



Frontline Leaders of the Future

NEWSLETTER #1

APRIL 2026



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EMPOWERING LEADERSHIP WHERE IT MATTERS MOST

A TRANS-EUROPEAN COLLABORATION

The **Frontline Leaders of the Future (F-LineLead) project**, co-funded by the **Erasmus+ Programme**, is a new initiative set to reshape how leadership is developed at the operational core of organisations. Our project launched in December 2025 run by a dynamic international partnership aims at **strengthening leadership capacity** in the vocational education (VET) and training sector.



The project consortium consists of six organisations from across Europe, led by the Budapest Chamber of Commerce and Industry (BCCI, Hungary), with partners from Bulgaria, Croatia, Greece, Poland and Portugal. This two-year collaboration enables a shared commitment to advancing leadership development through an **innovative international knowledge exchange**.

WHY FRONTLINE LEADERS

Frontline leaders, team leaders play a crucial role in shaping employee experience, engagement and organisational performance. However, most of them step into leadership roles without any sufficient training or structured support.

The F-LineLead project aims to tackle their skills gap by equipping these teamleaders with practical skills and eligible tools they need to be effective leaders in their everyday work.

The project's mission is to empower frontline leaders with competencies that enhance team performance, boost employee satisfaction, and improve organisational efficiency.

DIGITAL HUB FOR LEARNING AND COLLABORATION

The project will deliver a scenario based learning and training tool based on real organisational needs according to the findings of the cross-cultural research in the six countries carried out on top managers and frontline leaders. It will provide easily accessible practical knowledge by helping leaders in communication, team motivation, decision-making digital transformation and problemsolving.

The project will deliver:

- A structured, practice oriented leadership training programme developed to meet the specific needs of front-line leaders based on their realities.
- A digital e-learning platform designed to address everyday workplace challenges.

Visit frontlineleaders.eu

The project's official website serves as a central hub for all project activities and outputs for professionals, organisations, and stakeholders alike. It provides comprehensive information about project goals and progress via multilingual content to reach a broad European audience. The platform offers access to resources, tools, and training materials, updates on results and upcoming developments.

By its international collaboration, practical training, and digital innovation, the Frontline Leaders of the Future project aims to become a valuable resource for building stronger, more resilient workplaces across Europe.

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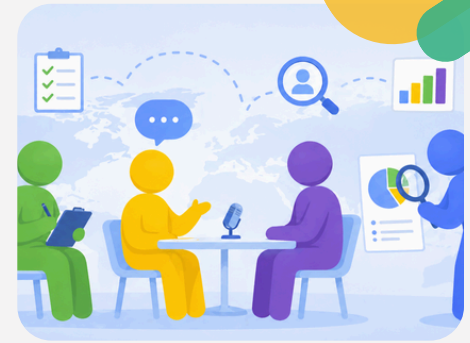
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COMPREHENSIVE RESEARCH

COMPREHENSIVE STATUS ASSESSMENT

The research of the Frontline Leaders of the Future (F-LineLead) project provides a systematic comparison of six European partner countries. The comprehensive status assessment aims to uncover skills needs in the VET sector in alignment of the main focus of the project to develop leadership skills of frontline leaders.



DUAL-PERSPECTIVE DESIGN

The research applied a dual-perspective design, where two groups assessed the same competency framework: frontline leaders and top managers. The goal was to get a perspective of how frontline leaders rate their own competencies and how top managers rate their frontline leaders' performance, and to see the differences in what leaders consider their strongest skills versus what managers consider most important for teamleaders.

122 frontline leaders were asked in structured interviews on five managerial knowledge areas and ten leadership skills, combining quantitative self-rating scales with open questions to provide qualitative data on leadership challenges, barriers, training needs, and organisational factors. 134 top managers completed a survey rating frontline-leadership skills in terms of importance and perceived current performance. The data collection was summarised in a gap analysis to identify differences between a current and a desired state.

122 frontline leaders

134 top managers

leadership skills

managerial knowledge

current and desired performance

This approach enables the identification of perception gaps – differences between leaders' self-rating and managers' ratings, – and priority gaps – differences in how the two groups prioritise the importance of skills, as well as the comparison of perceived barrier gaps, revealing the discrepancies in how organisational challenges are understood or how well they are supported.

The most consistent finding of the research is that frontline leaders generally rate themselves higher than their managers rate them.

Also, while managers across all countries consistently prioritise motivating, team-building, and organisation of work as the most critical competencies, front-line leaders often rank these differently.

GAP ANALYSIS

Based on these patterns, the gap analysis identifies three clusters: high-gap countries – Hungary, Poland, Bulgaria, – where perception differences are most pronounced; structural-constraint countries – Greece and Portugal, – where systemic barriers are particularly strong; and high-alignment countries – Croatia, – where perceptions are closely matched.

The largest perception gaps appear in delegating tasks, strategic thinking, and sharing leadership. Typically leaders rank organisation of work first, and delegating tasks appears also in leaders' top priorities, but they place motivating lower.

Overall, the research provides a clear understanding of frontline leaders' skills needs and offers valuable insights for designing targeted trainings for them.



FRONTLINE LEADERS TRAINING - PLANNING

PARTNERSHIP MEETING IN ZAGREB

The consortium's first in-person project meeting took place in Zagreb, Croatia, between 21-22 April, bringing partners together from six countries to align on the next steps of the F-Line Lead initiative.

IN-DEPTH QUALITATIVE INSIGHTS

Based on the research findings the partners aimed at developing the training framework, to be implemented in our project. The research methodology used, on the one hand, structured interviews with 122 front-line leaders across six countries, combining self-assessment data on key managerial knowledge areas and leadership skills with in-depth qualitative insights.

On the other hand, it used survey data from 134 top managers of the six countries, who assessed each leadership skill in terms of both importance and current performance among front-line leaders.



TEAM-BUILDING

STRATEGIC THINKING

DIGITAL TOOLS

ORGANISING

DECISION MAKING

COMMUNICATION

BUILDING A TRAINING FRAMEWORK

The findings highlight critical skills needs of front-line leaders and provide clear directions for targeted capacity-building in the F-LineLeaders training program.

With this collaborative approach we set the training objectives and validated the key leadership areas to be further developed.

Accordingly, in the oncoming months the partners will develop the 8 modules of the training programme focusing on the following leadership topics:

1. EFFECTIVE COMMUNICATION
2. BUILDING HIGH-PERFORMANCE TEAMS
3. LEADING WITH INTEGRITY
4. STRATEGIC THINKING & DECISION MAKING
5. FOSTERING AN INCLUSIVE CULTURE
6. SUSTAINING EMPLOYEE GROWTH
7. MONITORING, ORGANISING & IMPROVEMENT
8. DIGITAL TOOLS FOR LEADERSHIP





Frontline Leaders of the Future

About us

The objective of F-LineLead project is to equip front-line leaders in the VET sector with essential managerial and leadership skills and tools, so that they can contribute to greater organizational efficiency and employee satisfaction.

OUR PARTNERS

The international consortium of the Erasmus+ project F-LineLead Front-line leaders of the future comprises of six project partners:



Wrap E Plus (Croatia),



TCPD (Bulgaria),



VIBE Madeira (Portugal),



Fundacja Ornament (Poland),



Epimorfotiki Kilkis (Greece)



BCCI (Hungary), the lead partner of the consortium.

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