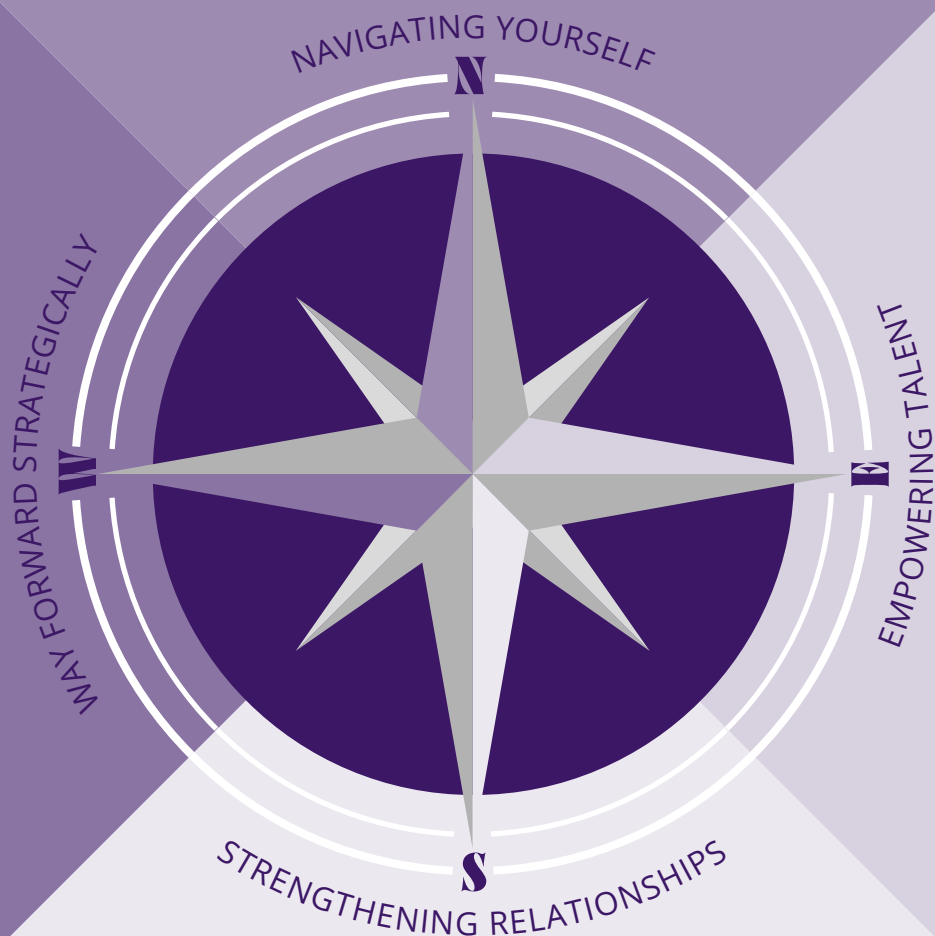


The Pivotal Leader Programme

Leading the way with clarity and confidence





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Just like a compass provides direction, the Pivotal Leader Programme equips leaders with the tools to navigate complexity, adapt with confidence, and lead others effectively. The programme is built around four essential leadership directions.

By blending knowledge, skills, and real-world application, the Pivotal Leader Programme provides leaders with the confidence, influence, and strategic mindset to lead with impact, wherever their leadership journey takes them.

Finding your True North as a leader, building self-awareness and resilience to lead with clarity and purpose.

Equipping leaders to inspire, develop, and unlock potential in others.

Creating high-performing teams and collaborative relationships that deliver results together.

Developing a future-focused mindset and leading others through change and uncertainty.



N

Navigating yourself

Aim

Finding your True North as a leader, building self-awareness and resilience to lead with clarity and purpose.

Core content

- **Leadership 360 feedback**
- Leadership vs management
- Who you are: personal Impact – your leadership shadow; Facet5 / DiSC profiling
- The leader you want to be: leadership purpose and defining your legacy
- Goleman's Emotional Intelligence
- Leadership Styles
- Intent-based leadership

Empowering talent

E

Aim

Equipping leaders to inspire, develop, and unlock potential in others.

Core content

- Leading with trust
- Inclusive leadership
- Motivation
- Dan Pink's Autonomy, Mastery, Purpose
- Tony Robbins' 6 Human Needs
- Marquet's Submarine Leadership
- Coaching for performance
- Skill / will
- Giving feedback
- Radical Candor
- Talent & succession planning



Strengthening relationships

S

Aim

Creating high-performing teams and collaborative relationships that deliver results together.

Core content

- Purpose, contribution & the golden thread
- How to engage people
- Building & leading a diverse team
- Psychological safety
- Empowerment and permission culture
- Tuckman's team journey
- Lencioni's dysfunctions of a team
- Managing performance
- Setting objectives
- Speaking with confidence & presence

≡ Way forward strategically

Aim

Developing a future-focused mindset and leading others through change and uncertainty.

Core content

- VUCA, PESTLE & SWOT
- Horizons of focus
- Leading yourself through change
- Leading people through change
- Resilience
- Creative thinking & problem-solving
- Leading through ambiguity
- Agile leadership
- Thinking & acting strategically
- Building a strategy
- Presenting a strategy
- **Leadership 360 feedback**



The journey

The 9-month journey is structured around four leadership directions. Each direction includes 6 weeks of self-guided learning, supported by coaching, webinars, and a learning community.

A 2-week 'sprint forward' follows each module, reinforcing action, application, and real-world impact.



1

Starting point, orientation and getting going

- Introductory video
- Orientation of materials on Padlet
- Where are you now and where do you want to be?
 - Completion of Leadership 360 (A navigational feedback tool that provides leaders with a full-circle view of their impact, guiding growth, alignment, and leadership effectiveness)
 - Choice of a Facet5 or DiSC profile with feedback

2

Due North, Due East, Due South, Due West

- Each leadership direction (*Navigating yourself, Empowering talent, Strengthening relationships, Way forward strategically*) includes 6 weeks of self-directed learning and practical application activities in Padlet
 - with 4 core modules and 2 optional based on the Leadership 360 findings and personal goals
- The 6 weeks of learning is followed by a 2-week sprint focused entirely on action, application and moving forwards. The sprint is kicked off with a 1:1 coaching session or group Action Learning Set. Leaders are asked to share the impact they are having by uploading evidence, for example, a video, journal or data

3

Destination and next steps

- Self-guided reflection and ‘pulling it all together’ activities, focusing on actions taken as a result of learning and how to measure the impact.
- Have you reached your destination?
 - Completion of Leadership 360 and review of progress since the starting point
 - Deciding what’s next, supported by a coach

Throughout

Weekly or bi-weekly live touchpoints with a coach

Encouragement to engage and interact in the online Compass Community



Self-directed learning structure in each compass direction:

Each compass direction follows a structured learning path. The duration of each will be around 30 minutes of learning, designed for action, application and making transformational progress.

Watch



Objective: Introduce key concepts and theories

Resources: Short explainer video created for the programme, a YouTube video or a TED Talk

Read



Objective: Deepen understanding through specifically created content and existing online content

Resources: Links to articles, blogs, research accessed through (and positioned by) written content created for the programme

Do



Objective: Practice and apply learning in role

Resources: Three suggested practical application activities, supported by templates and checklists where appropriate

Reflect



Objective: Encourage personal, team and online community reflection to reinforce the learning

Resources: Reflection activities and questions to consider, with spaces to capture thoughts and actions. Prompts to share in the Padlet community



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