

# INVESTING IN LEADERS AND RELATIONSHIPS TO STRENGTHEN THE NEW ECONOMY SECTOR

Enabling senior and emerging leaders to better collaborate within and beyond their organisation and sector

## PROGRAMME SNAPSHOT

- **Client:** Partners for a New Economy (P4NE)
- **Years:** Launched in 2023. Now in its third cohort
- **Number of participants:** 60 emerging and experienced leaders across two cohorts
- **Participating countries:** 11 countries across Africa, Europe and the US

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Leading Beyond Authority and mentoring are two major features of today's leadership. The programme helped us be more self-aware of our style, our values, and our personal journey. It has also helped us reflect on how to lead and bring positive change in society. Through the programme we have built genuine connections, and inter-generational knowledge sharing, which are key parts of reinforcing the movement.

**Luca Miggiano, Senior Expert and Lead: Ecosistema Futuro, Italian Alliance for Sustainable Development**

## THE OBJECTIVES

The New Economy Leaders Academy strengthens the capacity of experienced and emerging leaders in the new economy field – whether working on campaigns and movement-building, research and academia, policy and advocacy, storytelling and communications or bringing new economic ideas to life in communities, to work across generations, sectors and divides.

The Academy equips participants to:

- Improve their self-awareness and personal resilience
- Enhance their leadership skills
- Develop greater collaboration across boundaries
- Build their mentoring and coaching skills to support effective leadership and long-term organisational growth
- Grow meaningful networks within the field

## THE CHALLENGE

New Economy leaders face growing pressures:

- Navigating complex systems and ambiguous situations requires demands skills that organisations rarely invest in
- Limited access to mentoring undermines personal, organisational, and sector resilience, vital for sustaining long-term impact.

- Building robust professional networks across sectors and geographies remains crucial but hard to maintain.
- Passion-driven work creates real risk of burnout, making self-awareness and peer support essential, not optional.

## OUR APPROACH

We developed a 10-month **intergenerational leadership programme** designed to promote collaboration and exchange of knowledge between professionals in the sector, across 11 countries.

The programme combines mentor training, matching and accelerated relationship-building; Leading Beyond Authority for cross-boundary leadership and adaptation; facilitated peer and group learning; and field community building.

For the second cohort, the programme was deepened: leadership and mentoring components were interwoven rather than run sequentially, a new two-day in-person community-building event was introduced in London.

A third cohort is now underway – reflecting P4NE's continued confidence in the programme and the new economy community's appetite for what it offers.

# INVESTING IN LEADERS AND RELATIONSHIPS TO STRENGTHEN THE NEW ECONOMY SECTOR

Enabling senior and emerging leaders to better collaborate within and beyond their organisation and sector

## THE OBJECTIVES

Partners for a New Economy commissioned the New Economy Leaders Academy to strengthen not just individual leaders, but the connections and relationships across the new economy community, building a field that is more collaborative, more resilient and better equipped to drive systemic change together.

The Academy equips participants across campaigns, research, policy, advocacy, communications and community practice to work more effectively across generations, sectors and divides and to:

- Improve their self-awareness and personal resilience
- Enhance their leadership skills
- Develop greater collaboration across boundaries
- Build their mentoring and coaching skills to support effective leadership and long-term organisational growth
- Grow meaningful networks within the field

## THE CHALLENGE

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To build a fair and green future where all people and nature can thrive, we need to transform our economy. Brilliant people are working to achieve this vision: across sectors, from different disciplines and with a variety of approaches. We hope that this Academy will give people in this nascent field some space and support to develop their skills and help to weave closer connections between these new economy leaders.

**Jo Swinson, Director at  
Partners for a New Economy**

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## KEY OUTCOMES



### Greater personal impact



**95%**

of participants agree that as a result of participating in the Academy they have strengthened their skills, knowledge and/or confidence



**90%**

of mentors reported feeling confident or very confident in their mentoring skills and practice after completing the training

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The most significant change for me has been saying "yes" to opportunities that scare me and being bold in leading beyond my formal authority. I am forever grateful for this opportunity, hard to overstate how impactful it's been on my development!  
**Anna Leitner, Campaigner, GLOBAL 2000 – Friends of the Earth Austria**

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I didn't expect mentoring to be such a big part of the programme, but I have found it fascinating and really valuable – as an experience and as a skill set to have built, that I can apply to other situations. The biggest gain has been in my confidence as a leader, in recognising that I am already a leader and leading in many ways.  
**Heather Plumpton, Senior Policy Analyst, Green Alliance**

## Stronger relationships and more effective teams



**95%**

of participants agree that the Academy has helped them to expand their network and collaborate with others in the new economy field



**95%**

feel better prepared to build strong working relationships and influence beyond their immediate circle



**95%**

of participants would recommend the Academy to others



**90%**

feel better prepared to adapt to new environments



**86%**

feel better prepared to thrive in complexity

“

My journey at the New Economy Leaders Academy has been a massive boost to my leadership confidence with a noticeable impact on my career. The combination of practical tools, approachable teachers, sharing of personal journeys by speakers, and – most importantly – a committed and incredible set of peers has solidified the importance of having a strong network of people around you.

**Fernanda Balata, Senior Programme Manager, New Economics Foundation**

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I feel like I have been more conscious of using the skills practiced here in work relationships – with a colleague who is struggling with burnout and trying to think through how I can help despite not being his immediate line manager.

**Anonymous participant**

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The most significant change for me has been that I feel part of a network of people who are finding levers for change to create a sustainable world. It often feels lonely in this space and it is amazing to learn and connect with the others.

**Katherine Hermans, Co-Founder and Director, Global Changemakers**



## A community built to last



**100%**

think this community will help them to have a greater impact on the new economy sector



It went well beyond my expectations. A lot of things that will stick with me for a long time.  
**Anonymous participant, Cohort 2**



**95%**

of participants plan to stay in touch with fellow alumni and build on the connections made during the Academy



As a result of participating in the New Economy Leaders Academy I have gained an amazing network of 22 people, found inspiration from others. I [also] feel better able to use the practical tools and techniques to lead and bring clarity. I am also getting better at listening more, self-awareness and reflection. Mentoring during the Academy has been a grounding and enriching experience and has given me fresh perspectives, encouragement, and a sense of shared purpose.

**Meena, Gurunathan-Raju, Head of Development and Programme Management at Carbon Tracker Initiative Limited**



**75%+**

of participants planned to continue their mentoring relationship independently after the Academy period ended

Leading Beyond Authority and mentoring are two major features of today's leadership. The programme helped us be more self-aware of our style, our values, and our personal journey. It has also helped us reflect on how to lead and bring positive change in society. Through the programme we have built genuine connections, and inter-generational knowledge sharing, which are key parts of reinforcing the movement.

**Luca Miggiano, Senior Expert and Lead: Ecosistema Futuro, Italian Alliance for Sustainable Development**

## Looking to invest in those driving the impact you desire or to support leadership development in your network and sector?

Contact us now to discuss how leadership development can benefit your work and help you deliver greater impact.