

Natural Catalysts

Frequently Asked Questions

How long is the programme?

The 12-month programme will begin in September 2026 (online) and be delivered over the following months, culminating in a final in-person gathering in September 2027.

What are the dates & times? What is the time commitment overall?

Please refer to the date schedules below. All times given are UK times.

- **Global Majority Leaders:** 4 days in person, 18 hours online - [see dates schedule](#)
- **Senior Leaders:** 20 hours online, 1 day in person, plus shadowing and visibility commitments - [see dates schedule](#)
- **HR/DEI Professionals:** 4 hours online - [see dates schedule](#)

You are expected to attend all elements both on-line and in person of the track you apply for.

For the in-person elements, will food and accommodation be paid for?

Yes, we cover all food and accommodation during the 3-day residential for the Global Majority track in October 2026, and for everyone at the final gathering event in September 2027.

Am I eligible to apply if I live outside the UK?

You must live in the UK to take part in the programme.

How will my travel costs for the in-person element of the programme be covered?

We expect that your organisation will pay for your return travel to the in-person elements of the programme. However, we realise that this can be difficult for some, particularly smaller, organisations, so we have some bursaries available for return travel to the October 2026 residential and final gathering in September 2027. If you are accepted onto the programme you can apply for a travel bursary.

Regarding the reimbursement of travel, you will pay for your ticket and then request reimbursement after you have attended the in-person element of the programme. We will reimburse travel costs on submission of a valid receipt/ticket and a completed travel reimbursement form. We will only pay for second class travel.

My organisation would like to submit multiple applications – is this possible?

Bigger organisations can put in multiple applications. If you are planning to put forward more than one duo application, please contact susan.cairns@commonpurpose.org.

What is a Global Majority Leader?

A Global Majority Leader refers to individuals who are racialised as Black, Asian, Brown or Arab. We are asking those that apply to this track to be operating at mid-management level or above and navigating leadership pathways within the sector.

What is Leading Beyond Authority (LBA)?

Many successful leaders learn to lead in roles or circumstances where they have clear authority, budget and accountability. When they move beyond this – leading peers, partners and stakeholders – the skills that brought them success may not be enough. To operate effectively they need a different approach to leadership – the ability to Lead Beyond Authority. You can find out more about LBA [here](#)

What is Cultural Intelligence (CQ)?

Cultural Intelligence is the ability to cross divides and thrive in multiple cultures. It enables leaders to become more inclusive, to lead diverse teams, serve diverse beneficiaries and work with diverse stakeholders. You can find out more about CQ [here](#)

Senior leaders are required to provide a visibility opportunity for a Global Majority leader. What does this mean?

A visibility opportunity means access to a senior leadership space where the Global Majority leader is given an opportunity to present themselves. This may be a presentation at a Board meeting, joining a panel at a conference, or a networking opportunity where they will meet senior leaders.

One half of the 'duo' application must be a person from the Global Majority. Are there any requirements for how long that person has been in the UK?

No, the only requirement is that the Global Majority applicant must be UK based and employed in the environment sector.

For the duo application does each person need to fill out a separate application?

Yes, each person applying in the duo will need to submit an application. There is a question in the application that asks for the name of the other person in your duo.