

# Leadership 2025 Series

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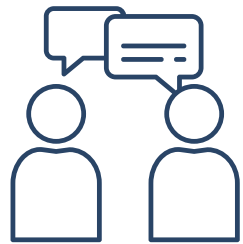
## Leadership Development Programmes

Programmes that deliver outstanding leadership development - everytime.



## Empowerment Programmes

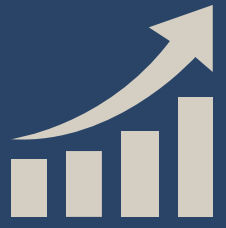
Using advanced Neuro Linguistic Programming (NLP) Mindset techniques that enable delegates to confidently lead and empower themselves and others.



## Coaching Services

High Performing Teams - Team Coaching Programme for teams at all levels.  
Exceptional Growth Coaching programmes for individuals at all levels.

# Leadership & Mindset Development Programmes 2023-25



# Who are these programmes for?

These programmes are designed for highly ambitious organisations who want to provide exceptional service, achieve sustainable growth and above all else, to be the best in their field.

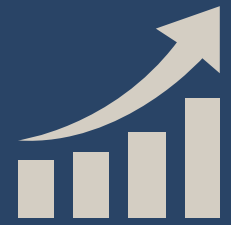
It is for those who want to see real culture change, driven by high performing individuals and teams who are committed to their organisation's vision, mission and values.

Your team will develop transformational skills that will help you to confidently deliver your organisational strategy and goals, achieving new levels of results!



## Bespoke Design & Delivery

Our highly practical programmes are designed to meet your specific needs. Delivered by experienced, expert mindset and executive leadership coaches, mentors and trainers.



## Quality

All our trainers and coaches are qualified with the Institute of Leadership & Management and accredited with the American Board of Neuro Linguistic Programming.



## Award Winning

Recognised for their excellence in team and leadership development.

# Benefits of Partnering with Leading Confidently Ltd

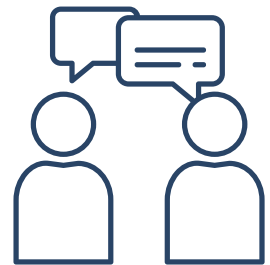
# Approach

Wendy and her team provide a bespoke triple hat approach to support clients in both team and individual programmes delivered on line and in person.



## 1.Coach

A qualified Executive Leadership & Mindset Coach with over 22 years coaching experience across private, public and third sectors.



## 2.Mentor

With over 30 years leadership experience from first line supervision to strategic senior leadership.



## 3.Leadership Trainer

A qualified & accredited leadership trainer and assessor delivering current and relevant leadership development.

# About our Founder & Lead Trainer

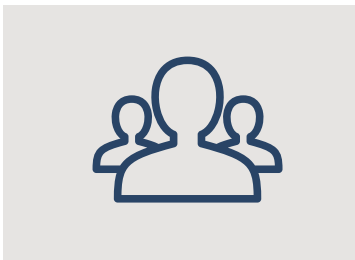


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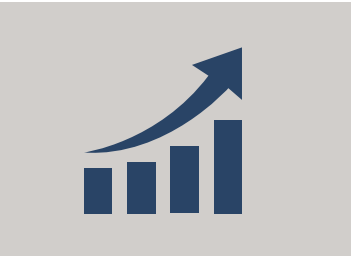
# Programmes - Leadership 2025 Series

We pride ourselves on designing bespoke development programmes to meet the specific needs of our clients. If you don't see what you're looking for, please do get in touch.



## Leaders : How To Achieve Full Alignment Behind Your Vision

Part 1 - Undertake Team Alignment Health Check  
Part 2 - Develop Strategies to Strengthen Team Alignment



## Leaders : How To Lead A Motivated Team To Drive Peak Performance

Part 1 - Team Motivation Health Check  
Part 2 - Develop The Team in Direction, Progression & Connection to Drive Peak Performance



## Aspiring Team Leader

Taking the first step to leading people and building a high performing team



## A Coaching Style of Leadership

Empowering and developing the capability of your teams through a coaching style of leadership



## Leading Culture Change

Understanding how to build and maintain a strong organisational culture



## Leading with Emotional Intelligence

For the psychological safety of you and your team



## The Authentic Leader

Understanding Your Leadership Style Using DiSC Diagnostic Profiling



## Leading Through Challenging Times

Developing Resilience & Psychological Safety to Embrace Change

“ Today will go down as a game changer for my leadership skills, resilience and ability to positively negotiate change for myself and my team. ”

Emma Richards - Non Executive Director, Strategy & Leadership, Chwarae Teg

# Empowerment Programmes

Delivered by expert mindset coaches and trainers, these development programmes are highly practical and use advanced Neuro Linguistic Programming techniques, equipping delegates with strategies to make long lasting behavioural and mindset change. These programmes can be offered online or in person.

