



Leadership in Practice Program Outline

Workshop Day 1:

Session 1: Setting Context

This session lays the foundation for the program by exploring the essential differences between managing and leading, and what it means to transition from technical expert to leader of others. Drawing on core principles of neuroscience, participants will gain an understanding of the brain's key drivers in the workplace, insights that shape how we respond to change, make decisions, and interact with others. This session introduces the brain science behind effective leadership and sets the stage for building the mindset and behaviours needed to lead with influence and intention.

Session 2: The Strength Profile

This session introduces participants to the Strengths Profile tool as a foundation for understanding and leveraging individual and team strengths. Through guided reflection and practical activities, participants will learn to identify and apply their own strengths in the context of leadership, while also developing the ability to recognise strengths in others. The session explores the positive impact of a strengths-based leadership approach enhancing engagement, collaboration, and performance and how aligning strengths with leadership practice can lead to more authentic, energising, and effective leadership.

Session 3: Conversations that Count

This session focuses on building the conversational skills essential for fostering high performance, trust, and engagement within teams. Participants will explore how to navigate critical conversations that drive clarity and accountability while minimising the risk of escalation in challenging situations. Grounded in the neuroscience of trust, the session introduces practical frameworks including the Conversation Pyramid and techniques for delivering balanced feedback. These tools lay the groundwork for cultivating psychologically safe environments and enabling the conditions for high performing, connected teams.

Session 4: Deep Listening

In this session, participants will explore the neuroscience and physiology of listening, uncovering how the brain processes information and responds to presence and attention. The session introduces an active listening model that enhances understanding, empathy, and connection key elements of effective leadership communication. By recognising deep listening as both a skill and a gift, participants will learn how to offer their full attention in a way that builds trust, strengthens relationships, and elevates the quality of dialogue within teams.

Workshop Day 2:

Session 1: Compelling Communication

This session introduces a neuroscience informed communication model designed to enhance clarity, engagement, and impact across a range of leadership contexts. Whether delivering feedback one-on-one, presenting to a group, or writing to influence, participants will learn how to build rapport, spark curiosity, and create relevance for their audience. The session also explores practical strategies for removing cognitive barriers that hinder information uptake. Frameworks such as 4MAT and the WHY Frame will support participants in crafting compelling messages that resonate, motivate, and drive action.

Session 2: Understanding and Managing Reactions to Change

This session explores the human brain's instinctive responses to change, drawing on the SCARF Model to identify the key social drivers that influence whether individuals perceive change as a threat or a reward. Participants will learn how to anticipate and interpret reactions to change both their own and others' and develop strategies to reduce resistance, minimise threat responses, and increase engagement. By understanding these underlying dynamics, leaders will be better equipped to lead change with empathy, clarity, and influence.

Session 3: Feedback Minus the Fear

In this session, participants will build the confidence and skill to deliver feedback that is honest, constructive, and motivating even when the message is hard to hear. Exploring how the brain processes feedback, the session highlights the difference between fixed and growth mindsets and how to foster a culture where feedback is seen as a pathway to development. Practical models, including S.B.I. and the 5-Stage Feedback Model, provide structure and clarity, while strategies for preparing for uncomfortable conversations help leaders approach feedback with empathy, courage, and impact.

Workshop Day 3:

Session 1: Unconscious Bias

This session explores the neuroscience behind unconscious bias and its impact on leadership. Participants will examine how the brain categorizes information and people, often leading to unintended judgments and decisions. Through interactive activities and reflection, leaders will learn to identify their own biases, understand their origins, and explore strategies to mitigate them. The session emphasizes the importance of awareness, especially in high-pressure environments, and introduces practical tools for fostering inclusive and equitable workplace practices.

Session 2: Adapting Leadership Styles

Focusing on the leader as coach, this session introduces the Skill/Will matrix to help participants tailor their leadership approach based on team members' motivation and capability. Participants will learn how to adapt their style to support development, delegate effectively, and re-engage demotivated individuals. The session includes practical exercises such as "Speed Leading" and leadership style practice, enabling participants to apply coaching techniques and build environments that promote self-motivation and growth.

Session 3: Compelling Goals

This session delves into the art of setting meaningful and motivating goals. Participants will explore the SMART framework and the concept of “Grit” as defined by Angela Duckworth, linking strengths-based leadership with goal achievement. The session highlights the role of intrinsic and extrinsic motivation and introduces Daniel Pink’s model of Autonomy, Mastery, and Purpose. Through guided activities, participants will craft SMART development goals and reflect on how to align personal and team objectives with organisational outcomes.

Session 4: Delegating Tasks

Effective delegation is a cornerstone of leadership. This session examines the challenges and benefits of delegation, providing a structured approach through the Delegation Checklist and Levels of Authority framework. Participants will reflect on their own delegation habits, identify tasks suitable for delegation, and practice creating context and clarity when assigning responsibilities. The session reinforces the importance of trust, support, and accountability in empowering others and achieving strategic goals.

Session 5: GROW Coaching

This session introduces the GROW coaching model as a practical tool for performance and development conversations. Participants will learn how to structure coaching sessions using high-impact questions and explore the differences between coaching and mentoring. Emphasis is placed on building a coaching mindset, avoiding common derailers, and fostering trust and rapport. Through role-play and peer feedback, participants will practice coaching conversations and develop confidence in applying the GROW model in real workplace scenarios.