

# *Young Leader Model Guide for Mentors*

August 2019

Confidential



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## MIGRANT LEADERS

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# Our Charity Mission



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## About Migrant Leaders

Migrant Leaders is an independent UK registered charity programme, which works directly with young people from deprived backgrounds, educational institutions, communities and large corporates to inspire and develop disadvantaged young people and in particular young migrants. Our aim is to provide bespoke support to equip talented young migrants with the knowledge, skills and confidence to enter and take on leadership roles in major public and private sector organisations.

## Our Mission

Our vision is to equip every young migrant regardless of their background, with the leadership mindset and capabilities they need to capture opportunities to fulfil their potential. Concurrently they will feel a productive and valued member of British society, thereby boosting social mobility, tackling discrimination and strengthening communities.

*“There is an endless source of energy to use to the advantage of the UK economy and communities: first and second generation migrants are hungry for achievement. They are driven to prove themselves and gain recognition in their host country. I know from my own experience that 30 years after moving to the UK, I still have a strong sense that I want to do something for this country that welcomed me as a young person.”*

Elham Fardad, Migrant Leaders Founder & CEO



# Words from our Patron



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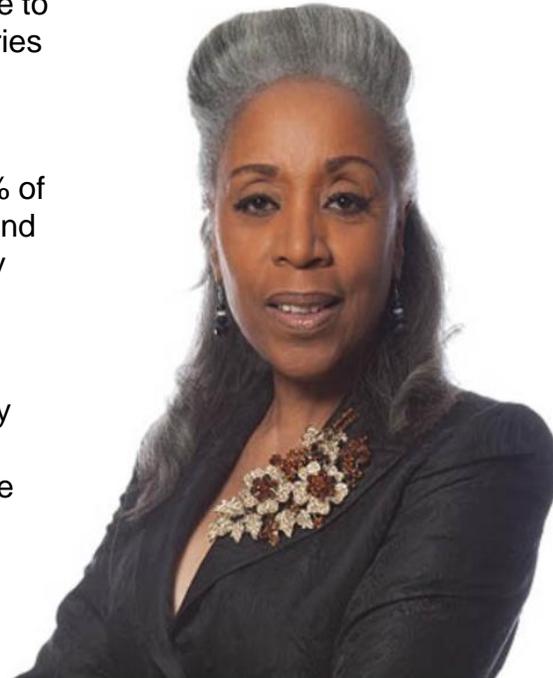
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As a patron of Migrant Leaders it gives me enormous pleasure to provide a message of support of the work that our charity carries out to develop and help young migrants fulfil their potential.

The valuable Parker Report highlighted that citizens of colour represent only 2% of FTSE100 Boardrooms compared to 14% of UK population. Migrant Leaders carried out further research and looking at the same population this number goes down to only 1.3% who migrated to Britain and almost all were privately educated. Migrant Leaders sets out to change this.

The value of this diversity to the growth of the British economy and the benefit to everyone in British society is immense. I wholeheartedly believe in the Migrant Leaders mission and the intelligence and resilience it has taken to bring it to where it is today.

**Dr Yvonne Thompson CBE**  
**The Parker Review Steering Committee Member**



A dynamic, entrepreneurial, award winning Top 100 BAME Leaders in Business, Yvonne has a proven record for building high performing teams. Since starting her own PR company over 30 years ago she has been involved in many successful firsts in the UK. She also has over 20 years' experience for which she is well known on public sector boards, which includes, Chairing, DTI's Ethnic Minority Business Forum, African Caribbean Business Network, and many others where to brings energy and experience. Often called upon for media interviews, on issues concerning small businesses, women and minorities; Ms Thompson is no stranger to engaging with Prime Ministers, Ministers, and high profile personalities in business.

