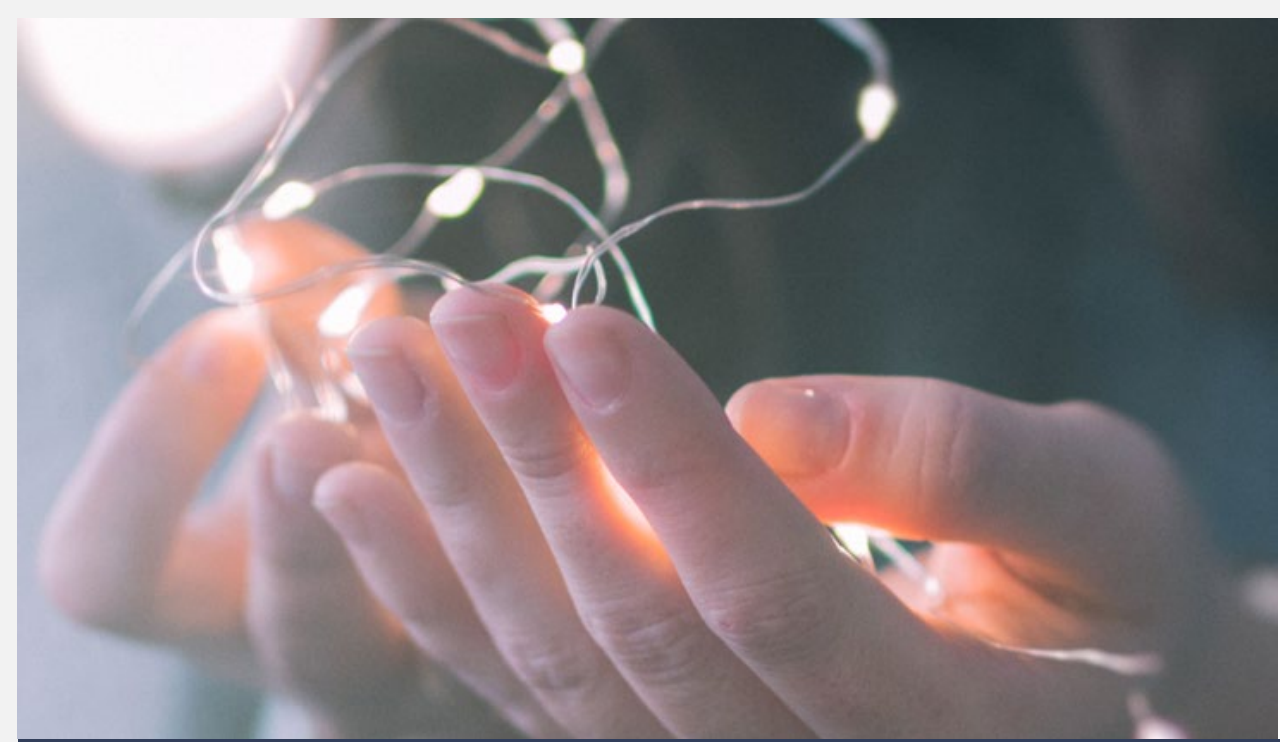
- The FLP, which has a lead time of roughly 13 calendar months, will start twice a year.
- **The first round of the FLP starts mid January 2026** and will last till the end of February 2027.
- During the summer months (mid-July to the end of August) there is a summer break of approximately 6 weeks.
- From mid-December 2026 till the second week of January 2027, there will be a Christmas break of approximately 3 weeks.

Team Meetings

- The FLP starts with two kick-off days that will take place centrally in the country and spread over a period of three weeks.
- After the kick-off, plenary team meetings will take place twice a month (1 x virtually, an hour and a half and 1 x physically on location at different companies, preferably in the afternoon / half a day).
- The rhythm (times and preferred days) of these monthly meetings will take place in consultation with the team members (tailor-made agreements).

Time Investment

- Participants that will take part in the FLP-journey should take into account a time commitment of approximately 15 days.
- This means an availability of 12 working days throughout the duration of the FLP for team meetings (virtual and at different locations) and working in subgroups.
- Approximately 3 days for self-study and making assignments.



