

# The Depth of the Room, Wherever You are.

*Avanti Academy opened on 1st November, 2026.*

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**On 1 November 2026 we launched Avanti Academy: narrated online learning for leaders, managers, boards and councillors, written from our practice and sitting alongside the work we do in person. Here is why we built it, and how it fits.**



## The story

For more than 25 years, we have worked alongside boards, executive teams and leaders in councils, housing, health, mental health, the voluntary sector, and in private organisations too. We coach leaders one to one and develop top teams. We use our own Avanti Profiles, and established psychometric tools we are licensed to use, to help people understand themselves and each other. We run masterclasses and programmes, and we stay with organisations through change. Every piece of that work is bespoke. We build it with the people at the centre of it, and we are in the room while it happens.

That is what makes the work matter. It is also what limits its reach. Again and again we meet leaders who need the same depth at the moment they need it: the new manager in their first ninety days, the trustee joining a board, the director leading through local government reorganisation (LGR).

So we built Avanti Academy to sit alongside that work, and on 1 November we opened its doors.

## Written from practice

Avanti Academy brings our practice online. Every topic is written from our practice and shaped by us, Jon and Amanda, drawing on more than 25 years of leading and developing people in public service, and on what we have learned across thousands of facilitated sessions. It is the same thinking we bring into the room, narrated so you can learn at your own pace, on any device.

Before we opened, we asked a small group of senior leaders to try it. One of them, Mark Tudor, Business Owner and Consultant, told us: “I am blown away by the Academy… It is absolutely amazing and, if I'm honest, it's you in digital form!”

It is not a library of generic courses. ***Leadership is a craft. We don't teach it. We develop it.***

# Take it whole, or in parts

Every topic starts with a free twenty-minute Taster. From there, you take as much or as little as you need:

- **Bitesize** (up to 2 hours): one complete idea
- **Focus** (2 to 4 hours): two or three Bitesize around one theme
- **Explore** (a half day): a whole half-day topic, or one half of a full-day topic
- **Immerse** (about a day, at your own pace): a whole topic, in depth
- **Programme** (a day or more): the best of several topics for one purpose, with an Avanti certificate
- **Flagship** (our longest recorded programmes): a complete journey for a role or a career stage, with an Avanti certificate
- **Signature** (weeks or months): the Academy with live sessions, practitioners and a cohort of peers, with us in the room

Topics are grouped by **what you want to develop**: managing well, leading yourself, leading people, strategy and the future, complexity, decisions and innovation, boards and governance, serving the public, communities and systems, and homes and residents. You pay only for what you take, and when you step up a level, what you have already paid for courses inside it comes off the price. You can see every topic at avantichange.com.



## Built so everyone can take part

Every module is narrated, and every module has a transcript. You can watch, listen or read, and each module unlocks when you complete the one before, whichever way you choose. The Academy has been assessed for accessibility, and our accessibility statement on the website sets out the detail. Leadership learning should not depend on how comfortable someone is with the written word.

## For teams and whole organisations

The same learning serves one person at their desk and a whole organisation. You can buy up to nineteen places online, with 10% off for groups of five or more, share one join link, and follow everyone’s progress from one place. Each person keeps their own learning passport and certificates. You can pay by card, or by invoice with a purchase order number. For larger groups we agree the scope and price with you, and shared credits for a whole team, department or organisation follow soon.

Why now

Leaders are being asked to carry more, faster: reorganisation, new authorities, regulation, AI and rising demand. Good development should not be reserved for the few who can step away for a week.

> *“We have spent our careers in rooms with leaders who are carrying a great deal. The Academy lets us be there for many more of them, when they need it, without losing the depth that makes the work what it is.”*
>
> — **Dr Amanda Milliner, Founding Director, Avanti**

## Alongside the work in the room

Avanti Academy sits alongside the work we do in person. It does not replace it. Coaching, top team development, Avanti Profiles and our masterclasses remain at the heart of the practice. The Academy gives people somewhere to begin before we meet, somewhere to return to between sessions, and a shared language that stays with a team long after we have left. For many organisations the right answer will be both, and our Signature programmes bring the two together, with us in the room.

## What comes next

This is the start. New programmes join month by month, beginning with the councillor strand. And if you would like to talk about coaching, team development or a masterclass for your organisation, we would be glad to hear from you.

Start with a free twenty-minute Taster at avantichange.com.