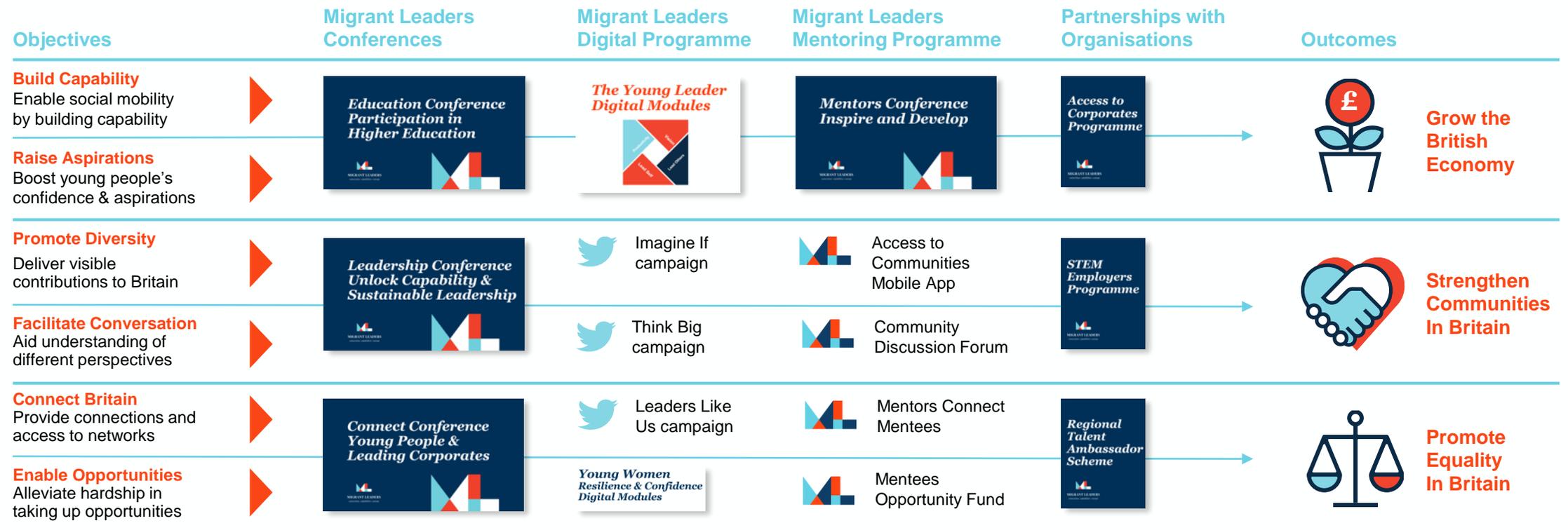
# Our Vision and Outcomes



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Our programme aims to ‘Give Back to Britain’ by sharing our programme with all young people from under-represented and deprived backgrounds. We deliver this development programme at no cost to young people or educational institutions:



# *Introducing the Young Leader Model*



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**Welcome to the Young Leader Model, we are delighted that you have decided to utilise our model as one of the ways we support our Mentors**

- **The Young Leader Model** is an introduction to leadership traits, skills and capabilities that will help your Mentees make a start on learning what is needed from them as effective leaders. These characteristics will support them in achieving their ambitions and to fulfil their potential. It will help you and them reflect on the level of ability they have currently and whether you need to work with them on improving certain areas. To get the most out of following this model we advise that your Mentees prepare to commit their time and effort to following the process because building these skills depends on cumulative learning achieved through repeated review. They will also need a flexible approach whilst exploring the Young Leader Model, so that you adjust their personal vision and development plan as they learn more about themselves in terms of their strengths, preferences and abilities over time.
- The Young Leader Model is made up of four independent modules – Vision, Productivity, Lead Self and Lead Others - that we recommend you follow in the order that they are listed so that your Mentees' personal development plan starts with their vision for their future, considers the attributes and character traits that they need to succeed in the workplace then moves on to the personal, interpersonal and emotional intelligence skills that they need to develop sustainable leadership capabilities. You should bear in mind that several of the characteristics cross over modules, for example you may benefit from being adaptable in developing your vision, how you add value and how you build others. Encourage your Mentees so that as they work through the modules they think about how a characteristic listed in one area might be applied in another – as complex personalities we apply several skills simultaneously, not in isolation.

## **Definition for Mentees: Personal Development Plan**

This is your roadmap, that you create and decide to follow in order to achieve your ultimate ambition. Don't worry if this sounds daunting; you might not yet have a clear idea of where you will be next month never mind in 2, 5 or 10 years' time, but by spending some time thinking about what you want to achieve in your education, career and personal life and how to achieve it you can start to sketch out your plan. Remember it's your plan so if you change your mind about something or have a change in circumstances that you can't control you can change your plan. In fact, adaptability and flexibility are just two of the characteristics we will introduce you to along your Young Leader Model journey that will help you develop capabilities to succeed in your personal life as well as in your academic then corporate life.

