



Your People Are Your Edge. Let's Build Great Ones.

[EXPLORE OUR AWARD WINNING SERVICES](#)

We transform your
CULTURE, TEAMS, and LEADERS into **LEGENDS.**

THE LEADERSHIPHQ GROUP

ONE POWERHOUSE. MANY PATHWAYS. ENDLESS LEADERSHIP IMPACT.



LeadershipHQ

(The Powerhouse)



Sonia McDonald

The Voice and Vision



The Leadership Association

The Membership Hub for Leaders



Women Leaders

A Movement for Tomorrow's Bold Female
Leaders



WHY LEADERSHIP & LEADERSHIPHQ



Your people are your GREATEST ASSET,
But only if your LEADERS know how to LEAD.

We create extraordinary ones.

That's where we come in. What makes us unique is that we are bespoke, we are boutique. We go above and beyond. At LeadershipHQ, we partner with forward-thinking organisations to ignite exceptional leadership, build powerful teams, and shape cultures that thrive, not just survive. Whether you're dealing with disengaged employees, siloed teams, burnout, or top talent walking out the door, you're not alone. And you don't need another generic leadership workshop. You need something that works. We don't do cookie-cutter. We don't do corporate fluff. We deliver real, lasting impact.

Innovative Training and Coaching

Tailored leadership programs improve critical thinking, courage, and innovation to equip leaders to handle complex challenges creatively and effectively.

Community and Networking

Access to a vibrant community of forward-thinking leaders provides a platform for networking, sharing best practices, and forming strategic alliances.

Research-Backed Insights

Cutting-edge leadership insights based on the latest research and trends keeps you ahead of the curve in adopting practices that respond to global business shifts and challenges.

Human-Centric Leadership

Emphasis on emotional intelligence, empathy, and employee well-being cultivates a supportive and engaging work environment that boosts productivity and retention.

Customised Solutions

Programs and advice tailored to individual and organisational needs ensures relevance and maximum impact by addressing specific leadership challenges and goals.

LEADERSHIP DEVELOPMENT PROGRAMS

LEADERS LEAD THE CULTURE. THE CULTURE LEADS THE STRATEGY. IT IS THE KEY TO SUCCESS.

Today's organisations need leaders who can communicate a clear vision, set and execute strategy and drive change through uncertain times. Our Leadership Programs help leaders develop their self-awareness, accountability and performance while supercharging their confidence and focus.

We tailor our leadership programs for **Executives, Emerging, Women and Senior Leaders**, addressing the unique challenges they face in their roles and providing the knowledge, skills and practical tools they need to thrive. The focus is on personal growth, communicating with impact and motivating others to achieve. Our framework is based on three core aspects of leadership:

Leading Self

This is foundational for effective leadership. Leaders must understand who they are, their strengths, weaknesses, values, and motivations to lead authentically.

Leading Others

Leaders must be skilled communicators, empower their team members and act as coaches and mentors, providing guidance, support, and constructive feedback to help team members reach their full potential.

Leading the Strategy and Culture

Leaders must have a clear vision for the future and the ability to inspire others to share and work towards that vision, leaving a leadership legacy.



Workshops delivered monthly for 6, 9 or 12 Months



- In-person
- Virtual or
- Hybrid



- First time Leaders
- Emerging Leaders
- Women Leaders
- Senior Leaders



- Customised Workbooks
- Micro-Credentials
- Leadership Books
- Weekly Resources
- Continued Support
- Coaching (optional)



BOOK A CALL



TEAM DEVELOPMENT WORKSHOPS

No more boring workshops!

We are the “Build a Workshop” of brilliant workshops and programs.

Every team is unique - so your leadership development should be too.

With our **Build Your Workshop** option, you can create a fully customised leadership experience by selecting from a range of pre-set modules tailored to your organisation’s needs.

Whether you want to focus on resilient leadership, communication, emotional intelligence, team alignment, or strategic decision-making, we give you the flexibility to design a workshop that delivers the most relevant and impactful learning for your leaders.

We guarantee high-impact, engaging, interactive and fun learning experiences that inspire and motivate your leaders, build teamwork and deliver results.

Virtual Masterclasses

We understand the importance of flexible development options for your teams, and can tailor our content to provide a high-energy, intensive 1 or 2 hour virtual masterclasses to cater to your needs.

Contact us for more information.



