



# The Civic Futures Fellowship 2024-25

**Civic Futures is a practical collective learning journey, focused on peer connection, exploration and inquiry, systems thinking, and collaboration.**

In a world which often risks being captured by the past, now more than ever we need a civic society which can be both fiercely independent, and also truly interdependent with all those seeking to build a shared future.

Now in its fourth year, the Civic Futures programme is designed to bring together people who are active across London, to explore the skills, tools, methodologies, and relationships that are needed to build better futures. It starts by asking: **how can we build shared wisdom in making the transition to a better future?** We aim to bring together some of the amazing people active across London to learn from and support each other in building that future.

Civic Futures is now looking to convene our fourth group of up to 30 people from across London's civil society, local government and activist spaces to facilitate a collective learning journey.

[Applications are open until 5pm on Monday 22nd January 2024.](#)

Civic Futures is a growing Fellowship programme facilitated by [Koreo](#), [Dark Matter Labs](#) and [The Young Foundation](#), and in partnership with the [Greater London Authority \(GLA\)](#). You can find out more about previous Civic Futures programmes on [the GLA website](#) and via our [case study microsite](#).



## What is Civic Futures?

Transformative social change has always started in and with civic society.

The past three years have exposed and deepened the challenges facing London's communities, and highlighted the care, creativity and solidarity that exists across the capital. Londoners have led the way in questioning, rethinking and reimagining how our systems and structures serve us and enable everyone to flourish.

The Civic Futures Fellowship is a partnership between Koreo, The Young Foundation, Dark Matter Labs and the Greater London Authority (GLA).

The programme officially began in 2020 by convening a group of curious and motivated changemakers across the capital to collectively explore, reflect on, and envision a new future for social change in London. Since then we have convened two further cohorts to embark on this collective journey - a vibrant mixture of activists, artists, funders, curators, educators, organisers, connectors, technologists, carers, archivists, and people playing combined and hybrid roles right across those categories and London's civil society. After 3 years, the Civic Futures programme has:

- grown into a Fellowship Network of almost 100 people working across various sectors, systems and spaces within London
- incubated a variety of experimental and collaborative project ideas, addressing issues including from mental health, community journalism, intergenerational activism, and creative stewardship
- Distributed almost £100k to Fellows in order to support the development of these experimental projects.

View and learn more about our [existing Civic Futures Fellows](#), as well as the [Civic Futures Journey and Learnings](#).



## The Programme

The programme journey is centred around connection - connection to self, connection to others, and a connection to something bigger.

### Self

The focus of the journey begins with centering the individual - what motivates us to do the work that we do? Where might we be better placed within the system to change what we want to change? The focus on 'self' is supported by access to 121 coaching and the opportunity to take part in a 360 feedback process.

*"It has been a very valuable experience to be able to take time out of my busy life, head down and feet forward mentality to think about how it could be better for all" - Civic Futures Year 3 Fellow*

### Others

The second area of focus is the collective, exploring the opportunities across sectors and systems to experiment with and facilitate social change in new ways, and to collectively problem-solve through practices such as peer coaching and action learning.

*"I feel like I've made great connections for collaborations at work - I have one active partnership with an organisation I met through the programme. People from the network have attended my work events and it has enabled me to start a project inquiry" - Civic Futures Year 3 Fellow*

### Something bigger

At the end of the programme, there is funding available to support collaborative real world testing of any hypotheses that may emerge from this collective, creative exploration. These experiments have the potential to build and grow beyond the Civic Futures programme - [take a look at some previous case studies](#) for examples.



**By the end of the Civic Futures programme, you should leave with:**

1. One (or more) areas of practical personal exploration or experimentation
2. One (or more) areas of practical collective exploration or experimentation
3. Knowledge of different tools of thinking and reflection
4. Personal reflections drawn from 121 coaching and a 360 feedback process
5. Practical knowledge and experience of peer coaching and action learning
6. An opportunity to take action on something that matters to you
7. Access to the Civic Futures Collaboration Fund to support experiments that come out of the programme
8. A network of like-minded individuals who want to work towards a different and better future

