Join TGEU's flagship Trans Leaders Academy 2026-27!

article, open call, trans activists

Applications are now open for the next edition of TGEU's *Trans Leaders Academy* – our flagship leadership programme supporting trans leaders across the European Union.

Leadership within our movements requires much more than responding to immediate challenges. Across Europe, trans leaders are navigating increasing hostility, shrinking civic space, limited resources, and growing demands on their organisations and communities. Building resilient, sustainable movements requires leaders who can think strategically, collaborate effectively, and lead with confidence through complexity.

The Trans Leaders Academy is a year-long learning journey designed to strengthen leadership practice through peer learning, mentorship, practical application, and collective reflection. Participants will deepen their leadership skills while working on real challenges from their own organisations, communities, or movement contexts.

What is the Trans Leaders Academy?

The Academy brings together **15 trans and gender-diverse leaders** from across the EU for a structured learning journey combining:

- two three-day in-person residential programmes
- peer learning and co-creation sessions
- peer mentoring
- applied leadership practice
- individual reflection and leadership development

Rather than focusing only on theory, the Academy supports participants to apply new knowledge directly to their own leadership practice, strengthening both individual leaders and the movements they are part of.

What will participants learn?

Throughout the programme, participants will strengthen their ability to:

- lead themselves with clarity, resilience, and strategic awareness
- strengthen organisational leadership, governance, and sustainability
- communicate strategically and advocate effectively
- build partnerships and collaborate across movements
- navigate complexity using systems thinking and values-based leadership
- strengthen collective movement impact

The programme is grounded in intersectional movement building and recognises that effective leadership grows through reflection, experimentation, collaboration, and lived experience.

Programme structure

The Academy takes place over one year and is divided into two connected learning phases.

Part A – Building resilient leadership foundations (21–23 October 2026)

The programme begins with a **three-day residential training taking place from 21–23 October 2026**, focused on developing leadership foundations across three interconnected areas:

- leading yourself through personal development and sustainable leadership practice
- leading others through community organising and governance
- leading collectively through collaboration and collective action

Between residential sessions, participants will continue learning through online peer exchanges, mentoring sessions, and ongoing work on their individual leadership goals.

Part B – Leading for collective movement impact (2027)

The second residential programme focuses on applying leadership in practice, with sessions exploring:

- strategic advocacy and influence
- organisational resilience
- coalition building
- intersectional movement organising
- strengthening long-term movement impact

The programme concludes with a final online reflection session and certificates of participation.

Leadership in practice

A central element of the Academy is working on a real leadership challenge.

Each participant will identify a leadership goal connected to their organisation, community, or movement. Throughout the year, they will refine their ideas, test new approaches, receive feedback from peers and mentors, and develop an individual Leadership Development Plan.

Leadership goals may include strengthening organisational governance, advancing advocacy strategies, building partnerships, improving strategic communications, or developing personal leadership practice.

Who can apply?

We welcome applications from trans and gender-diverse people who:

- are based in the EU
- are part of a TGEU member organisation
- are actively involved in community organising, advocacy, or organisational leadership

- are committed to strengthening their leadership practice over the course of the programme
- can participate in all programme activities throughout the year

We particularly encourage applications from trans people experiencing multiple and intersecting forms of marginalisation, including racialised communities, migrants, refugees, sex workers, disabled people, and others whose leadership is often underrepresented within our movements.

How to apply?

To apply, complete the online application form linked below and tell us about your leadership experience, your motivation for joining the Academy, and the leadership challenge or goal you would like to develop throughout the programme.

Applications are open until **27 July 2026**.

Selected participants will join the full one-year programme and are expected to participate in all residential sessions, peer exchanges, mentoring activities, and collaborative learning spaces.

apply now

For questions about the programme or application process, please contact **Miles** at **miles@tgeu.org** or **Vanja** at **vanjac@tgeu.org**.