


2024-25

empathic
CONSULTING

Empathic Edge: Leadership Program

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If you want your
people to care
about the work...
you need to care
about them!

LEAD

IDEAS

SKILLS

LEARN

CATION

SUC

...

**Empowering Leaders to Balance
People, Performance and Progress**



Website
www.empathicconsulting.com

CEO & Founder
Daniel Murray

What are we trying to **Achieve?**

Through our engagements with hundreds of organisations, we understand a critical element in sustainably growing and scaling any organisation is to develop and disseminate the critical skills of leadership across vast and diverse teams of people.

Leadership at all levels is vital to ensure the standards of excellence are maintained. It supports employees to bring their best to clients, supports the productivity and professionalism of operations, and plays a crucial role in resolving the complex issues that inevitably arise in organisations.

The objective of this program is to develop a consistent, reliable and evidence-based approach to building the core skills of empathic leadership.

This program develops leaders who:

- Build a culture of trust, understanding and curiosity in the organisation
- Create more consistent outcomes for employees, clients and communities
- Foster a competitive advantage in accessing and retaining talent
- Nurture a more adaptive, engaged and productive workforce
- Increase operational and strategic performance through their behaviour
- Take responsibility, accountability and drive outcomes

The struggle of stepping into a Leadership Role

One of the key challenges for leaders is recognising that the skills that propelled them into their current roles may not be the same ones needed to lead effectively. Developing leaders requires equipping them with relevant, measurable skills and practical strategies to inspire and manage team performance successfully.

Leadership, however, can often feel subjective and difficult to quantify, leaving many professionals seeking a structured and evidence-based approach. This program provides leaders with a clear, actionable framework of skills that are measurable, practical, and seamlessly applicable to their day-to-day responsibilities.



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How will we measure

Leadership Capability?

This program is designed to ensure we target the critical development areas and reduce unnecessary or irrelevant content. Time is precious, so our focus is to maximise impact and deliver results.

LLP|360 Framework

Global research into teams and leaders identified 13 skills essential to effectively integrate the work of individuals, teams and organisations. From this research, Drs. Margerison and McCann developed the LLP|360. The tool is a 360° leadership profile that allows us to identify the extent to which leader demonstrate 13 key leadership competencies. From the perspective of themselves, peers, subordinates and managers.

The LLP|360 provides feedback from a range of people and allows focus on effective leadership practice to benchmark and monitor performance improvement over time. This objective data enables us to develop and sustain high performance leadership.

The objective data also allows for deeper self-reflection, more direct coaching conversations and a greater sense of clarity for participants regarding the skills they are needing to strengthen.



These 13 components are:

Active Listening: Attentively understanding people before making decisions.

Communication: Keeping team members regularly informed.

Team Relationships: Fostering respect, understanding, and trust within the team.

Problem Solving and Counselling: Being available & responsive to issues.

Participative Decision Making: Involving team members in solving key issues.

Interface Management: Coordinating and representing their people effectively.

Objectives Setting: Establishing targets & encouraging improved performance.

Quality Standards: Setting an example and agreeing on high-quality work standards with the team.

Work Allocation: Assigning tasks based on individuals' capabilities and preferences.

Team Development: Developing balance and cohesion within the team.

Delegation: Assigning tasks appropriately when personal involvement isn't essential.

Motivation: Inspiring others to perform at their best.

Strategy: Devising effective action plans to achieve goals.

The process to develop

Empathic Edge



Program Outline

The full, immersive program spans a 6 month period consisting of the LLP|360 Profiles to be completed at the beginning and end of the program to provide a quantifiable feedback mechanism for the participants.

Each participant will receive:

- 2 x LLP|360 Profiles
- 5 x Individual coaching sessions
- 3 x half-day Workshops
- Action Planning Workbook

Cohort Size

Ideal cohorts of 8-10 leaders enable increased focus and attention, peer networking and greater collaboration on common leadership challenges.

Month 1 Kick off

- LLP|360 Profile
- Initial Coaching Session
- Baseline focus

Month 2 People Focus

- Coaching Session
- People Leadership Workshop (half-day)

Month 3 Peer Support

- Coaching Session
- Peer Network Support

Month 4 Operational

- Coaching Session
- Operational Excellence Workshop (half-day)

Month 5 Self-Focus

- Coaching Session
- Leadership Self-Mastery Workshop (half-day)

Month 6 Future Focus

- LLP|360 Profile
- Coaching Review
- Future Action Planning

Workshops

People Leadership Workshop: Focused on the skills of active listening communication and team relationships, this session supports improved leadership of the culture and relationships in teams

Operational Excellence Workshop: Emphasis in this session is on setting, upholding and standards including work allocation, giving feedback and effective interface management with other teams.

Leadership Self-Mastery: This session is aimed at increasing self-awareness, perspective taking and capabilities that support motivation and strategic decision making in complex environments.

Investment

Options



EMPATHIC EDGE: LEADERSHIP PROGRAM

Program includes:

- Briefing session with CEO/Senior Leadership Team
- 2 x LLP|360 Profile per participant
- 3 x Half-day Workshop Design & Facilitation
- 5 x 90 min Coaching Sessions per participant
- Individual Leadership Workbook
- Facilitated Peer Networking Group
- Executive Cohort Report Post Completion

\$3,749 pp (ex GST)

Recommendations

- 8-10 participants per cohort
- Full 6 month commitment
- Sessions can be in person or virtual
- Travel & other costs may apply

"Daniel is insightful and knows just how to facilitate insight from individuals and teams. I'd recommend Daniel to organisations really looking to bring out the best in themselves and their people."

Manisha Amin, CEO, Centre for Inclusive Design



About



Empathic Consulting



About Us

Empathic Consulting is located in Australia and offers a range of bespoke and tailored programs to develop more empathic, engaging and high-performing people leaders. Our proven methodologies are based on the blend of strategic management, behavioural economics, organisational psychology and over a decade of practical experience in supporting material change in leadership. We are dedicated to providing our clients with tangible improvement and are sure that you and your people will leave our sessions more prepared than ever before to become a leader worth following.

Vision

Empathy is the key to unlocking transformative outcomes in business, leadership, and communities. By fostering deep understanding of both rational and emotional motivations, we empower leaders and teams to build stronger connections, drive innovation, and cultivate inclusive environments that elevate employee engagement and fuel long-term organisational success.

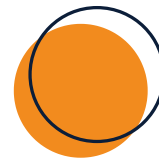
Together, we ignite change that inspires and endures.



Thank You

We look forward to serving
you and your people.

empathic
CONSULTING



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