

Masterclasses & Workshops

Title	Description	Outcomes
Building Accountability	Holding people to account starts with role modelling it. This session lifts performance, morale and engagement by building shared language, clear expectations, and the confidence to follow through. Using a practical contracting tool, we help teams embed accountability in how they work—every day.	• Greater personal ownership and follow-through • Tools to set others up for success and maintain accountability • Practical application of a contracting tool • Increased performance, engagement and morale
The Art of Delegation	Help your leaders move from overwhelmed to empowered. This session builds the confidence and clarity needed to delegate effectively—so tasks are shared, strengths are used, and the team delivers more together.	• Clear prioritisation of responsibilities • Confidence in sharing tasks and letting go • Better use of individual and team strengths • Increased capacity and leadership impact
Effective Decision Making	Build confidence, clarity, and consistency in how decisions are made—individually and as a team. This session explores what gets in the way of good decisions, introduces practical tools like IGROW, and helps your team align on how decisions are made and owned.	• Increased confidence and clarity in decision making • Shared decision-making frameworks that lift team productivity • Greater team alignment and ownership of decisions • More effective, purpose-driven meetings • Immediate application using IGROW to real-world challenges
Creating a Culture of Feedback	Empower your team to give and receive feedback that fuels growth, not discomfort. This session explores the mindset, structures and behaviours needed to normalise feedback and embed it into your culture—so feedback becomes part of how you work, not just a moment in time.	• Greater understanding of feedback and its impact • Practical feedback tools and shared process • Enhanced collaboration and teamwork • Improved employee engagement, learning and development • A mindset of continuous improvement



Title	Description	Outcomes
Mastering Difficult Conversations	This session helps leaders and individuals build the skill and confidence to have the conversations they often avoid. Using a step-by-step framework, we explore how to manage emotion, listen actively, speak with clarity, and navigate conflict with empathy—so conversations strengthen relationships rather than strain them.	• Increased confidence in having challenging conversations • Greater self-awareness and emotional regulation • Improved listening, questioning and speaking skills • Tools and strategies for managing tension and disagreement • More collaborative, accountable and high-performing teams
Beyond Control: Influencing Without Authority	In today's matrixed and interdependent environments, results increasingly rely on people you don't directly lead. This masterclass builds the confidence and capability to influence across boundaries—using insight, empathy and clarity rather than hierarchy. Participants explore what it takes to truly “step into others' worlds,” read behavioural cues, and craft succinct, compelling messages that create traction. Through practical tools and real stakeholder scenarios, the session strengthens leaders' ability to align, persuade and partner effectively in complex systems.	• Deeper understanding of what drives effective influence • Ability to recognise behavioural modes and adjust communication for impact • Practical tools for stakeholder mapping, framing and crafting “killer statements” • Greater confidence to influence across the system without formal authority
Your Leadership Dashboard: Sustaining Optimal Performance	Great leaders aren't the ones who never struggle—they're the ones who notice faster and shift sooner. This masterclass blends leadership science and practical tools to help participants recognise their patterns, manage pressure, and sustain effectiveness in high-stakes environments. Using a personalised “leadership dashboard,” leaders map their strengths and derailers, understand their early warning signs, and apply evidence-based regulation techniques that help them stay grounded, influential and resilient. It's a highly practical session designed to strengthen self-management and long-term leadership sustainability.	• Clear insight into personal leadership patterns using the Authority-Presence-Impact (API) framework • Ability to recognise and respond to early warning signs before effectiveness drops • Practical neuroscience-based tools to shift from threat to reward mode in real time • A personalised leadership dashboard to support sustained performance and resilience
An Introduction to Leadership Conversations	Leadership is a series of conversations. This masterclass builds leaders' ability to connect, coach and guide through effective dialogue. Using the IGROW framework, participants learn to lead with clarity, foster psychological safety and align their teams through purposeful communication.	• Clear understanding of the leader's role in communication • Application of the IGROW coaching model to real conversations • Increased psychological safety within teams • Improved collaboration, alignment and goal-focused dialogue



Title	Description	Outcomes
Cross Generational Conversations	Bridge the gap between emerging and established leaders. This session addresses the generational disconnect impacting collaboration, communication and trust. With a focus on emotional intelligence, relationship building and adaptive leadership, participants develop the skills and insights to lead across generations with empathy and effectiveness.	• Clear understanding of generational differences and leadership expectations • Improved communication across diverse styles and channels • Tools to hold quality, cross-generational conversations • Greater empathy, trust and collaboration between team members • Practical strategies to foster inclusive, future-focused leadership
Communication Skills	Say it so it lands. This session builds practical communication skills that improve clarity, connection and influence—whether speaking, listening or engaging in dialogue. It's about making every interaction more intentional, impactful, and human.	• Improved clarity and confidence in everyday communication • Better listening and questioning skills • Stronger presence and influence in conversations • More productive and respectful interactions across the team
Stepping Into Leadership	For new and emerging leaders ready to shift gears. This session supports the move from task execution to strategic thinking, while navigating the relational shift from peer to manager. Participants build the mindset, confidence and relational skills needed to lead with clarity and connection.	• Mindset shift from doer to leader • Tools to build trust and lead former peers • Strengthened relationships and communication • Greater readiness to step into leadership roles
Team Effectiveness	Great teams don't just happen—they're built. This session explores what makes a team effective, the difference between working groups and true teams, and how to create the clarity and connection needed to perform at a high level.	• Clear understanding of team effectiveness vs high performance • Greater insight into team roles, dynamics and collaboration • Strengthened relationships and shared ownership of success
Working in High Pressure Teams	Sustained performance under pressure doesn't come from grit alone—it comes from how teams think, relate and work together in high-stakes environments. This session helps teams build resilience, communicate clearly under stress, and stay grounded in purpose when the pace picks up.	• Greater team resilience and psychological safety under pressure • Improved communication and decision making in high-stakes settings • Strategies to manage energy, focus and competing priorities • Stronger relationships and support structures in fast-paced environments



