



What We Cover in Leadership Development

A structured engagement explores the full spectrum of leadership — from self-awareness to strategy to execution. Each program is tailored to the client, drawing from these core topic areas.

CORE TOPIC AREAS

<p>1 Self-Awareness & Personal Effectiveness</p> <p>Understanding your own style, strengths, and blind spots. Energy management, resilience, and leading well under pressure.</p> <p>DISC Enneagram Resilience</p>	<p>2 Communication & Influence</p> <p>Giving and receiving feedback, active listening, difficult conversations, storytelling, executive presence, and influencing without authority.</p> <p>Feedback Storytelling Exec Presence</p>
<p>3 Coaching & Developing Others</p> <p>The shift from doing to developing — coaching vs directing, delegation, recognising what each person needs, and building team capability.</p> <p>Delegation Coaching Culture</p>	<p>4 Team Leadership</p> <p>Building psychological safety, team health, running effective meetings, managing conflict, and fostering accountability.</p> <p>Psych Safety Conflict Accountability</p>
<p>5 Strategic Thinking</p> <p>Moving from operational to strategic mindset, prioritisation, systems thinking, and decision-making under uncertainty.</p> <p>Systems Thinking Decision-Making</p>	<p>6 Change Leadership</p> <p>Leading through ambiguity, change management frameworks, managing resistance, and keeping teams motivated during uncertainty.</p> <p>Change Frameworks Ambiguity</p>
<p>7 Performance Management</p> <p>Goal setting, having performance conversations, recognising and rewarding contribution, and managing underperformance.</p> <p>Goal Setting Recognition</p>	<p>8 Inclusion & Culture</p> <p>Inclusive leadership, unconscious bias, building diverse teams, and shaping team culture intentionally.</p> <p>Inclusion Unconscious Bias</p>
<p>9 Time & Energy Management</p> <p>Prioritisation frameworks, time blocking, protecting deep work, managing interruptions, and a sustainable pace.</p> <p>Eisenhower Matrix Deep Work</p>	<p>10 Leading in Context</p> <p>Sector-specific topics: technology, professional services, client-facing leadership, and remote or hybrid teams.</p> <p>Remote & Hybrid Client Leadership</p>

70% of the variance in team performance is directly attributable to leadership behaviour — making leadership development one of the highest-leverage investments an organisation can make.

— Hay Group / Korn Ferry Leadership Research

COMMON OUTCOMES

Greater Self-Awareness	Stronger Team Trust	Clearer Strategic Direction
Confidence in Difficult Conversations	More Effective Delegation	Sustainable Leadership Habits