

The Promise of the Foundational Leadership Course (FLC)

The FLC is offered to young adults from 18 to 23 years of age. If you join at 18 you will complete the FLC at 19, and be able to perform at a higher level than your peers when they graduate from their traditional 4-year degree.

What is the Foundational Leadership Course?

The Foundational Leadership Course (FLC) is an acceleration year for your high performance career. High performance is only possible when you master [a specific set of general cognitive, psychological, and interpersonal skills](#). Acquiring these skills takes an intentional approach that is very different from the knowledge centric approaches ubiquitous at traditional institutions. The FLC is designed from the ground up to optimize for skills development.

Many successful people feel they learned more in their first few months of work, than they did in their entire college career. We draw heavily on key aspects of high performance workplaces to create the most powerful and relevant development path for you.

When you graduate from the FLC you will notice a marked increase in maturity, confidence, focus, and self leadership. You will feel more confident with complexity, ambiguity, novelty, difficulty, and other challenges in your work and life. These traits will serve you well on whatever path you choose next. If you move on to (or return to) traditional college, you will shorten your time to graduate, be able to make the most of available opportunities, and maximise your outcomes. If you decide to skip traditional college to start a business or directly enter the workforce, you will be well prepared to thrive, starting earlier and performing better than your peers completing a four-year degree.

The Promise of the FLC to Key Stakeholders

Employers

FLC graduates represent a better ROI than traditional college graduates as entry-level hires. They will out-perform college graduates on day one and will have better motivation to add value in their chosen career path.

Participants

You will experience rapid personal growth, and experience the most powerful year of your life. You will emerge ready to deliver powerful results in college, your internship, and your first job.

Parents

Your child will transform into the high performing adult you envisage.

Donors

The impact of your support will be felt personally by deserving students, and you will help build a better educational model. A model that can be copied and applied in most market segments around the world.

What benefits can you expect from the FLC

Your increased performance capacity as a result of attending the FLC is due to achieving seven core outcomes related to operating as a high performer.

You will be ready to work in a high performance environment.

The FLC is not a 4 year expensive vacation where you attend a few hours of classes a week for a portion of the year. It is an intensive one year program where you will continuously be engaged in team challenges, competing against the rest of your cohort. We make an intentional effort to help you develop your Self Awareness and foster an ability to learn deeply from each win, and more frequently from failure.

The FLC's challenges cross a wide spectrum of business and career activities building a broad understanding of what it takes to perform. Everything we do is designed around how businesses work, and the systems and approaches they utilize. We also help you dig into how businesses add value and thus how they benefit society. This understanding will allow you to focus your early career efforts on adding value, and thus advancing.

The world is changing as rapidly as ever, and how we use knowledge is evolving also. Rather than have you memorize stuff for a test that is irrelevant the moment you set your pen down, we help you understand that it is all at your fingertips and readily available to you for free. You will learn to master how to identify the minimum set of knowledge you need to crush your next task, and how to acquire and understand it as quickly as possible. This allows you to rapidly adapt to any new environment you enter—it is also exactly what top-performing organizations expect of their team.

Real work in our internship program, intentionally designed to expect high performance, will build confidence. Concentrated focus on the foundations that build career-launching skills and knowledge will allow you to hit the ground running. You are expected to use the latest productivity tools, such as AI, to produce the highest quality work. You will even learn how to manage your boss, something most people never even figure out “is a thing”.

You will have a strong foundation in the high performance skills

Our true focus is on developing your high performance skills, and our Catalytic Learning approach is core to achieving this goal. Throughout the program the general skills that you need throughout your life and career are the focus. Each day, and in each activity, these skills will be called upon and intentionally put to the test, stretched, and grown. We will also never tell you what to think, but rather allow you to learn how to critically examine a situation.

We do not have grades during the course, as we feel this is a waste of time. However during each challenge only one team will win, and mostly it will not be your team just due to the number of teams involved in each challenge. The main focus is on self recognition of strengths and weaknesses so you can take action to improve.

