



Celebrating
25 Years

The Housing Forum Futures Network Prospectus

Apply now to be a part of the 2024/25 cohort



A few members of The Futures Network attending Housing Brighton 2024: CIH Conference. Several of the Futures Network presented an update on their Skills Shortages project to Housing Forum members.



Members of The Futures Network 2023/24 - Cohort 3

“ Being part of the Housing Forum Futures Network has been a really worthwhile experience. Through the Cohort and my mentor, I've had the opportunity to learn more about the diverse roles within the housing sector, gaining insights from experts and peers that have broadened my understanding and perspective.

The network has also been a fantastic platform for building meaningful relationships, allowing me to connect with like-minded professionals and make friends along the way. This combination of learning and teamwork has made my involvement both professionally and personally rewarding. ”

Rob Worster, John Rowan & Partners
2023/2024 cohort

The Housing Forum Futures Network

Applications for The Futures Network
2024/25 cohort are now open.

The deadline for applications is 12 July 2024.
For details on how to apply see page 8.

Overview

The Housing Forum (THF) has set up the Futures Network for as a one-year programme for prospective future leaders from member organisations who are at a formative stage of their professional development.

The aim of the Futures Network is to actively support the growth of skills in partnerships and collaborative working that both individuals and the housing industry need, to widen diversity and to build new and lasting networks.

Each member organisation of
The Housing Forum may put forward
one person each year to participate.

The Futures Network offers participants opportunities for career development via building their network across the whole of the housing and construction sectors including:

- Mentorship via a mentor in a different type of organisation to your own
- Developing topical research projects, with support from THF
- Attending events and providing support at THF's National Conference
- Training on presentation skills and/or other training opportunities
- Presenting findings from research at THF events
- Engaging with the wider cross-sector membership network
- Enrolment in The Institute of Management and Leadership's 'MyLeadership' eLearning programme

General meetings will be organised by The Housing Forum and will take place at various locations across the country.

One-to-one meetings with mentors will be organised between participants and their mentors and can take place either in-person or online.

Informal meetings and ad-hoc social meetings will be organised by the Futures Network Chair and will provide a chance for participants to network and engage in topical discussions. The current Chair is Hayley Hayes, Head of Specification, Polypipe.

We expect Futures Network participants to be self-organised and self-directed and take responsibility for individual meeting organisation.

THF is looking to recruit up to
20 individuals for the next cohort.
The deadline for applications is
12 July 2024.

Member organisations will be able to identify **one staff member** to be put forward for the programme. Applicants should have:

- The potential to undertake senior responsibilities and develop their career
- a high degree of professionalism and be able to collaborate well with others
- enthusiasm for expanding their network in the wider housing sector.

The recruitment process will take place during July/August 2024, with the 2024-25 cohort set to join the 12-month long scheme from September 2024 to August 2025.

The first meeting for the 2024-25 Futures Network cohort will be on 2nd October 2024 at The Housing Forum's offices in London. This meeting will also include participants of the 2023-24 cohort who will provide an induction to the new starters to the programme.



Members of The Futures Network at THF National Conference 2022 Drinks Reception



The Route Map for New Home Delivery
 Authored by THF Futures Network -
 June 2023

Mentorship

Each participant will be assigned a mentor when joining the Futures Network.

Mentors are leaders in their field and will be from a different type of organisation to those they are mentoring – for instance an architect may be mentored by someone from a housing association. Mentors will provide guidance and advice based on their experience.

THF will introduce participants to their mentors via email in September 2024.

It will be the participant's responsibility to follow up and set up meetings with their mentor, either online or in-person within the first six weeks.

Preparing for the meetings with mentors:

- Be prepared to provide a brief overview of your professional experience up to that point
- Be prepared to have a conversation about your professional goals, and what motivates you in your career
- Think about what you would like to improve or overcome (skills and challenges)
- At the end of the meeting, discuss and plan for the next meeting (this can include logistical aspects, and what will be covered and what to prepare for the following meeting).

Possible topics to be discussed:

- Are there any skills you feel you would like to gain or improve (e.g. networking, presenting, speaking up in meetings)
- Are you looking to step up into a management role? What are the challenges and ways to overcome them?
- How to manage projects and teams
- Managing work related stress: time management and prioritising tasks
- Developing your own leadership style and ways to achieve that
- Networking and making links with the wider housing and construction sector.