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## #OwnYourOwnMind



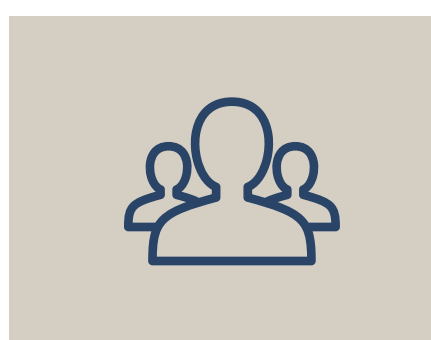
Confidence and Empowerment Workshop

## The Confident You



Why We've Got Imposter Syndrome all Wrong

## Your Strategy for Self Promotion



How to Jump The Broken Run

## Resilience & Reinvention



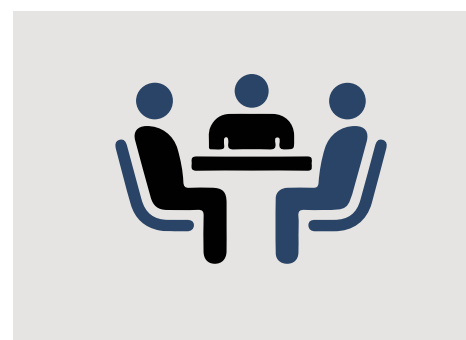
Confidently Leading Yourself Through Change

## Workplace Confidence



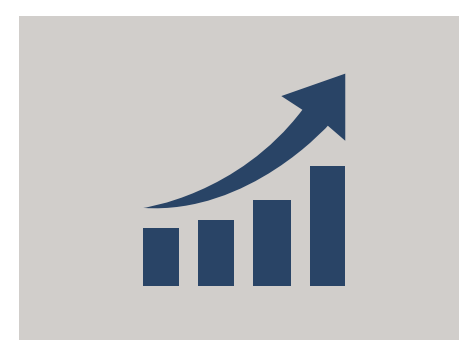
7 Ways Women Can Display Confidence in the Workplace

## Mindset Strategies



For Personal Growth

## Your Time to Shine



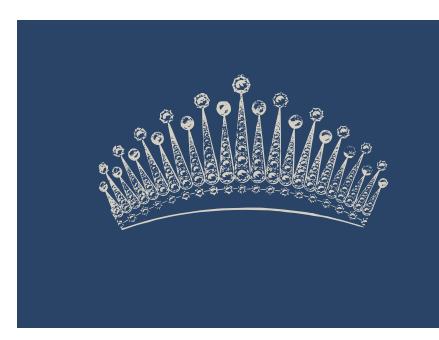
7 Confidence Hacks in 70 minutes

## Promotion



Developing Your Personal Brand

## Tiara Syndrome



How to Identify Your Strengths & Confidently Celebrate Your Success

## Networking Confidently



To Build a Supportive Network

# Team & Individual Coaching Services

Our highly experienced Executive Leadership Coaches are qualified with the Institute of Leadership & Management and enhance the coaching experience with expert Neuro Linguistic Programming (NLP) techniques so our clients experience rapid growth and long lasting behavioural change.

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## High Performing Team Programme

Imagine if you could get all your team rowing in the same direction at the same time, what impact would that have on the service you provide?

**We coach high performing teams to excellence because we know :**

- your organisation is only as good as your team
- your team draws its strength from its individual members
- individual members thrive in a successful team

**Benefits :**

- a strong, positive culture
- aligning your people behind your vision
- achieving new levels of performance
- delivering exceptional service



## Exceptional Growth Individual Coaching Programme

A 12 month results focused development programme with a highly experienced and accredited Executive Leadership Coach and Expert Mindset Coach.

**Measure the return on your investment :**

Using state of the art software progress is tracked against key success factors including legacy, values, principles, alignment, accountability and culture and goals. New disciplines take hold and your people deliver outstanding results.



# What others say.

“

My colleagues and I had an incredible day with Wendy. If you and your team/organisation is facing change, challenge, uncertainty or you just want to learn strategies and techniques to be the best leader and most confident version of yourself you can be, give Wendy a call.

Emma Richards - Non Executive Director, Strategy & Leadership, Chwarae Teg

“

Wendy is a highly accomplished leadership development consultant and coach! Her training sessions are very effective and will enhance your organisations ability to deliver excellent services every time. I commend Wendy to you.

