

Solar Industry

Leaders
Programme

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The Solar Power Boom and the Need for Skilled Leadership

The solar industry is poised for massive growth over the coming years. As countries around the world commit to ambitious decarbonisation targets, solar power will play a pivotal role in the global energy transition.

Total solar capacity is expected to grow from under 600 GW in 2019 to over 8,500 GW by 2050. To put that in perspective, that is equivalent to installing the entire current capacity of solar every year for the next 30 years.

This exponential growth will require a huge scaling up of solar businesses and infrastructure. Shortages of skilled labour and deficiencies in leadership and strategic planning could bottleneck the speed of the transition. Solar industry leaders will need to rapidly develop their skills in areas like change management, innovation, supply chain development, strategic finance, and more in order to successfully guide their organisations through this period.

Now is the time for solar industry leaders to future-proof themselves and their businesses by enrolling in the new Solar Industry Leaders Programme.

Keep reading to find out more about the programme.





‘Solar industry leaders will need to rapidly develop their skills’

The Solar Context

The Energy sector is currently undergoing a massive transition in response to climate change and other environmental and social trends. The energy mix is rapidly changing, as the sector moves away from conventional Coal, Oil and Gas sources towards Renewables, especially Solar, while increasing Energy efficiency.

The Solar sector is an integral part of this transition and global installations have risen from 50GW in 2015 to about 350 GWs in 2023. They are expected to exceed 500 GW by 2030 according to the Stated Policies scenario of the IEA, more if we want to comply with the Paris Agreement to keep global temperature rise “well below” 2oC above pre-industrial levels and to limit the increase to 1.5oC.

More specifically in the UK, a net zero target by 2050 means that Solar installations need to grow almost 5-fold, from 15 GW today to around 70 GW by 2035 across all Solar subsectors (Rooftops, Parks and Storage).

But this solar revolution does not happen on its own. Realising these goals will require visionary leadership and strategic excellence from leaders guiding solar firms through this period. As supply chains globalise and competition intensifies, solar leaders must master new skillsets around change management, innovation, organisational development, strategic finance, and more. Forward-thinking leaders will future-proof themselves and their businesses by developing these capabilities now.

The Solar Industry Leaders Programme provides this critical training focused on the unique strategic leadership challenges of the solar industry today.

About the Solar Industry Leaders Programme

Duration:
18 months

The Solar Industry Leaders Programme is an intensive 18-month development course designed specifically for existing leaders in the solar industry. Developed and delivered by industry experts, the blended-learning curriculum aims to arm leaders with the strategic leadership capabilities required to scale their organisations amidst the solar power boom.

Highlights

Course Highlights:

- Blended learning format, including multi-day residential workshops as well as virtual components.
- Two three-day residential workshops at a hotel venue, including single-occupancy accommodation and meals.
- Virtual components featuring live interactive workshops and self-paced online content.
- Facilitated by industry veterans with extensive solar expertise.
- Focus on relating leadership theory to real-world solar industry scenarios.
- Content areas include change management, innovation, strategic financial planning, organisational development, supply chain optimization, and more.
- Opportunities for peer networking and knowledge sharing.
- 1:1 mentorship from a dedicated coach providing ongoing support.
- Nationally recognised Level 7 qualification equivalent to a masters degree.
- Chartered Management Institute accreditation and Chartered Manager status upon completion.
- Fully funded for levy-paying employers, 95% funded for non-levy employers.

Residential Workshops

The cornerstone of the Solar Industry Leaders Programme is two three-day residential workshops. These in-person sessions facilitate deep immersion into leadership development while also enabling impactful networking.

Each workshop is facilitated by veteran solar industry experts at an easily accessible hotel venue configured for group learning. Participants enjoy single-occupancy accommodation and meals at the hotel for the duration of the workshop.