# *Introducing the Young Leader Model*



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- We hope that by following the Young Leader Model through the four modules Mentees will learn about themselves, identify or clarify their vision and create a personal development plan to assist them in forming the skills and characteristics needed to achieve their ultimate ambitions. We want them to learn about what it takes to succeed now, not just once they get into the workplace, so that they can start achieving their ambitions sooner rather than later. We also hope that they realise their potential to succeed not only for their own personal benefit but also so that they develop a desire to contribute positively to society, as Elham Fardad says “to give back to this country that has given us so much.”
- Once they know where (or what) they want to be, they need to figure out how they are going to get there. What subjects do they need to study, are there specific qualifications they must have, what type of experience could they get that will help them, do they have the right personal capabilities, are there gaps in their knowledge or skills? They may have the support of a Migrant Leaders Mentor to help them with both the where and how. If not, you may be someone who they trust as a parent, guardian, a role model or teacher that they can discuss their ideas with regularly and who will support them to work out what to do.
- Encourage your Mentees not to be surprised when they start identifying weaknesses in their capabilities in various areas covered in the Young Leader Model, and to use this process to appreciate that we aren't all good at everything, to identify areas for development and to ask for help and advice from their mentor, teachers, parents etc. It is a strength to be able to identify areas to work on and to act on it.

## **Watch the Video:**

<https://www.youtube.com/watch?v=CB8GKR2clnY&t=90s>



# The Young Leader

## Our Model to Develop Success Characteristics in Young People and the Sustainable Leaders of the Future



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### Adds Value

Attains the motivation and self discipline required for real focus on operationalising a vision, supporting plans and execution of those plans

### Works at Pace

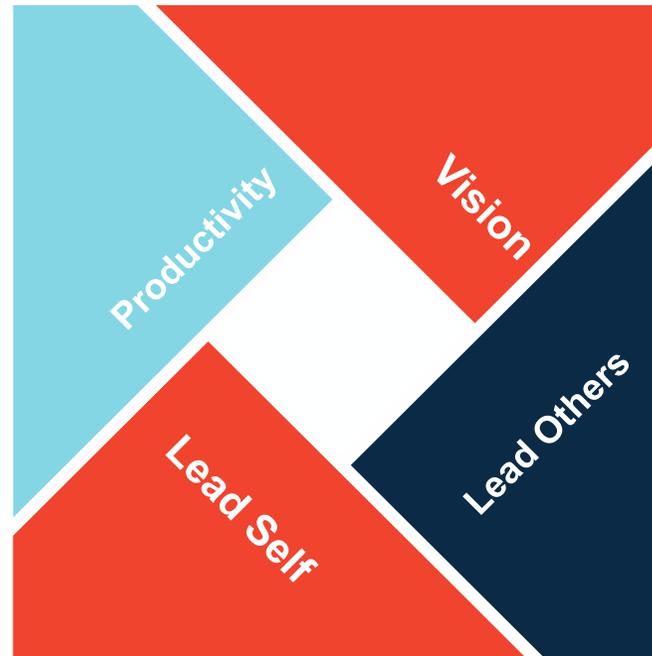
Demonstrates continued determination and the physical and mental endurance and momentum required to see through to the end objective & beyond

### Builds Self

Develops self awareness and gains an understanding of own needs in order to achieve happiness. Maintains a positive attitude, builds resilience and patience in achieving own personal objectives

### Instils Trust

Demonstrates behaviours and strengths that instil trust in a leader. These include the ability to inspire, confidence, decisiveness and clear communication



### Intense Ambition

Attains a firm belief in own ability to achieve own objectives and has the courage to commit to that responsibility

### Vision of the Destination

Has the creativity, intuition and proactivity to devise a vision of the end result. Leverages curiosity and adapts vision to the environment and resources

### Builds Others

Demonstrates gratitude for opportunities and makes positive contributions to society. Sets an example through personal integrity, empathy, compassion and respect for others

### Trusts Others

Learns to trust others and give people a chance so we place trust in each other and demonstrates this through flexibility of approach, honesty and tact

These 4 level 1 'capability components' describe our 'Young Leader Model' framework. No leader is the best in all these 8 level 2 traits, though the strongest leaders achieve a good level on all 8 traits while showing exceptional strength in particular traits. This framework aims to balance work and people skills. The critical factor determining young leaders' development is early self awareness and guidance on the level 3 behaviours, capabilities, values, emotional and social intelligence needed to succeed in their life, in Britain and their chosen career. It is assumed that 'technical functional expertise' to enable progression in their chosen career is developed during their education, work experience and employment when they are on the right path leveraging the above traits.

