



**TÄLLBERG**  
FOUNDATION



**TÄLLBERG  
LEADERS  
MENTORING  
LEADERS**

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**LEVERAGING GLOBAL  
LEADERSHIP**



# OVERVIEW

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TLML is a mentorship program that aims to identify and nurture emerging leaders with outsized potential, leveraging the Tällberg Foundation's global network to accelerate their growth as impactful leaders.

The Tällberg Foundation has a deep commitment to encouraging global, values-based leadership wherever we can find it. In a world beset by existential challenges, we believe the only sustainable solutions are the ones imagined and pursued by leaders who operate with courage, creativity, persistence, commitment to universal values—but, above all, an understanding that global challenges demand global solutions.

The TLML concept is simple: in our messy world, we need as many extraordinary leaders as possible. Our program matches emerging leaders from a wide range of countries and disciplines with equally diverse established leaders in a focused, one-on-one, year-long process of conversation and collaboration designed to accelerate the development of high-potential leaders.



“My experience during the kickoff meeting has been excellent. The process matched me with the right mentor based on my skills and leadership development needs. Overall, it has been a valuable experience, and I’m excited for the journey ahead over the next 12 months.”

— Fajer Rabia Pasha, 2025 TLML



# WHY TLML

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The Foundation's board believes that many societies, as well as the global system, are at or approaching inflection points. Institutions, paradigms, and societal norms are under enormous pressure to change, but old habits die hard, even if they no longer are adequate to deal with new realities. That puts great value on courageous leaders and innovative leadership.

The mentoring program leverages Tällberg's global network to accelerate the mentees' growth as impactful global leaders by enhancing understanding, skills, and readiness for values-based leadership in whatever professional trajectory unfolds for the individual participant.

We hope to leverage mentors' experiences and learnings—successes as well as failures—so that emerging leaders can seize their leadership opportunities as fully and as soon as possible.



## ELIGIBILITY

The TLML program is open to emerging leaders from any country, sector, or discipline who are committed to values-driven leadership, dedicated to making a meaningful impact in their communities and beyond, and who embrace a global mindset. Applicants are asked not only to articulate their work and its actual or potential impact, but also how an intense, globally-oriented mentorship will help them grow as leaders. Applications are accepted during the spring of each year online. [tallbergfoundation.org/tlml/](https://tallbergfoundation.org/tlml/)



“We need this diversity, this embracement of ambiguity. Being comfortable with being uncomfortable. I think what the TLML program brings to the table is fostering future leaders who are comfortable with ambiguity and have no problem embracing change. And because the world is changing, that’s the only constant that we have today.”

— Rana Dajani, Jordan/US; TLML Mentor, molecular biologist, social entrepreneur and global thought leader



# TLML ESSENTIALS

In essence, TLML centers on leadership. The goal is to enhance participants' understanding, skills, and readiness for values-based leadership on their respective professional journeys. The method focuses on matching each participant with an accomplished global leader from Tällberg's worldwide network.

Mentors and mentees are matched through a process of interviews, surveys and research—the key element of which is finding the right personal chemistry.

The TLML program formally starts with an in-person multi-day workshop in January. That program is designed to encourage conversation about leadership as well as about the global context in which leaders need to operate—today and tomorrow. The goal is to jump-start mentee/mentor relationships, as well as to generate insights into the complexities of leadership, and counsel on coping with the kinds of challenges that characterize the early 21st century.

Subsequently, mentors and mentees meet virtually at least monthly over the balance of the year. Those meetings are supplemented by group “pulse checks” as well as other meetings, typically virtual, to explore various leadership issues as a group.

Graduates of the program will receive a certificate of completion and become integral members of Tällberg's global network.



## THE TÄLLBERG TEAM

Team leader is Michael Niconchuk, a researcher and practitioner at the intersection of psychological trauma recovery, migration, and violence prevention, who is a director of the Tällberg Foundation. Supporting him are Ulla-Britt Fräjdin-Hellqvist, an experienced business leader and board member with expertise in industry and technology, and Tom Cummings, who advises corporate and non-corporate leadership (also a Tällberg director). In his capacity as Tällberg's chairman, Alan Stoga advises the team.





# TLML 2025

Fourteen mentees, chosen from an exceptionally competitive pool of 818 applicants from 109 countries, include entrepreneurs, social innovators, environmental advocates, and technologists who are already impacting critical global challenges. Learn more about the 2025 TLML mentees and their mentors at

[tallbergfoundation.org/tlml/2025-cohort/](https://tallbergfoundation.org/tlml/2025-cohort/)

TAKE THE NEXT STEP AND  
APPLY OR ENCOURAGE A  
GREAT EMERGING LEADER  
TO APPLY.

[tallbergfoundation.org/tlml/apply](https://tallbergfoundation.org/tlml/apply)

“Knowing full well that in a time of climate and economic and social decay and collapse, people’s careers will evolve. Certain models of work, models of companies, of incorporation, of business interactions and negotiations will fade. But what won’t fade is the need for individuals who are capable of navigating complexity with the highest degree of ethics and values.”

— Michael Niconchuk, humanitarian professional and TLML leader







## TÄLLBERG FOUNDATION

The Tällberg Foundation, launched in 1981, exists to explore the issues that are challenging—and changing—our societies. Today, those challenges are profound: the world that we have known since the mid-20th century, which produced unprecedented peace as well as human advance, is changing at a pace and in directions that threaten to evolve towards Orwellian dystopia.

But forces for “good” still exist and need to be renewed, made more muscular and more effective. The Foundation aspires to be part of that process.

Tällberg’s work program focuses on understanding how to re-inject ethics into leadership; re-establish the legitimacy of governance; and manage, instead of being managed by, disruptive technologies, climate change, mass migration and other phenomena. We aim to contribute to the new thinking—and new acting—required by this moment in history.

Learn more at [tallbergfoundation.org](http://tallbergfoundation.org) and [tallberg-snf-eliasson-prize.org](http://tallberg-snf-eliasson-prize.org).

ΙΣΝ / SNF

### ΙΔΡΥΜΑ ΣΤΑΥΡΟΣ ΝΙΑΡΧΟΣ STAVROS NIARCHOS FOUNDATION

The Stavros Niarchos Foundation (SNF) is one of the world’s leading private, international philanthropic organizations, making grants to nonprofit organizations in the areas of arts and culture, education, health and sports, and social welfare. SNF funds organizations and projects worldwide that aim to achieve a broad, lasting, and positive impact for society at large, and exhibit strong leadership and sound management. The Foundation also supports projects that facilitate the formation of public-private partnerships as an effective means for serving the public welfare.

Since 1996, the Foundation has committed more than \$3.8 billion through over 5,500 grants to nonprofit organizations in more than 130 countries around the world.

Learn more at [SNF.org](http://SNF.org).