Workshop programming involves a mix of:

- Interactive seminars unpacking leadership concepts
- Solar case studies illustrating real-world application
- Small group dialogue and exercises
- Reflective journaling and peer exchanges
- Networking events with colleagues

These intensive on-site experiences drive leadership development while also strengthening the solar industry peer network. Participants leave inspired, energised, and equipped with new strategic capabilities to drive their organisations forward.

Support for Success

To ensure participants successfully apply workshop learnings within their solar organisations, the Programme includes strong support structures:

1:1 Industry Mentor

Every participant is matched with an experienced coach to provide personalised mentorship and advice throughout the course.

Virtual Workshops

Live-streamed interactive sessions every 4-6 weeks expand on the residential workshop content.

Online Content

Self-paced leadership modules with solar industry examples supplement workshops.

Peer Exchange

A dedicated online peer discussion forum enables ongoing collaboration.

Impact Assessments

Participants complete pre- and post-programme 360° reviews assessing leadership growth.

With this blended model, participants gain skills, feedback, and access to support needed to implement impactful changes within their solar organisations.

The curriculum

The Solar Industry Leaders Programme curriculum leverages the academic rigor of the Level 7 Senior Leader Apprenticeship while contextualising all content for the solar industry. Participants will develop strategic leadership capabilities most relevant for guiding solar businesses through rapid growth and change.

Key curriculum components include:

1a. SCENE SETTING: THE LEADERSHIP DEVELOPMENT CHALLENGE

- Background: The Energy transition and implications for the Solar sector
- Opportunities and challenges the trilemma: Sustainability - Security - Equity
- The leadership development challenge

1b. GOVERNANCE AND THE ROLE OF THE BOARD

- Corporate governance
- Roles, responsibilities, and liabilities of Directors
- The senior leader's role
- Dilemmas, ethics, and compliance
- The effective Board

2. STRATEGY DEVELOPMENT AND IMPLEMENTATION

- Strategic analysis
- Strategy development
- Strategic decision making
- Strategy implementation
- Change management

3. ORGANISATIONAL LEADERSHIP FOR CHANGE MANAGEMENT

- Capability to deliver the strategy
- Sources of capability
- Leadership and culture
- Personal leadership skills
- Leadership styles

4. RISK MANAGEMENT AND GOVERNANCE

- Risk and opportunities
- Supply chain challenges.
- Scenario planning
- Crisis management

5. SUSTAINABILITY AND STAKEHOLDER MANAGEMENT

- Environmental social and technological trends
- Sustainability trends
- Integrating ESG aspects in the Board's agenda
- Working with Partners and JVs
- Stakeholder management

6. STRATEGIC FINANCE MANAGEMENT FOR SOLAR LEADERS

- Understanding financial statements
- Assessing financial health management ratios
- Management and corporate reporting
- Value creation

The course combines interactive workshops, self-paced online content, peer exchanges, and 1:1 mentoring to develop these critical capacities. Participants will acquire immediately applicable frameworks while also cultivating the leadership mindset to put learning into strategic action within their solar organisations.

Funding

The Solar Industry Leaders Programme is eligible for full funding through the Apprenticeship Levy. Employers who pay the levy can enrol leaders at no cost by dedicating funds from their Digital Apprenticeship Service account.

For non-levy paying employers, 95% of the course cost is covered by the UK government through co-investment, with employers contributing just 5%. This co-funding is subject to availability.

Join the movement



Join the Solar Leadership Movement

The solar industry is advancing into a remarkable period of growth and opportunity. But realising decarbonisation ambitions will require a step-change in strategic leadership capabilities across the industry. The Solar Industry Leaders Programme equips leaders to provide the visionary guidance solar firms need to successfully scale.

This is a truly unique opportunity for solar leaders to future-proof themselves and their businesses while also connecting with an inspiring peer community. Execute your solar growth strategy by enrolling in the Solar Industry Leaders Programme today.

Contact the apprenticeship team at apprenticeships@moulton.ac.uk to find out more and discuss the next steps.

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