

LEAD: Your Leadership Pathway Programme

Stage 1

L – Locate Milestones

Identifying the Leadership Landmarks

We begin by identifying key leadership milestones that exist within your structure. This phase creates a shared understanding of the stages in your leadership journey, and sets the foundation for a progressive development pathway

Stage 2

E – Evolve Roles

Clarifying the Skills, Mindsets, and Behaviours needed at each stage

Once milestones are defined, we look at what it takes to thrive at each one. This stage helps organisations articulate the expectations and qualities needed for success at every level

Stage 3

A – Analyse Priorities

Pinpointing the most impactful transition points for quick wins

We work together to assess where leadership development will bring the biggest benefit. Which transitions are the hardest? Where will early investment bring the highest return? This analysis ensures your efforts are targeted, strategic and impactful

Stage 4

D – Design the Pathway

Building a Clear, Practical and Personalised Development Strategy

In the final phase, we co-create a development map for each transition. This includes:

- Readiness Indicators
- Skills and Mindset development
- Coaching and Mentoring plans
- Sharing best practice

This ensures that leadership progression is not left to chance. It is a strategic, intentional process that supports individuals and strengthens the whole organisation