# *This Framework Can Be Broken Down Into The Following Behaviours, Capabilities, Values:*



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## **Behaviours**

- Instils Trust
- Adaptability
- Mentality of excellence
- Inspirational
- Proactivity
- Self Discipline
- Working at Pace
- Collaborative
- Adds Value
- Builds Others

## **Capabilities**

- Vision
- Innovative
- Creativity
- Intuition
- Network creator
- Strategic thinker
- Decisiveness
- Clear Communication
- Negotiator
- Influencer
- Doer Finisher
- Learning Agility
- Physical Endurance
- Mental Endurance

## **Values**

- Integrity
- Compassion
- Honesty
- Accountability
- Dependability
- Authenticity
- Social Integration & Impact

## **Attitudes**

- Courage
- Focused
- Motivation
- Commitment
- Results driven
- Persistence
- Determination
- Risk taker
- Ambition
- Self belief
- Desire to make it big

## **Emotional and Social Intelligence**

- Flexibility of Approach
- Tactfulness
- Positive attitude
- Resilience
- Confidence
- Self Awareness
- Builds Self
- Patience
- Empathy
- Trusts Others
- Respect for others

Each of the 8 level 2 traits in our 'Young Leader Model' framework consists of a combination of the above level 3 characteristics which include behaviours, capabilities, values, attitudes and EQ. Development of the young leaders is delivered by modules relating to combinations of the above level 3 characteristics as well as through our mentoring and conferences programmes.

# Module 1: Vision



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*Develops the Characteristics Young People Need to Raise Their Aspirations and Find Their Vision*

Level 1	Level 2	Level 3
Vision	Intense Ambition	Ambition
		Self Belief
		Courage
		Motivation
		Commitment
		Results Driven
		Focused
		Desire to Make it Big

Level 1	Level 2	Level 3
Vision	Vision of the Destination	Vision
		Strategic Thinker
		Creativity
		Intuition
		Network Creator
		Risk Taker
		Proactivity

Level 1: Clusters of Capability Components

Level 2: Character Traits

Level 3: Specific Capabilities / Characteristics

# Module 2: Productivity



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***Boosts the Determination and Discipline Young People Need to Bring Their Plan & Vision to Fruition***

Level 1	Level 2	Level 3
Productivity	Works at Pace	Determination
		Persistence
		Mental Endurance
		Physical Endurance
		Doer Finisher
		Working at Pace
		Self Discipline

Level 1	Level 2	Level 3
Productivity	Adds Value	Learning Agility
		Mentality of Excellence
		Innovative
		Accountability
		Influencer
		Adds Value
		Adaptability

Level 1: Clusters of Capability Components

Level 2: Character Traits

Level 3: Specific Capabilities / Characteristics

# Module 3: Lead Self



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*Develops the Characteristics They Need for Sustainable Success and Gaining Support*

Level 1	Level 2	Level 3
Lead Self	Builds Self	Resilience
		Positive Attitude
		Self Awareness
		Patience
		Builds Self
		Authenticity

Level 1	Level 2	Level 3
Lead Self	Instils Trust	Confidence
		Inspirational
		Decisiveness
		Clear Communication
		Instils Trust
		Dependability
		Negotiator

Level 1: Clusters of Capability Components

Level 2: Character Traits

Level 3: Specific Capabilities / Characteristics

# Module 4: Lead Others



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***Raises Awareness of Their Impact On Others and Aims to Influence Their Attitude Towards Society***

Level 1	Level 2	Level 3
Lead Others	Builds Others	Empathy
		Respect for Others
		Integrity
		Compassion
		Social Integration & Impact
		Builds Others

Level 1	Level 2	Level 3
Lead Others	Trusts Others	Flexibility of Approach
		Tactfulness
		Honestly
		Collaborative
		Trusts Others

Level 1: Clusters of Capability Components

Level 2: Character Traits

Level 3: Specific Capabilities / Characteristics



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***Thank You***

# *Appendix*

## **Our Programme**



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**Our programme participants are guided through the learning journey designed to support and build their capability and character**



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### ORIGINAL HIGH LEVEL PROGRAMME DESIGN

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#### **Capabilities**

Bespoke structured learning modules will address the key factors determining the future success of migrants, delivered in classroom or as interactive online modules.