Professional Development

The Institute of Leadership 'MyLeadership' programme

The Housing Forum will subscribe to enrol participants on The Institute of Leadership and Management (MyLeadership (www.institutelm.com)) programme covering leadership in terms of authenticity, vision, achievement, ownership and collaboration.

Training opportunities

The Housing Forum will provide training opportunities designed to meet the needs of the participants. For both the 22/23 and 23/24 cohorts, THF organised a workshop on presentation skills training, focused on gaining practical tools to improve delivery. Members are also encouraged to attend THF's wider events which provide information on a range of topics and help foster networking across the sector.

Research projects

The Futures Network will work together to research a topic of importance to the housing sector. This will include publishing an outcome from the work.

Previous participants' research included developing a project on decarbonisation via member survey, and creating [The Route Map for New Home Delivery](#), to be used as part of the induction learning process for people who are new to roles in the housing and construction sector, or who want to learn more about what happens in other parts of the construction process.

The 23/24 cohort launched a campaign focusing on addressing skills shortages in the housing sector. The purpose of the project was to create and share inspiring and useful digital content to get the sector talking, entice school leavers and promote upskilling and reskilling for hard to fill roles.



2021-22 Futures Network member Ellie Park from SEC presenting at THF Members Morning 2022



Meetings and Events

Attending meetings and conferences

Participants will be expected to attend around four half-day Futures Network meetings a year across, and topical events for personal development. Events and meetings will take place across the country.

Support the The Housing Forum National Conference

Futures Network participants will have a chance to provide support for THF national Conference in London, and undertake various tasks during the day, including manning the delegate registration desk, operating roving mics and social media.

Presenting at THF events

THF will create opportunities for Futures Network participants to present during THF events.

Presentations will focus on sharing findings on research projects and campaigns developed by participants.

Key dates for the Futures Network meetings and events for 2024/25 have been added for information as an addendum to this document.

The Futures Network Chair

The Housing Forum Futures Network chair role has been introduced to provide further leadership and external relations support to the Futures Network members.

The Chair organises monthly informal Teams meeting with group members, and social gatherings to encourage team building and networking. The incumbent is chairing THF sessions where Futures Network members are presenting and coordinating any preparation and rehearsal ahead of events.

The Chair is also responsible for reporting to The Housing Forum Board on a quarterly basis.

“ The public speaking opportunities – at last year’s Members Morning, three decarbonisation webinars, THF’s Feature session at CIH Housing Brighton, and the National Conference – have been a fantastic outcome from my time in the network. ”

Thomas Bugler, Bugler Group Futures Network 2021-22 cohort participant and Futures Network Chair (2023-24)

Guidance for Employers, Participants and Mentors

Guidance for employers

The unique cross industry reach of THF and its partnering ethos offer a platform for the development of strong organisational and networking skills which will contribute positively to the long-term future of the industry and provide future ambassadors for The Housing Forum.

Organisations that are members of The Housing Forum (excluding local authorities) can nominate one individual for consideration to join the yearlong programme as described above.

Interviews will be held between 22nd July – 2nd August July and your applicant should be available for interview at this time.

Successful applicants are expected to commit an approximate total of 88 hours of their paid time over a 12-month period to complete the programme. THF expects employers to make allowances for and to support their employee's completion of the programme (both in time and travel costs).

There is no charge for involvement in the Futures Network as it is a benefit of membership gained on merit, but there are opportunities to support the programme by sponsoring events and publications.

If you wish to put forward an individual, you will need to ensure that:

- Your employee completes a one-page statement of their objectives for joining the network and the useful and distinct perspective they can bring
- You confirm that an internal interview for suitability and commitment to the Futures Network opportunity has been successfully completed
- You can support the time and priority for participation (estimated at 88 hours)
- You should employ merit, competence and potential as a basis for nomination and ensure fair access and transparent process, promoting equality, diversity and inclusion.

From time to time, individuals move to new employers during the programme, but we cannot offer to transfer a place to another employee mid-programme as much of its success is due to group work and building relationships with mentors over the year. Certificates of completion are listed on the THF website.



Guidance for participants

60 individuals from contracting, consultancy, housing association and manufacturing members have taken part in the Futures Network to date.

