

Leadership is a practice, not a program.

The pace of change isn't letting up, and a "steady state" isn't coming back.



Your leaders are being asked to move before the picture is complete, hold their nerve through constant change, and back themselves before they feel ready.

Yet too often they feel stuck, unable to move forward, and a leader on pause isn't leading.

The answer isn't waiting it out...

It's developing leaders who can think clearly under pressure, get comfortable in the uncomfortable, ask better questions instead of jumping to the answer, and bring their people with them when the path is anything but certain.

So how do you develop them?

Not with another workshop. By giving them a safe place to practise how they show up, a practice that builds leaders who can:



Have the hard conversations



Get buy-in across functions



Step out of the detail to lead



A different kind of development

Small groups of leaders, working on live challenges – the ones they're facing right now, not hypotheticals, with an experienced Supervisor alongside them. It's called **Supervised Peer Coaching**.

Everyone coaches. Everyone is coached. Everyone gives feedback. Everyone learns from watching the others. And everyone gets feedback, in the moment, on how they lead the conversation.

Many of your leaders will have done coaching before and that's the perfect foundation. But this isn't a coaching program. It's a practice in seeking perspective and deepening a range of skills: noticing what's happening beneath the conversation:

- in the other person,
- in the dynamic between you both,
- in yourself, and
- in the wider system.

That's the shift from following a process to reading the room, reading yourself, and leading through it. It's how leaders learn to think differently and lead collectively.

Each 90-minute session runs three rounds, each including coaching, feedback, reflection and a way forward.

By the end, everyone's sat in every chair: Coach, Coachee, giving feedback and receiving it.

A Gram Supervisor (master coach) facilitates each round, sharpens the feedback and adds the perspective the group can't see itself.

Every session ends with something each leader can apply immediately.



Benefits that multiply

THE PRACTICE

The hard conversations get practised, not avoided.

Leaders bring the real feedback, performance and tension they've been sitting on.

Coaching in front of peers, observed by a supervisor.

It's intense by design – this is real work, not a peer group chat.

Leaders coach each other, across functions.

The group is built from people who don't usually work together.

The group learns to keep it going on its own.

The Supervisor steps back over time.

WHAT IT BUILDS

- The agility to handle quality conversations in the moment
- Confidence to make the move
- Traction where things were stuck
- Leading rather than doing
- Developing others instead of jumping in with the answer
- Sharper decisions, made from a wider perspective
- Greater understanding of the wider business
- Relationships and cross function connections that continue
- Capability that stays and compounds
- A ongoing practice that delivers enterprise thinking and collaboration



This isn't new. It's proven.

Grounded in 25+ years of coaching psychology, this practice is trusted by mid-level and senior leaders across global technology, financial services, the arts and the public sector. However different the room, the arc is the same: what starts as unease at being observed becomes the development they rate most highly.

"Initially uncomfortable. Liberating."



"It's not really about the framework – it's about understanding someone."

"It was bloody challenging because you had to be on – but I solved problems I'd been stuck on for months."

The best leaders aren't the ones with the answers. They're the ones who lead well when there aren't any. They're the ones who bring their people and stakeholders with them.

If you're serious about developing your people to lead through uncertainty – and want development that keeps paying off long after it ends – this is it.

Let's start the conversation.

Call us on 0415 670 130 or email us at hello@gramconsulting.com.au.

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