

LEADERSHIP DEVELOPMENT

Coaching Programmes for Organisations

What?

We offer a variety of leadership development programmes and workshops all with a golden thread of coaching and tools throughout. We strongly believe that growth starts from the 'inside out' which is why we utilise a variety of self-awareness tools but not to put people in boxes - to raise awareness and curiosity, to open up exploratory discussions and self-reflection. We create a safe psychological space for self-discovery and development.

Why?

Developing leadership capability is critical for your organisation as it drives employee engagement, retention, and performance, directly impacting strategy execution, innovation, and profitability, while building a resilient talent pipeline for future success and navigating change effectively. Strong leaders provide vision, motivate teams, foster positive cultures, and ensure alignment with business goals. preventing high turnover and lost productivity.

How?

Through Leadership development programmes and workshops can be personalised for your organisation and we can also create bespoke programmes / workshops:

- **Elevate Her** - a transformational leadership journey for women seeking their first leadership role or newly appointed as a leader. Facilitated offsite over a period of 12 months with a high touch delivery model, psychological depth, real world application and embedded learning.
- **1:1 Leadership Coaching** - studies show that executive (organisational) coaching yields an average **7 x ROI**. Companies report improvements in individual performance, team productivity, engagement and retention. We offer coaching packages of 6 x 90 minute sessions and self-awareness profile tools.
- **Navigating Change & Building Resilience Workshop** - this immersive 2 day workshop explores the process of change (theories and models) and the psychology and prepares of managers and leaders tasked with guiding teams through uncertainty or challenging transitions.

- **Leader as Coach Workshop** - this immersive 2 day workshop explores best practice coaching principles and a variety of coaching models and tools that can immediately be applied with teams. It also includes peer and group coaching practice and personal reflection throughout.
- **DISC Workshop** - this immersive 1 day workshop is all about enhancing your self-awareness, improving your relationships at work, and taking your team's performance to the next level. DISC personality profiling could be the game-changer you've been searching for. It isn't just another personality test - it's a practical tool that empowers both individuals and organisations to unlock new levels of effectiveness. This includes a DISC personality profile.
- **Strengths Workshop** - positive psychology is the scientific study of human flourishing, happiness, and well-being, focusing on factors like strengths, positive emotions, and a meaningful life. In this immersive 1 day workshop, we'll explore leveraging what you have instead of trying to fix what's broken. This is facilitated as a team workshop and includes a strengths leader profile and team profile.
- **Emotional Intelligence Workshop** - research shows convincingly that emotional intelligence is more important than cognitive intelligence in almost every role and many times more important in leadership roles. In this immersive 1 day workshop we explore awareness of how emotions in ourselves and others drive behaviours and how to develop the skills to manage these emotions intelligently as a critical leadership skill. This includes an ECR (emotional capital report) profile with an optional ECR360 report.

Outcome

- ✓ Improved leadership capability – lead with greater influence, clarity & confidence
- ✓ Enhanced strategic thinking – make better decisions under pressure
- ✓ Increased self-awareness – understand & manage behaviours & blind spots
- ✓ Stronger team relationships – communicate more effectively & manage conflict
- ✓ Career growth & readiness – prepare for senior or expanded roles
- ✓ Wellbeing & resilience – sustain performance & avoid burnout

★Ready to accelerate your organisation's success? Let's collaborate to drive your key leadership development priorities - turning your vision into reality.★

Get in touch