**What Civic Futures is:**

- A learning journey for people working in and with London's communities
- An open space for curiosity with regards to social change
- A space for people to reconnect with their inner motivations in order to fuel the kind of change they want to make
- A space for cross-sector and cross-systems connection and collaboration
- A springboard to shape your thoughts and ideas about the future of London
- An opportunity for place-based collaboration that isn't constrained by borough boundaries
- An "[island of sanity](#)" - a space to show what's possible, demonstrate a new way, point to new possibilities and inspire new thinking

**What Civic Futures isn't:**

- A training course where you will be 'taught' by experts
- An incubator for an existing project idea or organisation
- An academic exercise
- A steering group or advisory body for the Mayor
- A focus group or consultation
- A 'telling' space - none of us have the answers!
- Free from discomfort or challenge to existing ways of thinking/doing



## Key Programme Dates for 2024-25

Below are the key dates for the upcoming Civic Futures programme, which are a combination of all-day in-person spaces, and half day online sessions on an alternating basis. You will need to be able to commit to the majority of these dates in order to apply to the programme, particularly the Programme Launch event and the Retrospective. Commitment to the entirety of the Civic Futures journey is deeply important as part of building the connections and creating the environment needed for this work.

As part of the programme you will also be connected with a qualified coach on a 121 basis, as well as put into small peer coaching groups with other members of your cohort. Your coaching sessions will take place outside of the scheduled workshops as outlined below, and will need to be self-organised.

### Programme Dates:

<b>Date &amp; Time</b>	<b>Session</b>	<b>Location</b>
<b>Thursday 14th March 2024 10am-3pm</b>	Session 1: Programme Launch	In-person in London, location TBC
<b>Thursday 18th April 2024 10am-12.30pm</b>	Session 2	Online (Zoom)
<b>Thursday 16th May 2024 10am-3pm</b>	Session 3	In-person in London, location TBC
<b>Thursday 13th June 2024 10am-12.30pm</b>	Session 4	Online (Zoom)
<b>Thursday 18th July 2024 10am-3pm</b>	Session 5	In-person in London, location TBC
<b>August 2024</b>	Break (no session)	

<b>Thursday 12th September 2024 10am-12.30pm</b>	Session 6	Online (Zoom)
<b>Thursday 10th October 2024 10am-3pm</b>	Session 7	In-person in London, location TBC
<b>Thursday 14th November 2024 10am-12.30pm</b>	Session 8	Online (Zoom)
<b>Thursday 12th December 2024 10am-3pm</b>	Session 9	In-person in London, location TBC
<b>January-May 2025</b>	Experimentation Period (optional): An opportunity to take away and test either the personal and/or collective inquiries or areas of exploration - whether directly applying into your work or testing in other spaces. You will be able to apply for Civic Futures funding to support this.	In own time
<b>Thursday 8th May 2025 10am-3pm</b>	Session 10: Retrospective Reflection. The group comes back together to share learning from their collective experimentation. The Fellowship programme ends here, and all cohort members automatically join the wider Fellowship network.	In-person in London, location TBC



## Access & Inclusion

The Civic Futures team is committed to designing and facilitating a programme and space in which everyone feels comfortable sharing, connecting and reflecting together.

### **Who can apply?**

The Civic Futures programme is open to people from any sector and/or background.

You must be:

- Aged 18 and over
- Working and/or volunteering in London
- Motivated to actioning social change in some shape or form

As part of the application process you will be asked to fill out a Diversity Monitoring Form. This is to help us understand who is interested in and applying to the Civic Futures programme. The programme is open to anyone who meets the above criteria.

### **Session locations & travel**

The majority of sessions as part of the 2024-25 Civic Futures Programme will be delivered in person, and therefore travel will be required. This is based on feedback from existing Fellows that the experience of connecting with each other and the programme is greatly enhanced when in in-person settings. Our intention is to host in-person sessions at Fellows' places of work/volunteering, and therefore locations will shift throughout the programme. Although we have experimented in the past with hybrid formats for events, we found that it was difficult to maintain the collaborative and conversational nature if everyone was not in the same space, so in-person sessions will not be delivered in a hybrid format.