The next Futures Network cohort will run from September 2024 to August 2025. Key activities of the programme are:

- Matching participants with a mentor from a different discipline wherever possible to give your insight into different roles in the industry. Mentors will be senior figures in The Housing Forum including Board Members of The Housing Forum
- Following an initial introductory period, to self-manage the administration of participation. Arranging with the Mentor to meet monthly with a balance of online and in person meetings. To book those meetings, prepare topics in advance, complete the record of the meeting and follow on actions
- To work with others in the Futures Network on a group project which will be featured at a Housing Forum event
- To support THF team at the annual National Conference
- To participate in the Futures Network LinkedIn group and informal catch ups with the Chair of the Futures Network
- On final completion of the programme, participants will be awarded a Completion Certificate, and the date of completion will be entered on THF's website.

Participants must commit to an approximate total of 88 hours of paid time to the programme. The employer is expected to make allowances for and support the participants completion of the programme.



THF upholds strict engagement requirements for participants to complete the programme, be named on projects and receive a certificate upon completion. In the first three months, participants must:

- Attend at least two out of three in person meetings and events
- Attend at least two out of three online meetings
- Arrange to meet with their mentor within six weeks of the programme starting.

If participants are unable to attend meetings and events, then they must inform relevant parties, which could include THF, their Futures Network peers, the Futures Network Chair, and their mentor.

Participating in the Futures Network is a benefit of the employer's membership of The Housing Forum and cannot be retained should a participant's employment with them cease before the end of the programme.

The Futures Network is focused on the development of professional skills and mentoring will be focused on those skills. Participants should always refer any personal or extracurricular issues affecting participation to the employer in the first instance.

Guidance for mentors

The role of the mentor is to provide mentoring services to an individual participating in the Futures Network. Mentors are expected to:

- Commit approximately 1-2 hours per month to monthly online and in-person meetings with mentees
- Cover topics in meetings such as skills and leadership development, future issues for the industry, time management and management challenges
- Suggest new areas of inquiry such as policy papers, web content, and podcasts
- To ensure that the mentee owns the records of your meetings and follow on actions.

Mentors are recommended to follow the [GROW Model](#) to provide structure to the meetings. The GROW model is a straightforward and effective framework for mentoring and coaching, designed to help individuals achieve their goals. It consists of four stages:

- 1. Goal:** Define what the mentee wants to achieve. This should be specific, measurable, attainable, relevant, and time-bound (SMART). Example questions: "What do you want to accomplish?" or "What would success look like?"
- 2. Reality:** Assess the current situation to understand the starting point and identify any obstacles. Example questions: "What is happening now?" or "What are the main challenges you are facing?"

- 3. Options:** Explore various strategies and alternatives to achieve the goal. Encourage creative thinking and consider multiple solutions. Example questions: "What are the different ways you could approach this?" or "What are the pros and cons of each option?"
- 4. Will:** Decide on a course of action and commit to it. This involves setting clear steps and deadlines to ensure progress. Example questions: "What will you do next?" or "When will you take these actions?"

By following the GROW model, mentors can provide structured and supportive guidance, helping mentees to clarify their goals, understand their current reality, explore possible options, and commit to actionable steps.

If the Mentor and Mentee agree on a preference not to use the GROW model, then THF encourages the pair to establish their own structure for the meetings.

Mentees should always refer any personal issues affecting participation to their employer in the first instance, not the mentor. Mentors should establish strong professional boundaries with mentees. Well-defined boundaries help prevent conflicts and protect against ethical dilemmas, promoting a healthy and productive work environment where everyone understands and respects each other's limits and expectations.

If there are cases of non-engagement from mentees, then mentors are expected to keep THF informed. THF will make considerable attempts to resolve engagement issues, before considering the termination of mentoring if there is continued non-engagement.

Application and Selection

Application process

Prospective members of the Futures Network should be nominated by email by a Director/Senior Manager of a THF member organisation accompanied by a **supporting statement (no more than 500 words) from the candidate setting out how they hope to benefit and what they could bring to the network to provide a useful and distinct perspective to The Housing Forum.**

Member employing organisations should indicate by an accompanying email that they support the initiative and will make the required time available for participation.

Applications should be returned to George Thompson-Dunne, Membership Manager, at: george.thompson-dunne@housingforum.org.uk by **12 July 2024**.

Selection process

A selection process will follow to ensure the cohort reflects diversity and inclusivity and is a representative group in terms of THF membership.

