



Anthropy 2025

We are not just the future – we are the NOW

May 2025

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Foreword

Anthropy is your chance to make your individual action have a collaborative impact.

Anthropy began as a visionary response to the challenges posed by the global pandemic. Founded in 2021 by business leader and serial campaigner John O'Brien MBE, it was conceived as a platform to help Britain emerge stronger from the crisis, reimagining its future and its place in the world. John recognised the urgent need for a space where responsible leaders from all sectors could convene, discuss, and act on the most pressing challenges facing the UK. His question, “**What is the UK equivalent of the Davos gathering?**” sparked the creation of Anthropy – a national gathering designed to inspire long-term thinking and action, bringing together a diverse group of leaders from all industries to work toward a brighter, more sustainable future.

As committee members of Leaders 2050 and professionals within the sustainability and energy space, we have had the privilege of being part of Anthropy's Emerging Leaders Programme. Through this initiative, we have engaged in transformative dialogue with seasoned leaders, gaining insights into future direction of the UK and beyond. The programme allowed us to bridge generational gaps and contribute to conversations shaping critical policies and practices that will influence the generations to come.

The Emerging Leaders programme is a powerful space where young professionals can offer fresh perspectives while learning from those with established expertise. For us, it has been a unique opportunity to connect, collaborate, and drive forward the change needed for a sustainable future.

This report offers a glimpse into our experiences during Anthropy25, highlighting the lessons learned and connections made as part of this inspiring and dynamic network.



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“Anthropy highlighted that true leadership is demonstrated through action, not titles. The most significant discussions are just commencing.”

Ellie Goldfinch

Attending Anthropy as part of the Emerging Leaders Programme was more than just a networking opportunity – it was a wake-up call

I joined a diverse cohort of over 150 emerging leaders at the Eden Project in Cornwall to explore how the UK can navigate its most pressing challenges – from energy transition and infrastructure to youth inclusion and digital ethics. Over three days of rich discussions inside the iconic biomes, one message rang loud and clear: shaping the future requires leadership at every level – across sectors, generations, and roles. It can no longer rest solely with policymakers, nor wait for traditional permission structures to evolve.

After three days of thought-provoking conversations, I leave #Anthropy with one key question: As emerging leaders, how do we not just drive change – but disrupt it?

While there was so much to take in, here are three key takeaways that will stick with me.

- 1 Inclusion without power is performance**
In a panel titled ‘Five Generations Under One Roof’, a core theme emerged: youth inclusion must move beyond shadow boards and token gestures. When young people are invited into leadership conversations, it must come with real influence, decision-making power, and budgetary control. Anything less risks undermining trust and wasting potential.
- 2 The UK doesn’t lack ideas – it lacks alignment**
From clean energy to digital policy, conversations pointed to a wealth of expertise and ambition across sectors. But progress is being slowed by a fragmented approach. Without coherent, cross-sector strategy, siloed thinking continues to hold back infrastructure, innovation and investment. Joined up thinking isn’t a nice-to-have- it’s a necessity.
- 3 Optimised is not weakness – it’s fuel**
Despite moments of political tension and policy disagreement, what stood out the most was a collective call for grounded optimism. Leaders spoke about the need to restore national confidence - not through blind positivity, but by building strategies that people can believe in. Optimism, when backed by action, is a powerful catalyst.

Looking ahead: What is next with young leaders

- ✓ **Championing co-creation:** Advocating for more meaningful involvement of young professionals in shaping policy and business outcomes.
- ✓ **Connecting the dots:** Helping bridge gaps across policy, sustainability and innovation within KPMG and wider cross-sector forums.
- ✓ **Creating space for challenge:** Continuing to lean into conversations that are uncomfortable but necessary, fostering environments where constructive disagreement drives progress.

As Emerging Leaders, we are now faced with an opportunity to do more than just participate - it is time to lead. We can shape global priorities and ensure our generation plays a key role in building a more sustainable and equitable future.

Anthropy was a transformational experience - an engine of positive change.

From the very first conversation to the final keynote, we were immersed in ideas that challenged us, perspectives that expanded us, and commitments that anchored us.

As Emerging Leaders representing KPMG in the UK, we found ourselves standing at a unique crossroads.

For the first time, five generations are working together under one roof - and we, as the newest generation, have a critical role to play.

We are not just inheriting the future. We are actively shaping it.

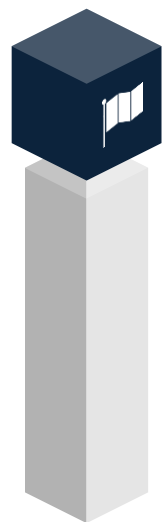
We are stepping up, embracing our responsibility and using our influence to shape the future we want to see.

Our focus now is on using provocation as a catalyst for meaningful action and turning vision into reality.

The future is not something to wait for.

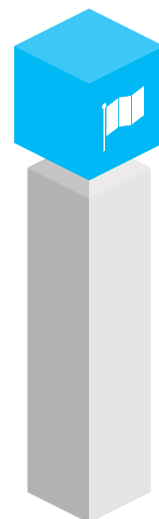
It is something to create - and we are ready to roll up our sleeves and get to work!

Our call to action



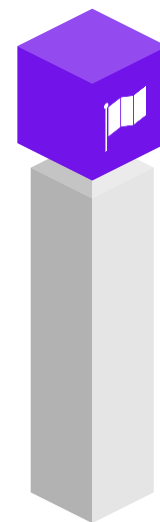
Unite around purpose

Harness the power of collaboration, building bridges across industries and sectors to unlock shared solutions that benefit all. Synergy, not competition, will propel us toward a better future.



See the whole

Align strategies across sectors, thinking beyond traditional boundaries to craft a coherent, integrated approach to solving the challenges of today and tomorrow. A fragmented strategy will only hinder progress.



Step into power

As Emerging Leaders, it is our responsibility to use our platforms and civic muscle to drive change. We must think beyond the box, challenge norms and shape the future with bold leadership that inspires and empowers others.

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