With regards to session locations & travel, we commit to:

- Communicating as far in advance as possible the location of an upcoming



- session, in order to allow enough time for Fellows to plan travel routes
- Providing support to Fellows with planning travel routes where needed
  - Ensuring every venue we use is wheelchair accessible
  - Ensuring every venue we use is accessible via public transport
  - Using venues that are in London Zones 1-2 where possible, to make travel routes easier for Fellows based all across the city
  - Responding to and supporting any access and/or learning needs outlined by Fellows in the cohort

### **Programme Bursaries**

The Civic Futures Fellowship is a free offer, funded by the Greater London Authority (GLA). It is a learning and reflection space for those who are motivated to take time out of their day to commit to deeper reflection, connection and experimentation with regards to social change in London. It is not a consultation or an advisory board.

In recognition of what it might mean to commit to a programme of this type and duration, we have a small number of bursaries on offer to Fellows on the 2024-25 cohort. This bursary is provided to support with any expenses related to attendance and participation for people acting outside organisations or employment, particularly for those whose income may be a barrier to committing to this programme.

Please note that this bursary is not intended to cover for or replace income or salaried time - the programme is not a form of employment. If you have any questions about the bursaries please contact us directly.

### **Ongoing programme support**

The Civic Futures delivery team is made up of experienced facilitators, learning designers and coaches from Koreo, the Young Foundation and Dark Matter Labs. Throughout your time on the programme you'll be able to connect and share feedback with them in multiple ways, both directly and indirectly, and they will be alongside you on the Civic Futures journey.

- **Sheetal Mistry** (she/her) is the Civic Futures Programme Manager and the key point of contact for Civic Futures Fellows throughout the programme. She oversees the Learning Networks portfolio of projects at Koreo, and also currently leads on the London Engagement Collaborative (LEC), also funded by the GLA Community Engagement team. Sheetal





has extensive experience designing and delivering interventions at a community level, and is a qualified coach and facilitator.

- **Ned Younger** (he/him) is a Director at Koreo where he is responsible for Koreo's strategy and practice. He has led the design and development of Civic Futures with the GLA since its inception in 2020, and remains a key contributor as we move into its fourth year. A qualified coach and action learning facilitator, Ned is an experienced project director and has worked across UK civil society as a learning designer and facilitator.
- **Daniel Farag** (he/him) is the Director of Innovation & Practice at the Young Foundation and has over 20 years' experience of supporting change and innovation, having held senior roles across the public, private and voluntary sector. Dan works in partnership with the Koreo team on the design and delivery of Civic Futures.
- **David Heinemann** (he/him) is the Civic Leadership Programme Lead at the Young Foundation, and member of the Civic Futures delivery team. He has a background in personal and organisational development, having supported pioneering changemakers and organisations in the UK, and internationally, and is a qualified coach and educator.
- **Amber Amoo-Gottfried** (she/her or they/them) is the Project Coordinator for Koreo's Learning Networks practice stream, and is responsible for the coordination and smooth running of the Civic Futures programme. She has worked with numerous impact-focused organisations such as SOS-UK, Global Justice Now, Friends of the Earth, and Unseen UK—assisting with project management, campaigning, research, impact assessment and more.

You will also be connected with a qualified coach as part of the programme, who will be another source of support for you on a 121 basis.

Finally, if successful in joining the 2024-25 cohort, you'll be joining a wider network of Civic Futures Fellows, who you'll be able to meet, connect with and learn from as part of your programme experience.



## Interested in applying?

If you're interested in applying to the 2024-25 cohort of the Civic Futures Fellowship Programme, you can find further information below. We'll be hosting two Information Sessions for those who want to find out more and ask us any questions:

- **Tuesday 9th January 2024, 12.30pm-1.30pm on Zoom**
- **Thursday 11th January 2024, 5pm-6pm on Zoom**

Additionally, you can send any questions you might have about the programme to [civicfutures@koreo.co](mailto:civicfutures@koreo.co).

### Useful links:

- [Sign up for an information session](#)
- [Visit the Civic Futures Microsite](#)
- [Visit the GLA website](#)
- [Apply for the programme](#)
- [Nominate someone to apply](#)

## How To Nominate Someone or Apply Yourself

Civic Futures is open from now until **5pm on Monday 22nd January 2024** for applications to join the programme in March 2024. There are two routes for people to join the programme; firstly you can express interest and apply yourself, or alternatively you can nominate someone else.

