

The 'Pivotal Leader' programme

A structured programme, learner-led, self-paced, peer learning, curated materials, emphasis on coaching, lighttouch facilitation - an expertly crafted learning journey, 'not another training course'.



The leaders who make a difference. The ones who are pivotal to your organisation. The managers of managers.

These leaders have been through a management

development programme before.

They know what they need – they just want the space and support for a learning journey that will enable them to step up to the next stage in their career (and thereby further the organisation's goals).

We follow the four directions of a leadership

What does it cover?

compass.

North – navigating yourself

East – empowering talent **South** – strengthening relationships **West** – way forward strategically



Finding your True North as a leader, building self-

Leadership 360 feedback Leadership v management Who you are: personal impact and your leadership shadow

awareness and resilience to lead with clarity and purpose

The leader you want to be: leadership purpose and defining your legacy Goleman's Emotional Intelligence Leadership styles Intent-based leadership



East – empowering talent

Inclusive leadership Motivation Dan Pink's Autonomy, Mastery, Purpose

Leading with trust

Tony Robbins's 6 Human Needs Marquet's Submarine Leadership Coaching for performance Skill / will Giving feedback Radical candour Talent & succession planning



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

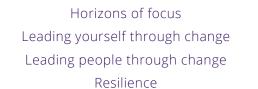
Purpose, contribution & the golden thread How to engage people Building & leading a diverse team

South – strengthening relationships

Psychological safety Empowerment and permission culture Tuckman's team journey

> Lencioni's dysfunctions of a team Managing performance

Setting objectives Speaking with confidence & presence West – way forward strategically Developing a future-focused mindset and leading



Creative thinking & problem-solving Leading through ambiguity Agile leadership

others through change and uncertainty

VUCA, PESTLE & SWOT

Thinking & acting strategically Building a strategy Presenting a strategy Leadership 360 feedback



Then we take each compass quadrant in turn. Each one 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. Every compass covers four different aspects, each aspect introduced with a 15-minute video overview, outlining the materials and accompanying tasks and challenges. Participants watch the video, read

the materials, do three suggested practical application activities, reflect on their learning to capture actions and share insights with their peers. At the end of each quadrant there's another one-to-one coaching session (30 minutes this time), and an hour's

see yourself the way others see you.

learning review with the whole group, facilitated again by the programme director.

How long does it take?

Participants spend an average of at least an hour a week on the programme, so

after travelling around the compass we've finished month 10 and it's time for an update to the 360 and, at the end of



It's the same price for an inhouse group, a place on the

open programme, or on an

individual one-to-one basis.

month 11, a final one-to-one coaching session, focused on action planning and career development. In month 12, there's a final hour for the group together, facilitated by the programme director.



Is this the right programme for you?