Everyone must achieve a third party Degree-Equivalent Certification to graduate from the FLC. These are recognized by most of the top employers, and will ensure that you are fully prepared to add value at the level of a college graduate when you enter our FF Internship program.

We will measure impact through direct, objective skills assessment, so you can track how you are growing, and where to focus next. You will also come away with a portfolio of work products that can showcase your skills and ability to acquire specific knowledge.

You will understand your passions and personal motivations, and be able to adjust focus as you change through life

Our challenge-based pedagogy is knowledge-agnostic. We do not need a narrow subject focus for the system to work—in fact quite the opposite. A diversity of intense challenges allow you to consider many different fields of work, and require you to understand different processes and specific skills. This broad exposure will help you identify where you have intrinsic motivation to dig deeper. In time you might even find new passions.

Most importantly, you will learn a framework for iterating your focus over time. This framework is based on developing an ability to pay attention to what motivates you. Such an ability will hold you in good stead as you inevitably evolve as a person and your interests change. Personal motivation is critical for effortless work, and is essential for sustained high performance.

In addition to the general approach to motivation, the Supported Degree Equivalent portion of the FLC, coupled with an internship, will allow you to rapidly explore an area of interest. If, after a few months, you find that a certain type of work does not resonate for you, then you can quickly iterate. This is 10x faster than discovering this while at a traditional four year college.

You will have built a strong network of friends and collaborators

An expectation for many from the college years is that you meet people, make friends, and build a network. Colleges themselves give this very little focus, relying instead on a strategy of hope. At the FLC we help you understand the theory of how to network, and how to practically develop your own

powerful network. This applies to both the professional and perhaps more importantly the personal side.

The nature of the program is perfectly constructed to help you in this quest for a strong network. We don't waste time on exams and attending boring lectures. We are always working in motivated teams with a clear goal and deadline. You build bonds "in the trenches," doing hard work, sharing success and failure, exchanging real feedback, and supporting each other. The travel and new experiences creates an environment that puts people out of their comfort zones and is conducive to forming new relationships.

In addition, the focus on self awareness will help you cut through a lot of the drama that is common on college campuses and focus on understanding yourself and your peers. This builds trust and deep connection.

You will have made the shift from dependent child to powerful young adult

Your days will be filled with new challenges, experiences, and self-directed learning. Our environment is built around self-accountability. You are treated as an adult from the first moment. This comes with great freedom, and also new responsibility. It is one of the reasons you must be 18 years old to attend the FLC.

Fostering this growth in maturity, confidence, and independence is critical to the goals of the FLC. After all, we have a commitment to our business supporters that you will graduate from the FLC better able to contribute to high performance teams than college graduates.

The basics of this powerful shift are fairly obvious in the structure of the course. There is an intentional structure that takes the best parts of moving away to college, adds in key elements of a semester abroad, and then turbocharges this with focus on challenges. Living away from home and traveling far and wide requires the rapid acquisition of a bunch of life skills. You will need to learn to cook and do your laundry, as well as catch the train, communicate in a second language, and potentially haggle. In addition, certain challenges will involve planning and executing on tasks that help you adopt an adult mindset.

There are also less obvious examples of how this transition is made. Taking responsibility for your development and an intense focus on developing self awareness are two key components of becoming a productive adult. We value creativity and divergent thinking that helps drive productivity. We don't feed energy to the drama often found on college campuses.

You will have had tremendous fun

The expectation for many is that after high school you will be freed up to have more fun. High school life is very controlled, many of the activities are hard to connect to your future, and many are playing the college game.

There are three keys to having a fun time after high school:

1. Meeting new people that you can relate to,
2. having the freedom to explore,
3. and for future high performers, spending your time motivated to learn and develop.

This first taste of freedom is a huge release, and great memories are built. It is also fun knowing you are on a powerful path to a great future. Each week you will be able to notice and document your personal growth, and tie a direct line between what you did, and the goals you have for yourself.