GUIDANCE THROUGHOUT THE FLP-JOURNEY

The role of the senior executive team coach is an essential part for the development of the team and the success of the FLP

The role and expertise of the Executive Team Coach

- Plays a vital role in the team building process and during the whole program.
- Is important to the team and the individual team members to achieve the three key objectives of the FLP.
- Has a deep understanding of business related, societal and sustainability topics and has a huge network.
- Functions as a sounding board and helps the team to stretch, to think out of the box, to be realistic, to be result driven, to work together, etc.
- Looks at team dynamics, team performance and individual contributions and builds in space for reflection and feedback loops during team meeting sessions.
- Supports individual team members with their leadership development ambitions.
- Guided many teams of young professionals over the last 7 years and has a profound background and passion to work closely together with top talented future leaders.
- Is key to the success of the FLP

FLP — PRACTICAL INFORMATION



➤ **Application deadline:**
12 January 2026

➤ **Dates for the kick-off meetings:**
FLP Team 1 – 21 January and 13 February 2026
FLP Team 2 – 28 January and 20 February 2026

Note::

- The FLP starts twice each year
- For each new round, we have 24 spaces available (so 48 in total annually)
- We need a minimum of 10 participants to get started with a new FLP-team



➤ FINANCIAL INVESTMENT

- €3.750 ex. VAT
Is the fee for participants from members of Women in Financial Services
Automatically you will become a member of the WIFS community for the first year
- €4.250 ex. VAT
Is the fee for participants that are not a member of Women in Financial Services
Automatically you will become a member of the WIFS community for the first year



➤ **Target Group:**
➤ Top talented young professionals that are interested in the SDGs, ESG, innovation, teamwork and (responsible) leadership development

- **Requirements:**
 - Aged between 23-35
 - Based in Netherlands
 - Have a minimum of 2 years of professional working experience
 - Ability to invest 1 working day a month (total of 12 working days) and 3 days of their own time

1 Strategic & Analytical Thinking

2 Collaboration & Team Dynamics

3 Creativity & (Social) Innovation

4 Problem Solving & Decision Making

5 Listening skills

6 Effective Communication

7 Project Management

8 Adaptability & Cognitive Flexibility

9 Emotional Intelligence

10 Leadership & Social Influence

**TOP 10
LEADERSHIP SKILLS THE
FLP IS FOCUSING ON**



SUMMARY

FLP is based on action-learning and is specifically designed for future leaders (aged 23-35) that are eager to:

- Embark on an exciting SDG-journey and step out of their comfort zone
- Be part of a mixed team of young professionals that makes a difference
- Transform from an individual contributor to a high-performing team player
- Discover how to unlock game-changing potential in themselves and others

- The Future Leaders Program (FLP) aims to tap into the huge potential and enthusiasm of young professionals to contribute actively to the SDGs and sustainability agenda.
- FLP empowers young leaders (aged between 23 and 35) to have an entrepreneurial mindset and become agents of change within their own organizations and within the Financial Services Industry.
- Young professionals from different companies and with different professional backgrounds work together in a multi-disciplinary team on an impactful SDG project during a period of 13 months (including a 6 weeks Summer break and a 3 weeks Christmas break).
- Collaboration, teamwork and continuous learning are essential key elements for the success of the FLP.
- Participants are stimulated to work on their Personal Learning Objectives and essential teamwork and leadership skills.
- Participating companies are offering their young professionals a 12 days (96 hours) time investment in the FLP. The FLP participants fee is EUR 3.750 (excl. VAT) for WIFS members.
- Each FLP team will be guided by a qualified senior executive team coach with experience in business/team coaching and sustainability.
- Our seasoned team coach guided >140 young professionals (15 teams) that took part at the Young Professionals Program (YPP) of UN Global Compact Network Netherlands during a period of 7 years (2017 till 2025). The FLP is so to say a spin-off of the very successful and proven YPP action learning concept.

Thank You

For more information, please have a look at
<https://www.wifs.nl/nl/journeys-events/journeys>
or go directly to the FLP landings page <https://www.teampactor.nl/flp>



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Appendix

Appendix: FLP Partnership Agreement

BENEFITS FOR YOUR COMPANY

- The availability of guaranteed spaces in the FLP on the number of participants agreed (max. 2 participants per FLP-team)
- A structured self-planning and selection process of young professionals that will participate in the FLP
- A clear and more exclusive offering to a select group of young top talents
- Having the security that other top talented young professionals from top-notch companies will be joining the FLP
- Continuous expectation management and feedback with participants in every stage of the FLP (in the selection/application process, during the FLP-journey and after finishing the program)

BENEFITS FOR US

- Having better insights into how many companies/ organizations and how many young professionals will be participating annually which positively impacts the planning and execution of the FLP
- Guarantees the realization of the FLP twice each year (there is a need for a minimum of 10 and a maximum of 12 participants for each FLP-team)
- Securing a better team composition, considering aspects such as age, motivation, professional and cultural backgrounds, gender, etc.
- The planning, organization and quality control of the program being structurally secured with the FLP program management

Appendix: FLP Partnership Agreement

We are offering you three FLP-packages your organization can select from. For the three-year period 2025 – 2028 you can choose how ambitious and committed you prefer to be to join the FLP with your top talented young professionals. If you are interested in a partnership agreement, please do contact Jan van den Herik.

