


# Emerging Leaders



Developing the next generation of leaders



# Overview

Discover how the **Emerging Leaders program**, developed by **RMIT Europe** and **EIT Urban Mobility**, is empowering future leaders across Europe.

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# Leadership in action

Emerging Leaders connects professionals from cities, public authorities, private companies and cross-sector organisations to build the leadership capability required to navigate complexity, collaborate across institutional boundaries and deliver sustainable urban mobility solutions.



As we strive for sustainability, resilience and inclusion, leadership has never been more critical. This program is not just about advancing individual careers – it is about strengthening the entire ecosystem of urban leadership to accelerate progress.

We invite entities to nominate their emerging talent – those ready to take the next step and make a lasting impact. By investing in their growth, they are investing in the future of urban leadership.

**Join us in shaping the next generation of urban leaders.**

**Dr Marta Fernandez**

Executive Director, RMIT Europe



# Program Overview

Emerging Leaders is a **participant-led** experiential leadership development initiative delivered by RMIT Europe in collaboration with EIT Urban Mobility.

The program builds the leadership capability required to drive meaningful change in complex urban mobility systems.

This **six-month program**, delivered in small cohorts of 8–10 individuals, is aimed at mid-career professionals working across public and private sectors. The program equips participants with the leadership and strategic skills needed to shape the future of urban mobility in Europe and the UK.

The 2026 edition offers 40 hours of tailored professional development, combining immersive in-person experiences with interactive online learning to maximise growth and real-world application.

To participate, candidates must be nominated by senior leaders within their organisations, such as department heads, executives, city council leaders, or leaders of urban transformation projects. The program thrives on active participation and commitment from both individuals and their organisations, fostering a continuous cycle of learning, collaboration and impact across urban mobility and sustainable mobility sectors.





# Our previous cohorts

After three editions of the program, the network of connections between leaders is growing and strengthening. Both editions have brought together participants from over 15 different European City Councils and entities:



The program helped me connect with young professionals across Europe and build a strong network. It offered fresh perspectives on leadership and practical ways to apply its principles across all levels of teamwork.

**Silvia Demetri**

**Nominated by the Milan City Council**

Emerging Leader - Cohort 2024



Recognising that leadership challenges are universal has motivated me to build new skills that can be applied across teams, cities and countries. Strong networks and the courage to experiment are essential for innovation to thrive and to shape more balanced urban landscapes across Europe.

**Olev Parts**

**Nominated by the City of Tallinn**

Emerging Leader - Cohort 2025

# Program Learning Pillars

The program consists of five interconnected learning pillars, creating a continuous process of development and impact.



## **The Learning Circle**

Participants draw on each other's experiences and insights to explore future leadership challenges and strengthen their ability to respond to complexity. Learning Circles run separately for public and private sector cohorts.



## **Coaching**

Many future leaders may never have experienced the benefit of focused coaching. Participants take part in short, time-optimised series of executive one-on-one coaching sessions to reflect on their leadership experiences.



## **The Conversation**

Participants engage in unscripted, closed-door conversations with senior leaders to explore real leadership journeys and decision-making approaches. These sessions remain cohort-specific to support context-aware dialogue.



## **The Conference**

Participants jointly design and deliver a bespoke conference, bringing together peers, city representatives and invited guests. The conference explores leadership challenges for the workforce of the future, including navigating change, cultivating trust, driving impact and creating shared value.