There is also likely to be a small sense of schadenfreude as you contemplate your peers stuck in a class they are forced to take, trying to sweat it out for a grade that doesn't matter. Or when you are on a cool side trip your team planned, to somewhere you never imagined visiting. If your highest dreams are to attend frat parties, college may be a better fit. After the FLC, you might instead tell your high school friends about the time you learned enough Vietnamese in a month to secure a private boat tour of Ha Long Bay.

You will have built a solid, durable platform for launch

Most of you attending the FLC will carry on to college. The FLC will hold you in good stead as you can perform at a much higher level, generally extracting more value from your college experience.

You will also have built a portfolio that directly demonstrates your personal abilities and the value you can bring to employers. This is more robust than the general halo effect that can come from a top college. It is also more durable. If your college is one of the many set to close in the next decade, then the brand value of attending it will go to zero. Also even for the top colleges, reputation and brand has continued to decline with both the public in general, and with employers in particular.

For those of you who skip college and head straight into the workforce, you will save a ton of time and have 2-4 years of employment under your belt before your peers graduate from their undergraduate degree. By then no one will care about college - they will care about how you performed in your last role.

Core Components of the FLC

The Foundational Leadership Course (FLC) is made up of five distinct modules. These components interlock to deliver the core components outlined above.

1. Personal Growth Accelerator (PGA)
2. Career Development Accelerator (CDA)
3. Supported Degree Equivalent (SDE)
4. FF Internship (FFI)
5. Business insights in Success (BiiS)

Personal Growth Accelerator (PGA)

A one-semester intensive focus on developing the cognitive, psychological, and interpersonal high performance skills.

- 12 weeks:
 - 3 weeks domestic
 - 9 weeks international, in two locations
- Catalytic learning, focused on the 12 high performance skills
- High quality time within a cohort sorted into closely-performing challenge groups
- Developing a plan for the Supported Degree Equivalent (SDE) module
- A ton of fun and growing up

Career Development Accelerator (CDA)

A second semester that shifts focus to applying skills in highly realistic high performance work-like settings.

- 10 weeks in person
 - 2 weeks domestic
 - 8 weeks international, in two locations
- 60% of effort spent in challenges:
 - 30% focus on furthering the goals of the PGA
 - 30% focused on career preparation
 - Building familiarity with the top ten business productivity tools
- 30% focused on SDE - gain your degree qualification
- 10% pure attitude. Improving Self Awareness to have a winning mindset for work performance
 - Deepening strength in our ethos, the mindsets of a high performer
 - Understanding “the game” – the realities of work that people often don’t know, such as: results always win, get rapid feedback and adjust, be fearless with identifying your flaws, etc.

Career Skills Certification (CSC)

Attaining a degree-equivalent certification in a job vertical – this is your “major.”

- A portion of this happens in person during the CDA

- The rest happens remotely during breaks, and is supported to help with motivation, pace and efficiency
 - Mostly peers
 - Supported by facilitators who help track & provide structure
- Select “major” during the PDA to begin setting up FFI
- Students complete a formal qualification and that is FF approved
 - Must align with personal motivation as currently understood
 - Can change it at any time, but must complete it before internship starts

Futures Forge Internship (FFI)

A curated, supported internship where students deliver exceptional results with a sponsoring employer.

- 12-20 week in-person work experience
- Expectation is to perform better than a new graduate
- Students demonstrate ability to contribute, build references, and professional relationships
 - Execute excellently
 - Translate work to business value
 - Communicate that well
 - Help your boss win
- Start to really understand what it takes to perform in the real world
- Top achievers may be offered a full-time role.

Business insights in Success (BiiS)

Throughout the FLC we will have sessions to build insight into what it takes to succeed in the business world. This will be helpful no matter what career path you take.

- Exposure to, and debate around key economic and business concepts, including some political theory
- Town hall style with business leaders, including from some of our senior supporters who care deeply about this area of focus
- Some mini challenges to drive learning