

The 'Pivotal Leader' programme

A structured programme, learner-led, self-paced, peer learning, curated materials, emphasis on coaching, light-touch 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.

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).

What does it cover?

We follow the four directions of a leadership compass.

North – navigating yourself

East – empowering talent

South – strengthening relationships

West – way forward strategically



North - navigating yourself

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

Trust 180 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



East – empowering talent

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

Leading with trust

Inclusive leadership Motivation

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



South – strengthening relationships

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

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 others through change and uncertainty

VOCA, 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

Trust 180 feedback



How does it work?

This is a self-directed, coaching-facilitated, peer-group-supported programme. After an initial whole-group orientation session with the programme director, on Zoom or Teams, we kick off with a 180 evaluation, and an hour-long one-to-one coaching session to help you 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 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 learning review with the whole group, facilitated again by the programme director.



How much does it cost?

£1,995 per person. Plus VAT.

No hidden extras.

It's the same price for an in-house group, a place on the **open programme**, or on an individual one-to-one basis.



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 180 and, at the end of 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?

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.