Professor Uzo Iowbi, OBE - Former Independent Policy Advisor to Welsh Government

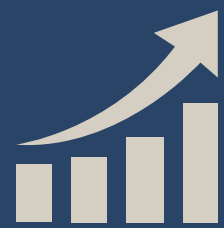


## Empowered Teams - Positive Culture



An organisation with empowered teams can navigate today's uncertain, complex, changing and volatile environment, solving problems quickly and effectively whilst maintaining a psychologically safe culture.

## Measurable Return on Investment (ROI)

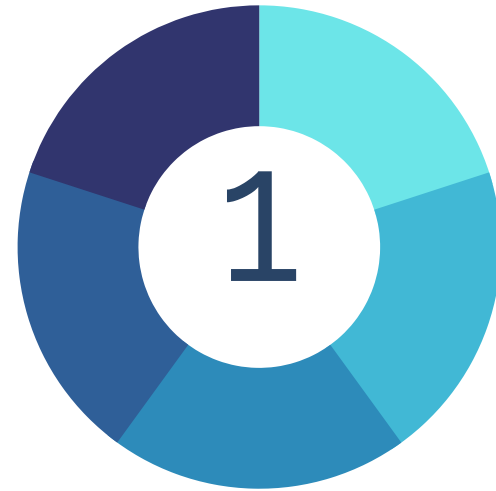


Measuring how your team perform against critical success factors such as values, principles, culture, strategic goals - every month - allows you to capture ROI and monitor progress.

# Organisational Benefits for Team Coaching

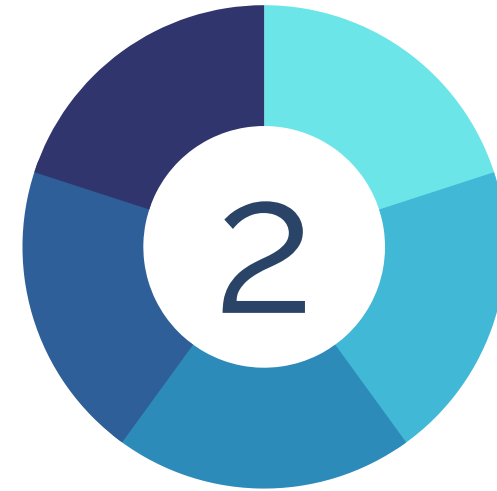
# Team Coaching Programme Phases

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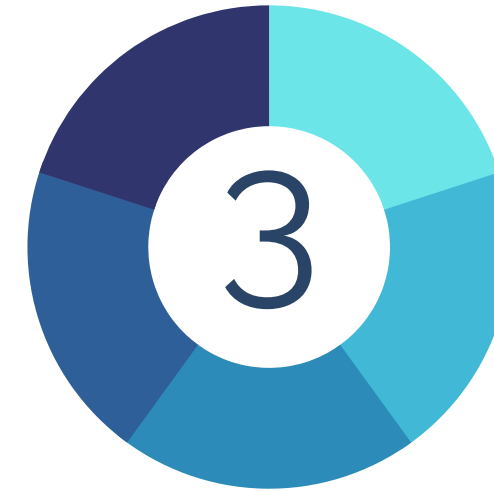
## Design

2-day workshop designed with the team leader to meet the needs of the team. Facilitated by an executive leadership coach in collaboration with the team leader.



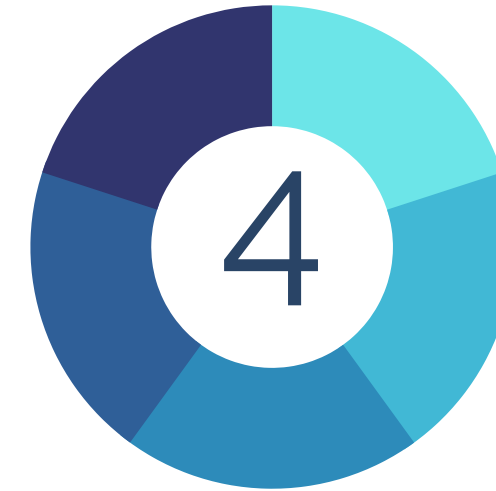
## Team Workshop

A highly practical and engaging workshop, designed to support the team to build its own plan which includes the team legacy, values, principles, culture and goals that are linked to key strategic organisational themes.



## Build

During the workshop the plan is built, the team is able to see the plan they have created and receive training in its use.

