

# FLM

## future leaders in motion

The FLM program is designed to develop and enhance the leadership skills of the next generation of professionals who will guide and lead FPDA, the industry, and their companies.

### Time and Travel Commitment

Program fee includes:

- (2) consecutive registrations to the Industry Summit at the beginning and end of the program
- (1) UID registration
- (1) Leadership Retreat registration
- Quarterly 1-on-1 coaching
- Virtual workshop presentations 1.5 hours per month
- Monthly Mentor check-in to review goals, address challenges, and track progress

### Program Cost:

**Members contributing a volunteer mentor:** \$5,100\* per candidate.

**Cost without contributing a mentor:** \$5,600\*.

*\*The program fee does not include the cost of travel, accommodation, and incidental costs of travel to attend program segments. This will be the employer's responsibility.*

### Educational Credit

As an additional benefit, the time spent in the FLM Program can be applied to the Purdue University Professional Certificate of Innovative Distribution Programs continuing education requirements.

## leadership development program

### What is the FLM Program?

Future Leaders in Motion (FLM) is an immersive, content-rich leadership development program that strengthens leadership fundamentals through individualized coaching and mentorship. The program is offered exclusively to FPDA and ISD member companies.

### FLM Program Overview

The 13-month program kicks off at the annual conference and concludes at the following. FLM participants gain new perspectives through one-on-one and group coaching from professional Executive Coach, Donna Gilligan, and are also partnered with a mentor from a non-competing FPDA member company.

Participants will take a D.I.S.C. assessment, participate in over 10 group discussions on key leadership topics, and will attend Purdue University's of Innovative Distribution in March of the program year.

Here is a snapshot of what candidates will gain individually and as a team:

- **Mindsets of Leaders:** The FLM Program encourages a growth in self-awareness and emotional intelligence by utilizing D.I.S.C. and weaving in the results & language throughout the year.
- **Foundations of Leadership:** Participants will grow a list of attributes all leaders need to understand. Topics will include developing trust, the value of reputation/rapport, and stewarding influence.
- **Developing a Leadership Toolkit:** Participants will be equipped with tools to greatly enhance their influence and be challenged to identify their next steps of impact as a leader.
- **Mentoring and Coaching:** Work closely with an industry mentor, participate in small group discussions, and receive personal guidance with one-on-one meetings by a professional career coach.
- **University of Innovative Distribution:** Participate in this concentrated educational program focused on the unique needs of the wholesale distribution industry.
- **Financial Literacy for Leaders:** Covering topics such as balance sheets, reading P&Ls, understanding organizational profitability, and benchmarking data to drive business decisions

### Why should you consider the FLM program?

- Improve leadership fundamentals through in-person and virtual workshops.
- Provide professional coaching and Mentorship to hone skills and gain new perspectives.
- Develop a collaborative environment for the open sharing of knowledge, ideas, and industry best practices.
- Build lasting relationships with participants, mentors, and the entire FPDA organization.
- Have fun while growing as leaders who influence!



Enrollment for the 2026-2027 class is open through August 1, 2026. Need more information? Email [info@fpda.org](mailto:info@fpda.org).