



LEADERSHIP DEVELOPMENT PROGRAM



ENVICTO COACHING
DEVELOPING LEADERS | MOTIVATING TEAMS



The Program at a Glance

COURSE DURATION

4 months

DELIVERY METHOD

Hybrid approach of in-person events and online sessions

PROGRAM STRUCTURE

In-Person Launch
4 Webinars
4 Online Peer Group Learning Sessions
In-Person Closing Event

PRICE

\$2,000

REGISTRATION

Email

info@envictocoaching.com

Also available as a tailored program for organisations

Effective leadership is essential for organisational success, shaping workplace culture and impacting employee motivation, engagement, retention and well-being. Cultivating these skills demands intentional development, continuous learning, and refinement.



Program Overview

The Leadership Development Program equips leaders with the essential skills, knowledge, and strategies to lead effectively and drive positive change within their organisation. It addresses key leadership topics by combining theoretical knowledge with coaching, practical application and peer collaboration.



Learning Outcomes

By the end of this course, you will be able to:

- Understand organisational and group dynamics
- Develop leadership skills that enhance employee motivation and engagement to create a positive culture.
- Develop strategic mindset to align organisational vision, mission, and values with strategic decision-making.
- Manage organisational change.
- Communicate with influence.



Who is it for?

- Emerging and New Leaders
- Middle Management
- HR Professionals
- Team Leads and Project Managers
- Entrepreneurs & Small Business Owners



Program Overview

The Leadership Development Program is a four-month leadership development initiative that equips leaders with the essential skills, knowledge, and strategies to lead effectively and drive positive change within their organisation. Offering a blend of in-person and online learning experiences, it combines theoretical knowledge with practical application and peer collaboration to address key leadership topics.

Learning Outcomes

By the end of this course, you will be able to:



Demonstrate a comprehensive understanding of key concepts and practices related to organisational effectiveness.



Demonstrate proficiency in essential leadership skills necessary to lead effectively with confidence and competence.



Implement strategies to enhance employee motivation and engagement, fostering a positive workplace culture and productive work environment.



Develop a strategic mindset to align organisational vision, mission, and values with strategic decision-making.



Apply strategies for effectively managing organisational change.



Effectively communicate with influence by engaging in active listening, providing constructive feedback and effectively managing conflicts.



Program Structure

- **Launch Day**
- **Webinar**
- **Peer Group Learning Session**
- **Webinar**
- **Peer Group Learning Session**
- **Webinar**
- **Peer Group Learning Session**
- **Webinar**
- **Peer Group Learning Session**
- **Closing Event**

Launch Day

Immersive and interactive in-person launch day, where participants are introduced to the program curriculum, objectives, and establish personal development goals. This day sets the tone for the journey ahead, while fostering a sense of community and shared purpose.

Webinars

Four comprehensive 2-hour webinars covering essential leadership principles, focusing on theoretical frameworks and key concepts for effective leadership and team development. On conclusion of each webinar, participants create bespoke action plans outlining specific strategies and initiatives for implementing newly acquired leadership skills and concepts in their workplaces.

Peer Group Learning Sessions

Complementing the webinars, participants engage in four 2-hour peer group learning sessions. These sessions provide a valuable opportunity for reflection, collaboration, and the exchange of best practices among peers. These sessions promote sharing insights, challenges, and successes, fostering a supportive learning environment.

Closing Event

In-person closing event, where participants come together to celebrate their achievements, share learnings, and reinforce their commitment to continued growth and development as leaders. This event will serve as a platform for networking, forging lasting connections, and inspiring future leadership endeavours.



Who Is This Program Suitable For



Emerging and New Leaders

High-potential individuals and those new to leadership looking to advance their careers and make a meaningful impact as future leaders.



Middle Management

Mid-level managers and supervisors seeking to expand their leadership capabilities and drive impactful change within their organisation.



HR Professionals

Human resources professionals responsible for talent development, succession planning, and organisational effectiveness initiatives, seeking to enhance their understanding of leadership principles and practices.



Team Leads and Project Managers

Frontline supervisors, project managers, and team leaders dedicated to leading high-performing teams and achieving project success



Entrepreneurs & Small Business Owners

Business owners and entrepreneurs looking to strengthen their leadership skills, build effective teams, and drive sustainable growth and success in their ventures.



Who We Are

What Makes Us Different?

Aaron and Suzanne offer a distinct advantage you won't find elsewhere. Combined, they bring 40 years of expertise in leadership and psychology. With this unique blend of practical leadership experience and deep theoretical knowledge, they bridge the gap between academic research and real-world application, translating complex theory into actionable strategies you can implement immediately.



**Aaron
Haining**

Aaron has been in your shoes, facing real-world challenges and driving success. Drawing on over 25 years of practical leadership experience in high-pressure settings, Aaron brings invaluable first-hand knowledge, which translates into bespoke training programs. Having held numerous high-profile instructional roles and facilitated the development of leaders across all spectrums, Aaron understands the nuances of leadership today. He excels at program evaluation, ensuring your investment empowers your leaders and transforms your workplace.



**Dr Suzanne
Haining**

Drawing on 15+ years of academic experience and a PhD grounded in motivational theory and positive psychology, Dr. Haining's expertise in human behaviour helps leaders understand what truly motivates and engages their team and how to create a productive and fulfilling work environment. Passionate about fostering psychological growth and well-being, she designs impactful coaching interventions, drawing on her wealth of knowledge and expertise in program design, delivery, and evaluation.



Our Services

Organisational Coaching

Culture Transformation

Facilitate positive cultural shifts to address critical issues such as motivation, engagement, burnout, job satisfaction, conflict, turnover, and more.

Strategic Frameworks

Assist organisations to develop and implement compelling vision, mission and value statements that unite employees and drive meaningful outcomes.

Individual Coaching

Executive Coaching

Develop high-performing executives who effectively lead and drive organisational success.

Leadership Development Coaching

Coach emerging and established leaders to inspire and effectively engage their teams.

Additional Services

Hogan Assessments

Leveraging a suite of assessments to deliver tailored solutions for leadership development, succession planning, recruitment, 360 feedback, talent management, team development, and more.

Workplace Diagnostics

Employing targeted questionnaires and in-depth interviews to uncover workplace strengths and opportunities for development (e.g. motivation, engagement, burnout, job satisfaction, wellbeing)

Courses, Workshops and Training

Courses and bespoke workshops covering a range of leadership and team development subjects tailored to meet organisational needs.



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Get in Touch or Find us on Social Media

Book a free consultation to learn how Envicto Coaching can support you and your organisation.

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Look out for our upcoming podcast