

Restaurant Associates' 'Future Leaders' apprenticeship programme launches for 2024

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Hospitality experts Restaurant Associates have launched an innovative Level 5 apprenticeship training programme, focused on leadership and management. The Future Leaders programme is designed to nurture and accelerate the management performance of Restaurant Associates' business leaders, harnessing their strengths and equipping them with the essential skills to drive Restaurant Associates' growth agenda whilst embedding their people-focused cultural values.

Delivered in partnership with Instep, a specialist leadership and management skills provider, the 18-month programme combines group workshops, peer learning, personalised coaching and guest speakers to embed key leadership skills, knowledge and behaviours. A total of 11 successful candidates will develop core people skills such as emotional intelligence, motivating teams and managing conflict alongside more technical skills such as data-driven decision-making, strategic business planning and implementing impactful, positive change.

Restaurant Associates will deliver a tailored leadership programme which benefits both the participants in their career development and supports Restaurant Associates in driving the growth of their business.

Course modules include:

- Catalyst for success: emotional intelligence and the psychology of leadership;
- Inspiring sustained success: data-driven decision-making strategies;
- Showcasing impact: effective project management;

- Strategic leadership: business finance management;
- Insightful leadership: building and motivating high-performing teams.

The Future Leaders apprenticeship launches on 20 March 2024, followed by the first taught module on 21 March 2024. Restaurant Associates is excited about the opportunity to shape the future leaders of tomorrow and

contribute to the success of the hospitality industry. The Future Leaders programme exemplifies the company's dedication to making learning relevant, impactful, and transformative.

In 2022, Restaurant Associates' parent company – Compass Group UK & Ireland – launched 'Our Social Promise', a commitment to support a million people with opportunities and change their lives through job creation, education, training, community and charitable engagement by 2030. Learning and development opportunities play a crucial part in this strategy, including Compass' Career Pathways, apprenticeships and its graduate scheme.

Victoria Marshall, Head of People and Culture at Restaurant Associates, said: "I am delighted to be partnering with Instep to launch Future Leaders. Creating an apprenticeship programme, entirely bespoke to our managers and chefs, is incredibly important in our journey of nurturing and retaining our amazing people. I cannot wait to see our first cohort as they progress through the next 18 months."

Matt Thomas, CEO of Restaurant Associates, said: "Our retention and growth agenda would be impossible without the loyalty, hard work and development of our teams. This programme will bring to life real-time opportunities that will allow the teams to develop with confidence their skill set."

Amy Crawford, CEO of Instep, said: "Restaurant Associates are an amazing example of a client-centric, collaborative organisation that knows a confident, productive team is key to their success. It's been a real privilege, and a lot of fun, working with them to create a programme that will help shape the future of hospitality leadership. We're excited to see the impact it will have – both to the confidence and leadership capabilities of the participants and to Restaurant Associates' growth."