### Nominate Someone

If you want to nominate someone to apply to the Fellowship you'll need to complete an online survey sharing your details, and the details of the person you'd like to nominate. We'll then be in touch with the person you nominated to see whether they'd like to take an application forward. They will be made aware of the nomination and asked to complete an application form.



>> **Nominate someone to apply for the programme:**

[https://share-eu1.hsforms.com/1hm6le2tIS\\_WQIRYJz61BFgfv4r](https://share-eu1.hsforms.com/1hm6le2tIS_WQIRYJz61BFgfv4r)

**The deadline for nominations is 1pm on Friday 12th January 2024.**

## Applying

If you want to take part in Civic Futures then you can apply straight away. There are 2 ways in which you might want to do that.

1. [Fill out our short online application form](#); OR
2. **Email us a video or voice note up to 5 minutes long** responding to the following questions:
  - Please tell us briefly about your current work and/or volunteering. What change are you trying to bring about through your work?
  - Why does Civic Futures appeal to you? What are you hoping to get out of the programme, and/or how do you think the programme can support you?
  - What are you curious about with regards to the future of civic society in London? What do you want to explore/question/learn more about?

If you are choosing the video option, please ensure you include your full name, role, and any diversity and/or accessibility data in the body of your email. You can find the full list of application questions to guide you via the form link above.

You will need to either complete the form or send us a short video before **5pm on Monday 22nd January 2024**. Our email address is [civicroutures@koreo.co](mailto:civicroutures@koreo.co).

## Timelines

The timeline for applications and nominations is as follows:

- Open to nominate someone, or apply: now
- Deadline for nominating someone: **1pm on Friday 12th January 2024**
- Deadline for applying: **5pm on Monday 22nd January 2024**
- Decisions communicated: **February 2024**
- Programme Launch Event: **Thursday 14th March 2024**



## Selection Criteria

The aim of Civic Futures is to convene a cohort of committed individuals who represent the diversity of the city's civic system, whether in terms of their work, mission, identity, or location. As a result all applications will be assessed against the same agreed criteria, before convening a selection panel, which will result in Fellowship offers in February 2024.

We are looking for people whose work is rooted in community, and/or with a desire to create and lead social change. It is essential that you will come into this space with a spirit of collaboration and learning, and are ready to engage with the big questions of London's future in an open and equitable way. Finally, we are looking for people who are excited to commit to a journey of collaboration and learning with peers from across civil society.

If you have any doubts about whether this is for you, please email us and we can organise a call or respond to questions over email.

## The Programme Partnership

**The Greater London Authority (GLA)'s Community Engagement Team** has a mission to bridge the gap between City Hall and London's communities. The team works on giving communities a platform to be seen, heard, resourced, and to be more actively engaged in the City's decision making.

**Koreo** is a learning consultancy and incubator dedicated to social impact. We are an Approved Centre of the Institute of Leadership and Management (ILM), delivering both bespoke leadership programmes and full qualifications, with a focus on civil society organisations, and specialising in building programmes that connect groups of leaders across organisations, networks, and places. Clients, partners and supporters include Care International, Mind, Rethink Mental Illness, Metropolitan Housing, Barclays, Notting Hill Housing, and NSPCC.

**The Young Foundation** is the UK's home for community research and social innovation. As a not-for-profit, we bring communities, organisations and



policymakers together, driving positive change to shape a fairer future. Working to understand the issues people care about, The Young Foundation supports collective action to improve lives, involving communities in locally-led research and delivering distinctive initiatives and programmes to build a stronger society. With a deep understanding of change-making in communities across the UK and London, our current funding partnerships include those with Local Trust, the GLA, local councils, UKRI and others.

**Dark Matter Labs** is a strategic design practice focused on institutional innovation in an age of interdependence. They work with partners, clients, and collaborators across the world, researching and developing new institutional support frameworks for collaborative system change through cutting edge research, strategic design and organisational innovation. Current and recent clients and funders include EIT Climate-KIC, National Lottery Community Fund, Lankelly Chase Foundation, Camden Town Unlimited (Camden Town Business Improvement District), West Midlands Combined Authority, Nesta, the YMCA Network and London's Royal Academy.