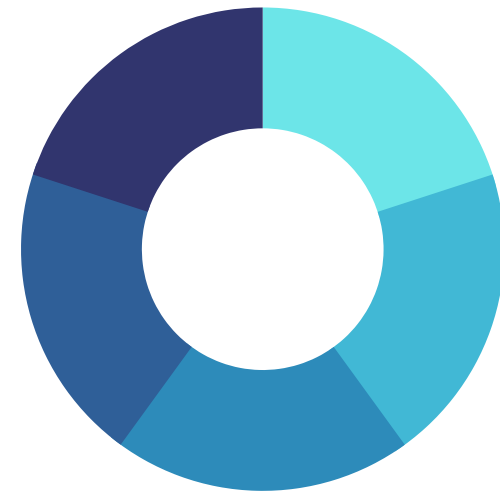


## Team coaching

Embedding the outputs from the workshop will be critical to team and organisational culture change. This will be achieved through team coaching sessions, creating and maintaining true alignment to the key strategic themes & generating individual and team accountability.








# Measuring and Monitoring Progress

Supported through state-of-the-art software, the sessions provide the team leader with a dashboard view of current individual sentiment, feedback and lessons learned.



## Team Values

Our Values:

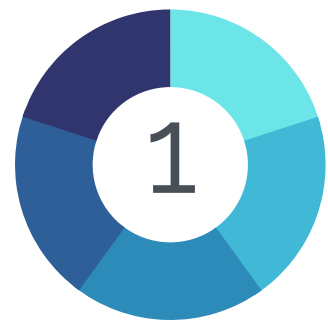
	 TW	 AS	 MZ	 DM	 PJ	 DH	 TP	Avg.
Strength	70	80	70	60	80	80	60	71.4
Perseveran...	50	70	60	60	100	70	65	67.9
Inspiratio...	20	60	45	85	95	100	60	66.4
Resilience	70	65	80	65	90	60	70	71.4
Integrity	100	80	85	75	100	100	40	82.9
Teamwork	45	85	65	65	75	45	55	62.1

Values are key to building and maintaining a strong team culture. Behavioural statements sit behind these values, providing absolute clarity in terms of behavioural expectations. Thus, measuring team performance against their values is simple, effective and builds a high performing team culture.

As with all components of the plan, comments capture lessons learned, which are discussed and implemented the following month, maintaining the growth momentum.

# Measuring and Monitoring Culture








We know that positive organisational culture, accountability and alignment is the cornerstone of sustainable profitable growth and service excellence. So we measure it - every month!

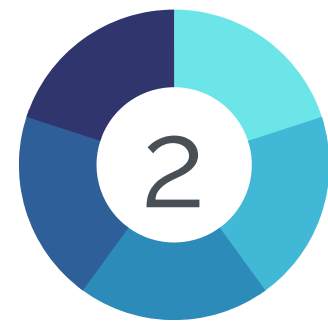


## Team Culture

**Our Culture:**




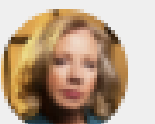



Work together  
as one dynamic  
team

 TW	 AS	 MZ	 DM	 PJ	 DH	 TP	Avg.
55	40	55	40	85	25	45	49.3



## Team Alignment



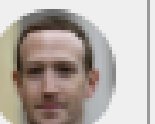




**Alignment:**

 TW	 AS	 MZ	 DM	 PJ	 DH	 TP	Avg.
30	40	40	35	90	55	50	48.6



## Team Accountability

**Accountability:**

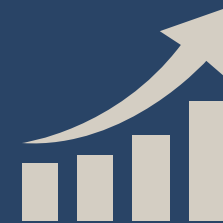
 TW	 AS	 MZ	 DM	 PJ	 DH	 TP	Avg.
45	80	50	50	80	20	50	53.6



## **Sustained culture change and growth**

Confident and empowered team players, capable of sustained performance improvement and culture change.

Teams start to feel psychologically safe and individuals will confidently contribute to team performance. New disciplines take hold and results shift in the right direction.



## **High Performing Teams**

Teams enjoy closer connections and improved engagement to achieve optimum team performance.

# Outcome

“

The work I have done with Wendy has been incredible and truly transformative. Through our coaching sessions I have managed to acquire a clarity of thinking I would not have thought possible. I have never felt so confident.

Kate Edmondson, Director of Policy, South Wales Chamber of Commerce.

“

This was one of the best development experiences of my career. A complete sense of mental clarity and the clear removal of a series of self limiting beliefs. In short, my only regret is that I did not do this earlier in my career.

Tom Wooldridge - Operating Partner, The Chemistry Group,

What  
others  
say.

✓ Highly experienced  
With over 30 years in leadership in policing

✓ Qualified  
With the Institute of Leadership & Management

✓ Proven track record  
Read our reviews here :  
[www.leadingconfidently.biz/reviews](http://www.leadingconfidently.biz/reviews)

✓ Quality Assured

✓ Measurable Return on Investment



**Why  
Choose  
Us?**





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**Get in touch -  
lets talk about  
how we can  
support you.**

**Thank you for your interest in Leading  
Confidently.**