



EIL European Talent Team Programme 2026 - 2027

Europe's chemical industry is at a critical tipping point.

The EIL's Industrial Advisory Board is inviting organisations to nominate one or two of their top emerging leaders to participate in a cross-company talent programme examining the future of the sector.

Your organisation can contribute to shaping the industry's future while developing your next generation of leaders.

European Institute for Industrial Leadership

Helping our members attract retain and develop their next generation leaders. Researching issues they'll face in their workplace of the future.

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What the Programme Is

A multi-company talent development and foresight programme, exploring the future of the chemical industry guided by CEFIC's Molecule Managers Mid-Century Vision. Your nominated talents will work with peers from other organisations to analyse industry futures, build networks, and contribute research insights for senior leaders.

Value Proposition

- Accelerate the development of your high-potential leaders
- Strengthen your organisation's voice in industry foresight discussions
- Gain perspectives from talented peers across Europe
- Signal your commitment to talent development and the future of the chemical sector
- Build capability in innovation, systems thinking, and cross-industry collaboration

Who You Should Nominate

Nominate early career technical professionals (typically 3–10 years of experience) who:

- Demonstrate leadership potential, aspire to more senior leadership positions
- Show curiosity and self-improvement orientation / growth mindset
- Are motivated to contribute to industry-level thinking
- Are capable of representing your organisation in cross-company teams
- Have support from their line manager and/or HR

What Participants Do

Your talent(s) will:

- Join a team of emerging leaders from different companies
- Participate in the **EIL Masterclass workshop programme** and capability-building sessions
- Engage with senior industry stakeholders
- Research, comment on and supplement the CEFIC mid-century vision and similar industry-shaping documents
- Present findings and insights within EIL and wider industry networks

Programme Logistics

- **Start:** 1 April 2026 - **End:** April 2027
- **Commitment:** ~10 workshop days + ~10 project days
- **Participants:** 10 early-career leaders across multiple companies
- **Fees:** See programme detail link
- **Format:** 1 x 1-day plus 3x2-day highly interactive online workshops; weekly 'lunchtime' online team meetings; 2x1/2-day face to face events.

Nomination Process

To nominate one or two emerging leaders from your organisation contact secretariat@eiiil.net before **31 January 2026**.

Programme details. Participation fees are **€4950** per participant (maximum 2 participants per organisation)