

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'.



Who's it for?

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

development programme before.

These leaders have been through a management

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-

awareness and resilience to lead with clarity and purpose

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

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

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

East – empowering talent

Inclusive leadership Motivation

Leading with trust

Dan Pink's Autonomy, Mastery, Purpose 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



Horizons of focus Leading yourself through change Leading people through change

Resilience

others through change and uncertainty

VUCA, PESTLE & SWOT

Creative thinking & problem-solving Leading through ambiguity Agile leadership

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

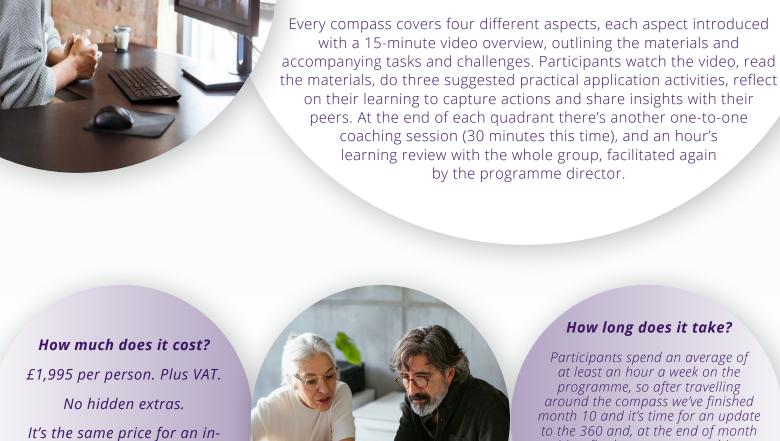


see yourself the way others see you. Then we take each compass quadrant in turn. Each one includes 6 weeks of self-guided learning, supported by coaching, webinars, and a learning community. A 2-week 'sprint forward' follows each module, reinforcing action, application, and real-world impact. Every compass covers four different aspects, each aspect introduced with a 15-minute video overview, outlining the materials and

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

evaluation, and an hour-long one-to-one coaching session to help you

learning review with the whole group, facilitated again by the programme director. How long does it take?



house group, a place on the

open programme, or on an individual one-to-one basis.



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.

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 month

Give us a call on **01582 463460** to talk it through.

To book, fill in the contact form, **here**, and we'll be in touch.



01582 463460