Title	Description	Outcomes
Meeting Practices	Reduce meeting fatigue and create space that works. This session helps leaders run focused, purposeful meetings and set healthy boundaries that support sustainable performance—for themselves and their teams.	• More effective, structured and efficient meetings • Use of meeting frames to focus time and energy • Clearer personal and team boundaries
Preparing for Performance and Development Conversations – For Leaders	Equip your leaders with the confidence, structure and skills to conduct meaningful annual performance and development conversations. This session moves beyond checkbox reviews to create genuine dialogue about growth, achievement and future potential—transforming what's often seen as an administrative burden into a powerful opportunity for connection and development.	• Clear framework and preparation tools for structured, productive conversations • Enhanced skills in giving balanced feedback and facilitating development planning • Increased confidence in addressing performance issues and celebrating achievements • Stronger leader-employee relationships built on trust and mutual understanding
Making the Most of Your Performance and Development Conversation – For Team Members	Empower your team members to approach their annual performance and development conversations with confidence and purpose. This session shifts the mindset from passive recipient to active participant, helping employees prepare thoughtfully, engage meaningfully, and take ownership of their growth and career development.	• Clear preparation framework to maximise the value of performance conversations • Increased confidence in self-advocacy and discussing achievements and challenges • Enhanced ability to articulate career goals and development needs • Greater ownership of personal growth and professional development planning
Presentation Skills	Deliver with confidence, clarity and impact. This session builds the skills to present ideas persuasively—whether to a room, a screen, or a single stakeholder. Participants learn how to plan, structure and deliver presentations that engage the audience and land the message.	• Stronger communication and delivery style • Clear structure and messaging for high-impact presentations • Increased confidence when presenting to any audience • Practical tools to manage nerves and handle tough questions



Title	Description	Outcomes
Deep Listening	Transform workplace communication by developing the skill of complete, focused attention. This session builds trust, understanding, and connection by teaching participants how to listen beyond words—creating space for authentic dialogue and breakthrough insights that strengthen team relationships and collaboration.	• Enhanced empathy and emotional intelligence leading to stronger workplace relationships • Improved communication skills including better questioning techniques and meaningful responses • Increased psychological safety and team cohesion through deeper professional connections • Greater conflict resolution capabilities and reduced interpersonal tensions
Leading Neurodiverse Teams	This session equips leaders with the understanding and tools to support neurodivergent team members, such as those with ADHD, by fostering inclusive practices that enhance collaboration and performance.	• Enhanced awareness of neurodiversity and its impact in the workplace • Strategies to create supportive and inclusive team environments • Improved communication tailored to diverse cognitive styles • Practical approaches to leverage the strengths of neurodiverse team members



Delivery Options

The above topics can be delivered in a variety of formats to suit your time, team and context. Whether you're looking for a quick injection of insight or deeper development, we'll work with you to get the most from the session.

Webinar (short)	60 mins	Virtual only	A punchy, high-impact introduction to a topic. Great for lunch & learns or team huddles where time is tight, but insight is needed.
Webinar (extended)	90 mins	Virtual only	Adds space for questions and brief application activities. Ideal for teams wanting a bit more depth without stepping away from the day job for long.
Masterclass	2 hours*	Virtual or in-person	Combines insight with interaction. Includes discussion, practical tools and relevant application. Best for focused skill-building in real time.
Workshop	3-4 hours* (½ day)	Virtual or in-person	Deeper exploration with reflection, collaboration and tailored tools. Ideal for teams seeking behavioural change, shared understanding and lasting impact

*Masterclasses and Workshops Designed for Impact

Our Masterclasses and Workshops are designed for real-world relevance and lasting impact. Every session follows a simple, effective structure that moves from insight to action:

- **Context:** We introduce the topic, explore the concept and connect it to your team's real challenges and opportunities.
- **Learning:** Participants engage with key ideas, tools and frameworks—building understanding of how the topic plays out across individuals, teams and organisations.
- **Application:** We bring it to life through practical exercises, real-world scenarios and tailored group discussion—so everyone leaves with clarity on what to do next.

To support engagement, each session includes optional prework, such as a short article, podcast or TED Talk (always under 30 minutes) to spark thinking before we come together.



Investment

Each session is designed to deliver immediate value through. While the content is ready to go, we'll lightly tailor language and examples to suit your team's needs, context and priorities.

Customised content or significant program design will incur additional cost, which we'll always scope and agree with you in advance.

Webinar (short)	60 mins	Virtual only	\$2,500	50 people
Webinar (extended)	90 mins	Virtual only	\$3,000	20 people
Masterclass	2 hours	Virtual or in-person	\$5,000	15 people
Workshop	½ day	Virtual or in-person	\$6,500	15 people