The selection process will include an online interview with each applicant, which will take place between **22 July - 2 August**. Please let us know if there are any dates within this period that you are unavailable for interview.

Notifications and next steps

THF will notify candidates on the outcome of their application on 5 August 2024.

THF will then introduce participants to their mentors during September 2024. Participants are expected to follow up and set up a meeting with their mentor.

THF will invite Futures Network participants to attend a general meeting to be held on 2 October, at THF offices in London.

THF Futures Network 2024-25 cohort participants will be invited to a drinks reception to be introduced to delegates attending THF National Conference (22 October 2024, London), at the end of the day.

Key Dates: In-person events, training and meetings (2024/25)

2024

02/10/2024	Futures Network general meeting – Welcome to the 24/25 Cohort, London
22/10/2024	The Housing Forum National Conference, London
12/12/2024	The Housing Forum Member's Morning, London

2025

29/01/2025	The Futures Network General Meeting
23/04/2025	Presentation skills training
08/05/2025	Housing Brighton 2025, CIH
21/05/2025	Futures Network general meeting
09/07/2025	Futures Network general meeting
01/10/2025	Futures Network general meeting – Welcome to the 25/26 Cohort. The Housing Forum's 2024 events are available on our website , and 2025 events will be added shortly.

Previous Futures Network completions

2021/22 cohort

Ed Richards	Project Director	Airey Miller
Will Gregory	Building Surveyor	Baily Garner
Thomas Bugler	Head of Marketing	Bugler Group
Eleni Stathi	Senior Architect	HTA Design
Phena MacNamara	Senior Architect	Pollard Thomas Edwards
Kotey Nikoi	Senior Technician	Pollard Thomas Edwards
Daniel Love	Commercial Manager	Polypipe Building Products (part of the Genuit Group)
Stuart Brown	Associate - Real Estate	Trowers & Hamblins
Rory Kemp	Assistant Land & Planning Manager	Wates Development

2022/23 cohort

Sonny Cook	Senior Building Surveyor/Project Team Leader	Baily Garner
Laura Bradshaw	Project Manager	Baily Garner
Leonor Villa Pereira	Senior Technical Co-ordinator	Bugler Developments
Toby Blunsten-Fox	Business Development Manager	Durkan
Michael Luttners Tickner	Building Surveyor	Faithorn Farrell Timms
Eve Murzyn	Senior Associate	HTA Design LLP
Kwame Ohene-Adu	Associate Partner	HTA Design LLP
Luis Obregon	Architect	Inner Circle Consulting
So Sum Lee	Consultant	Inner Circle Consulting
Emily Lister	Head of Sales and Marketing	Insite Energy
Emma Bailey	Customer Services Advisor - Contact Centre	Network Homes
Cameron Anterkyi	Resident Liaison Officer - Building Safety	Network Homes
Katie Williamson	New Customers Manager	Platform Housing Group
Lyudmila Payne	Customer Services Team Manager	Platform Housing Group
Hayley Hayes	Commercial Manager -	Polypipe
Stuart Wood	Product Manager	Polypipe
Ellie Park	Marketing & Communications Partner	South East Consortium
Nicola Conway	Senior Associate - Projects & Construction	Trowers & Hamblins
Neil Snyman	Assistant Development Manager	Wates Property Services
Oliver Parker	Senior Quality Control Manager	whg

2023/24 cohort

Dilan Alpasha	Senior Development Manager	Airey Miller
Hayley Grace	Architect	Baily Garner
Anna Kadziolka	Associate Architect	BPTW Architecture
Farrah Hussain	Head of Development, East London	Countryside Partnerships
Edward Beauchamp	Senior Building Surveyor	Faithorn Farrell Timms
Jessamy Warren	Solicitor	Foot Anstey
Loveth Ediare	Client Liaison Officer	Guinness
Simon Gabe	Senior Architect	HLM Architects
Spencer Wicks	Consultant	Inner Circle Consulting
Rob Worster	Employer's Agent/Quantity Surveyor	John Rowan and Partners
Michelle Mansfield	Head of New Homes Services	MTVH
Katie McGlone	Commercial Specification Manager	Polypipe
Chantelle John	Accounts Payable Business Partner	Sovereign Network Group
Ola Skrobosz	L&OD Co Ordinator	Sovereign Network Group
Amrit Dhariwal	Development Manager	Vistry
Danielle Buckley	Regional Social Value Manager	Wates



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