



# Future Fit - Capability Statement

## Overview

Future Fit Learning is a small but global professional development business, inspiring people to stay 'future fit' in their careers through high-impact learning programs, masterclasses, mentoring groups, events, and the Australian Business Book of the Year - 'Future Fit'.

We help businesses thrive through individual capability uplift, by mobilising minds at scale through practical, relevant and inspiring programs designed around community learning. Our clients are top 100 ASX listed companies, multi-national corporations and Australian Government agencies.

Future Fit Learning was founded by award-winning author and EdTech pioneer Andrea Clarke, who had an incredible career as a Washington based television news reporter and human rights worker.

Andrea established Future Fit Learning in 2012 and now trains around 1000 people per year, helping them deliver exponential value for the organisations they work for.



A new type of business environment requires a new type of leader: an individual who is a catalyst for transformation, adapts swiftly to change, and keeps teams engaged and delivering in a complex and demanding environment.

We believe that being 'Future Fit' starts with these foundational skills.

**Andrea Clarke**

Founder, Future Fit Learning



## Our Program Results

MET OR EXCEEDED EXPECTATIONS

100%

ALREADY APPLYING

88%

LEARNT FROM A PEER

96%

AVERAGE INDIVIDUAL CAPABILITY UPLIFT

28%

**Future Fit Learning**  
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## What We Do

We challenge people to think differently about the future and the role they'll play in it. Focused on adaptive leadership, the new workplace psychodynamics, futures thinking, personal agency, communication and self-management, our learning programs are delivered via the medium that works best for your business – from virtual masterclasses for hundreds of people to intimate workshops, digital courses and 1:1 coaching. Programs are tailored to suit individual organisations and the people involved; we work with clients to develop the most effective learning experience based on goals and objectives.



We believe everyone is an active player in change.

## Programs And Expertise

Our programs use real world scenarios, tactical exercises and feature candid insights from experts across different industries.

### Adaptive Leadership

We challenge the way people think and lead in this program – shifting mindsets and mobilising leaders to be active participants in change. Learners emerge with a deeper understanding of leadership capability, confidence and optimism about their role in transformation, a renewed sense of alignment with the organisation and a clearer view of the team's shared vision.

### Futures Thinking

This unique program helps learners shift core assumptions about the future and reveals how our perception of it informs our actions, challenging the way we think about the future to unlock new ways of acting in the present. The program also equips leaders with practical tools and frameworks immediately applicable to real-world contexts.

### The Female Future Leader Program

The objective of this popular program is to advance women in the workforce by building confidence and competence in key skills. Combining elements of our other programs, it helps elevate women through practical activities to develop greater confidence, enhance leadership and communication skills, and engage mentor relationships.

### Management Fundamentals

This is a two day in-person program that provides a foundational understanding of leadership/management practices. It enables leaders and managers to use consistent and shared language, processes and frameworks throughout the organisation. This allows a business to create a standardised approach to management and leadership practices, for greater consistency across people leadership in all departments and a greater cohesive experience of management for all staff.

Our Clients



RioTinto



THALES

## How we Deliver

### Digital Courses

Developed with an award-winning tech provider, the Future Fit digital platform is people-centric and designed around the learner experience – combining the latest in technology and training principles in a private and contained learning ecosystem.

### In-Person Programs

Workshops for small cohorts of up to 40 people, delivered in an engaging classroom environment. This format lends itself to plenty of practical work and group discussion.

### 1:1 Coaching

Delivered in person or virtually, 1:1 coaching helps participants further refine skills and practice them in different situations.

### Masterclasses

Delivered virtually, these 60–90-minute sessions provide a punchier version of our key learning areas: Adaptive Quotient, Personal Agency, Futures Thinking, Workplace Psychodynamics, Communicating with Impact & Managing your Energy.

## What our clients have to say



This has been by far one of the best courses I have attended. It will have a significant impact on my leadership journey, both personally and professionally.

**Nur Sidki Gomez**

Senior Business Development Manager at Austrade



This course didn't meet my expectations. It exceeded them. This was the best online learning environment I have ever experienced.

**Alicia Dennis**

Department of Home Affairs



I strongly recommend this course, it changed my life in many positive ways.

**Sagra Clorio-Jessel**

Senior Business Development Manager at Austrade



Andrea's program is a masterclass in how to communicate with impact.

**Emma Rusher**

Campaign Manager, Amazon Web Services



The activities were some of the most engaging I have ever encountered in all my learning experiences. They really drove us to think differently.

**Jenny Goldner**

Principal Advisor, Rio Tinto (Minnesota, USA)



Future Fit has become a key asset in my ability to deliver transition support capability to Defence members and their families. In an ever-changing environment, it is now more important than ever for my Directorate's workforce to have a 'future fit mindset' and to not only understand, but practice, the principles of adaptive leadership.

**Kim Mills**

Director at Australian Department of Defence

## Our Team



### Andrea Clarke

The founder and CEO of Future Fit, Andrea encourages people to be 'future fit' through writing, speaking & delivering leadership programs. A former television news reporter and Washington D.C. correspondent, Andrea covered major news events for Al Jazeera English, the Pentagon Channel and Reuters before working on humanitarian aid programs to rebuild Iraq and Afghanistan. Andrea then led the communication campaign for the Save Darfur advocacy movement to stop the genocide in Sudan. With an obsession for growing careers, Andrea founded Future Fit in 2012, delivering leadership programs into top ASX listed organisations. She is the author of the book: 'Future Fit: How to Stay Relevant and Competitive in the Future of Work' - winner of the Australian Business Book of the Year 2019, a sought-after speaker, and chief facilitator for Future Fit's learning programs. Andrea is also a member of AHRI's Future of Work Advisory Panel for 2023.



### Sally Chartres

With 20 years of events management experience working for global brands, Sally Chartres is Future Fit's operations manager and powerhouse behind the scenes, with the critical role of running daily operations. Sally is across everything from events management and delivery of programs to client liaison, scheduling, and keeping our team in line and on track.



### Larissa Webster

A former professional athlete and Australian Water Polo team member, Larissa joined Future Fit after 20 years working in corporate communications roles across top ASX-listed companies and government. A Future Fit facilitator and media trainer, Larissa advises and coaches people from top executives to managers, entrepreneurs and graduates on communication, leadership and mindset skills.



### Alicia Stephenson

A Former Platoon Commander in the Australian Army, Chief Commercial Officer at Future Women, Education Manager at a Supermax Prison, TAFE teacher and CEO of the Centre for Generational Dynamics, Alicia has worked across a range of roles to become a master of Workplace Psychodynamics, applying her expertise to help large scale organisations understand how to shape and influence behaviours to create a healthier and more productive work environment.