

INSIDE-OUT LEADERSHIP

HOW A LEADER THINKS, FEELS AND ACTS.

A five-session journey that strengthens the personal operating system behind intentional leadership—discipline, effectiveness, resilience, communication and leadership through others.

DESIGNED FOR

Managers, senior leaders and executives

FORMAT

5 connected half-day sessions

RHYTHM

Typically spaced two weeks apart



LEADERSHIP IN THE REAL WORLD

Practical thinking. Better choices. Behaviour people can experience.

THREE CONNECTED EXPRESSIONS OF LEADERSHIP

THINK

The assumptions, priorities, interpretations and choices that shape leadership decisions.

FEEL

The self-awareness, regulation and resilience required to remain grounded under pressure.

ACT

The habits, communication, delegation and follow-through people experience every day.

WHY THE SEQUENCE MATTERS

The journey begins with visible, practical change. Application builds relevance and trust before the programme goes deeper into mindset and resilience—then expands into influence and leadership through others.

THE INTENDED SHIFT

FROM REACTIVE, OVERLOADED AND CARRYING TOO MUCH

TO DISCIPLINED, GROUNDED AND LEADING THROUGH OTHERS

THE PROGRAMME ARCHITECTURE

FIVE SESSIONS.
ONE LEADER OPERATING SYSTEM.

DISCIPLINE EFFECTIVENESS RESILIENCE INFLUENCE MULTIPLICATION. Each session turns insight into practical workplace application.

LEARNING BY DOING

Essential concepts support reflection, application, practice and commitment.

30%

ESSENTIAL CONCEPTS

70%

APPLICATION & PRACTICE

01

DISCIPLINE

SELF-DISCIPLINE & DAILY HABITS

Identity, motivation versus discipline, habit design, friction, environment and the small disciplines that create consistency.

PRACTICAL OUTPUT

Habit Scorecard + 14-Day Experiment

02

EFFECTIVENESS

FROM BUSY TO EFFECTIVE

The essential few, the Personal Effectiveness Ladder, attention protection and a practical 3-3-3 weekly leadership rhythm.

PRACTICAL OUTPUT

Effectiveness Map + 3-3-3 Plan

03

RESILIENCE

MINDSET & RESILIENCE

Agency, grounded versus performing self, triggers, stories and the ability to choose a more intentional response under pressure.

PRACTICAL OUTPUT

Leadership Response Map

04

INFLUENCE

COMMUNICATE LIKE A CEO

Clarity, brevity, context and direction; active listening, a clear ask and DISC adaptability when useful.

PRACTICAL OUTPUT

Executive Communication Canvas

05

MULTIPLICATION

LEAD THROUGH OTHERS

Skill and will, Situational Leadership, delegation, coaching, clear expectations and accountability without carrying everything.

PRACTICAL OUTPUT

Delegation Map + 90-Day Plan

THE INTEGRATED OUTPUT

A 90-Day Personal Leadership Operating Plan connects the five sessions into the leader's real priorities, habits, conversations and delegation choices.

MEASUREMENT, FRAMEWORKS & REINFORCEMENT

MEASURE WHAT LEADERS BEGIN DOING DIFFERENTLY.

Success criteria are agreed before the journey, observed through workplace application and reviewed against the same leadership dimensions afterwards.

01 - BEFORE

Define the baseline

- Sponsor discovery and success criteria
- Confidential pre-programme leadership survey
- Five leadership dimensions and priority behaviours

02 - DURING

Test new behaviour

- Workplace experiments between sessions
- Reflection, practice and leadership tools
- Evidence from priorities, conversations and delegation

03 - AFTER

Compare and reinforce

- Post-programme survey using the same dimensions
- Sponsor or manager observations where appropriate
- 90-day Personal Leadership Operating Plan

MEASUREMENT DIMENSIONS

Discipline · Effectiveness · Resilience · Communication clarity · Delegation

SELECTED FRAMEWORKS USED IN THE JOURNEY

01 HABIT SCORECARD & 14-DAY EXPERIMENT

Design one small behaviour for greater consistency

02 PERSONAL EFFECTIVENESS LADDER

Remembering · Capturing · Scheduling · Protecting · Designing

03 3-3-3 WEEKLY LEADERSHIP PLAN

Three priorities, three supporting actions and three commitments

04 GROUNDED SELF VS PERFORMING SELF

Notice the identity and response that pressure activates

05 TRIGGER BODY STORY CHOICE

Slow the automatic response and choose the next action

06 EXECUTIVE COMMUNICATION CANVAS

Context · Meaning · Direction · Clear ask

07 DISC ADAPTATION LENS

Adapt the message without losing clarity or authenticity

08 SKILL-WILL & SITUATIONAL LEADERSHIP

Choose when to direct, support, coach or delegate

LEADER TOOLKIT

Participants keep the core frameworks, planners, reflection prompts, communication canvas, delegation map and personal activation tools used throughout the journey.