**Workshop/  
Online  
Modules and  
Materials**

#### **Courage**

To build confidence and the courage to succeed, Migrant Leaders™ development programme is designed to match participants with the right trained mentor given the diverse needs and challenges of young migrants.



**Bespoke  
Mentoring**

#### **Connections**

Providing Migrant Leaders™ valuable network of contacts to enable the participants to gain quality work experiences in leading firms and public sector organisations of relevance to their chosen professional field.



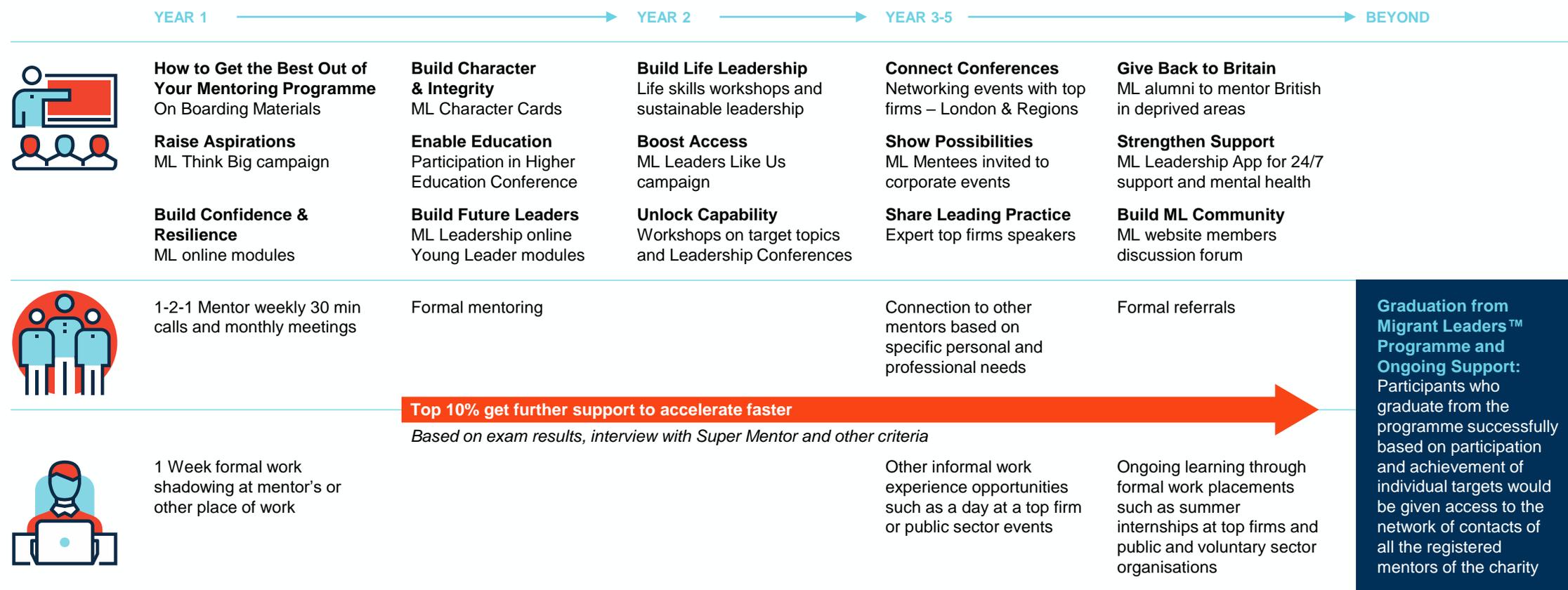
**Quality Work  
Experiences**

Our programme participants are guided through the learning journey designed to support and build their capability and character



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**Top 10% get further support to accelerate faster**

*Based on exam results, interview with Super Mentor and other criteria*

**Graduation from Migrant Leaders™ Programme and Ongoing Support:** Participants who graduate from the programme successfully based on participation and achievement of individual targets would be given access to the network of contacts of all the registered mentors of the charity



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f facebook.com/MigrantLeadersUK

instagram.com/migrantleaders\_



**FARDAD**  
FOUNDATION

The Fardad Foundation (TFF) is a UK registered charity that works directly with young people from deprived neighbourhoods, educational institutions and employers to provide bespoke support pathways towards the fulfilment of their true potential. TFF develops and delivers programmes, working with third parties and volunteers. Incorporated independently, TFF is governed by a diverse Trustees Board.

The Fardad Foundation (TFF) is registered as a charity with the Charity Commission in England and Wales with registered charity number 1176049.