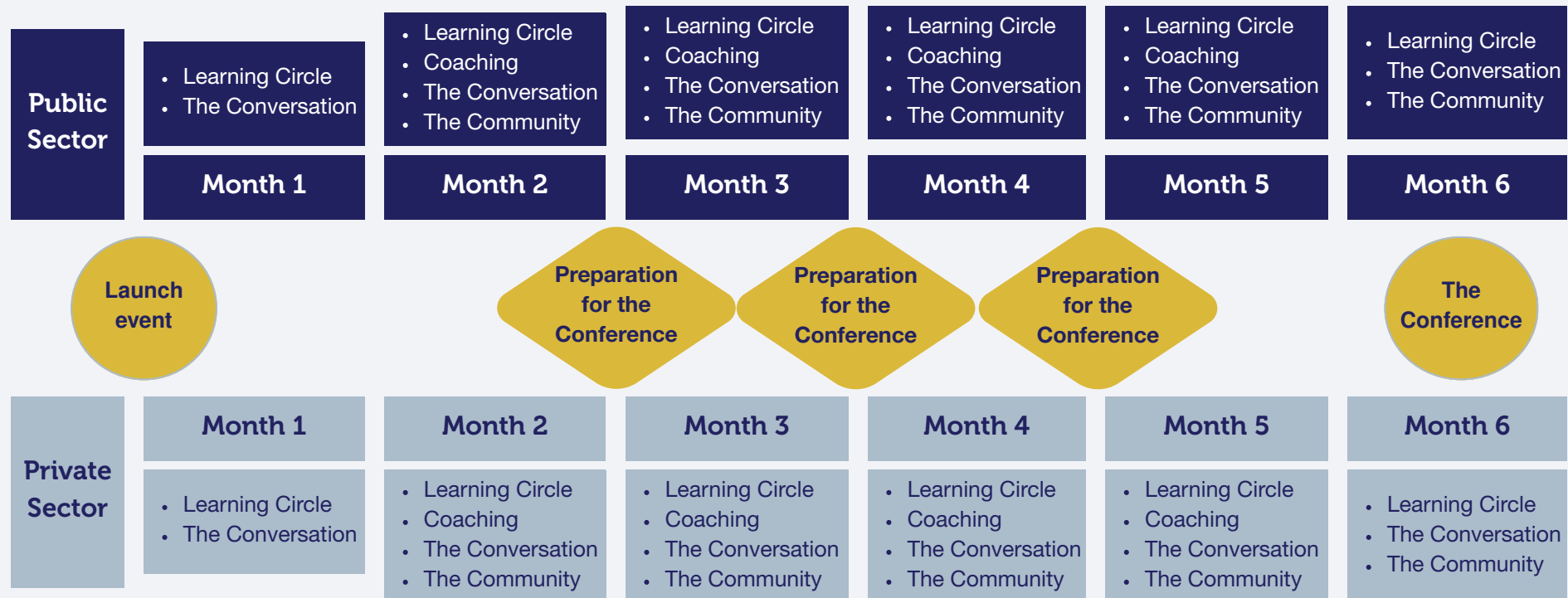
## **The Community**

After completing the program, participants join an alumni community of practice to maintain ongoing collaboration and connection. Cross-cohort exchanges are crucial to building the relationships and shared understanding needed for long-term transformation in urban mobility.



# Program Curriculum

The program runs two parallel cohorts, one from the private sector and one from the public sector, each with 8-10 participants. Both cohorts come together through three facilitated cross-cohort exchanges and a shared digital platform to build trust, collaboration and a common leadership language.



All sessions are conducted online, except the Launch Event (Month 1) and the Final Event (Month 6), which are held in person.

# Program Benefits

**Going beyond methodology** - Emerging Leaders is a highly personalised, practice-based program delivered through a blended learning format, with a strong focus on leadership, systems thinking and cross-sector collaboration.

**Bridging public and private impact** – This program intentionally connects participants from both public and private sectors to develop shared leadership language and tools, gaining insight into how different sectors operate.

Participants will:

- Build the confidence and capability to lead in complex urban environments
- Strengthen their ability to shape strategy, influence stakeholders and drive change within multi-actor ecosystems
- Deepen self-awareness, resilience and authentic leadership presence through executive coaching
- Build strong professional networks that connect participants and the organisations they represent





# How to participate?

## Step 1- Registration

Submit your registration by 1 May 2026. The program team will review submissions and notify selected participants.

## Step 2 - Nomination

Once selected, candidates must seek nomination from a senior leader within their organisation.

## Step 3 - Enrolment

Once the nomination is confirmed, participants complete payment to officially enrol in the program.



[Register here](#)





# Eligibility and Pricing

## Who is this program for?

The program is ideal if you:

- Work in urban mobility, transport, infrastructure, planning, sustainability, innovation, urban development or strategy
- Operate within or alongside cities and public systems
- Want to strengthen your leadership impact, not just technical expertise

## Program Pricing

- Public sector: €1500 per participant
- Private sector: €3000 per participant

Additional financial support may be available for selected association members across Europe. Please contact [emerging.leaders@rmit.edu.au](mailto:emerging.leaders@rmit.edu.au) for further information.



# Contact Us

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the future of cities**