- One Full Day
- Two Full Days
- One Half Day
- Two Half Days



- In-person
- Virtual or
- Hybrid



- Leadership Teams
- Department Teams



- Customised Workbooks
- Pre-Readings
- Resources
- Leadership Books



BOOK A CALL



"BUILD A WORKSHOP"

Choose your modules, set the agenda, and let our expert facilitators bring it to life - **your workshop, your way.**

1. Transitioning to a Leader
2. Vision, Values & Beliefs
3. Leadership Styles
4. Personal Branding
5. EQ and Self Awareness
6. Giving and Receiving Feedback
7. Resilience and Grit
8. Communicating with Impact
9. Leading Change
10. Critical Thinking
11. Creative Leadership
12. Accountability in Leadership
13. Trust and Psychological Safety
14. Motivating and Empowering Others
15. Coaching and Mentoring
16. Leading Performance
17. High Performance Teams
18. Overcoming Unconscious Bias
19. Courageous Conversations
20. Conducting One-on-Ones
21. The Four Disciplines of Execution
22. Constructing Culture Speak
23. Neuro-Diversity Leadership
24. Safety Leadership

SAFETY LEADERSHIP WORKSHOP

Delivered as either a one day or two day workshop, this program outlines the importance of safety leadership and explores neuroscience to equip leaders with the knowledge and skills needed to lead their teams towards a safer, more productive future. The outcome is to create a culture where safety is not just a set of rules and regulations to follow but a core value embedded in the company's DNA.

We look at understanding how the brain works, and how leaders can tailor their safety efforts to account for individual differences in risk perception, decision-making and motivation.

Participants discover how to combine effective leadership practices with an understanding of cognitive and emotional processes, to significantly improve safety outcomes and create a safer work environment.



NEURODIVERSITY LEADERSHIP PROGRAM



Delivered as either a one-day or two-day workshop or part of our award-winning leadership programs

This transformative program equips leaders with the knowledge, tools, and mindset to support, empower, and unlock the full potential of neurodiverse talent in the workplace. By exploring the neuroscience of cognitive diversity and inclusion, leaders will learn how to build cultures where everyone's brain is not only welcomed—but celebrated.

The outcome? A workplace where neurodiversity isn't just accommodated—it's a strategic advantage embedded in your leadership and culture.

We explore how the brain processes information differently in neurodivergent individuals, including variations in attention, communication, sensory processing, and emotional regulation. Leaders will learn how to recognise and support these differences with practical strategies that boost engagement, innovation, and psychological safety.

Participants discover how to lead with empathy and flexibility while aligning inclusive leadership practices with the latest neuroscience. The result is improved team performance, higher retention of neurodivergent talent, and a workplace where all minds thrive.



BOOK A CALL

ONLINE PROGRAMS

START ANYTIME, FROM ANYWHERE

Jump-start your leadership development through an online professional program for emerging, first-time and frontline leaders and professionals wanting to take their seat at the leadership table. You can complete a program on its own or in conjunction with our facilitated programs and coaching.

Work through at your own pace, in your own place and receive training on how to authentically step into a leadership role and create a positive impact on your team and organisation where you can:

- Replace the overwhelm with clarity and direction in your leadership.
- Learn simple ways to cope with stress and overwhelm.
- Gain the skills to develop, empower and lead a team.
- Apply immediately and take away a box full of tools to assist you in your leadership.
- Put into action great techniques and skills to lead teams and people effectively.

Our online programs have four delivery options:

- **Self Paced**

Access online content and work through at your own pace.

- **Self Paced + Group Coaching**

Access online content and meet virtually with a group of other participants plus your facilitator once per month

- **Self Paced + 1:1 Coaching**

Access online content and work 1:1 with your facilitator once per month

- **Bespoke in-house (for businesses and teams)**

Customised online courses branded to your organisation. These can be delivered virtually or hybrid.

"LeadershipHQ have been so wonderful in our journey so far at Lauxes Grates. A group of our Division Leaders (myself included) have taken part in the self paced online leadership course. We have all been enrolled into the program as part of empowering and growing the organisations' next generation of leaders. Thank you LeadershipHQ for creating a digestible and impactful self-paced course on what it means to be an authentic leader in the modern day."

- Division Leader for Culture, Lauxes Grates

 **BOOK A CALL**



LEADERSHIP CERTIFICATION



BECOME A VERIFIED LEADER

Together with QTAC and Veriskills, we issue leaders micro-credentials at the completion of our Programs. These micro-credentials are accepted by QTAC in:

- Initiative and Drive (Level 3)
- Communication (Level 3)
- Collaboration (Level 3)
- Empathy (Level 3)

Veriskills™, backed by QTAC's 40 years of experience in the assessment of formal and experiential learning, developed the Human Capability Framework to verify soft skills against a verified framework of abilities. Human Capabilities are soft skills that are not tied to technical competence and are what sets humans apart in this growing world of automation.

VeriSkills™ verifies courses against the framework to determine the human capability outcomes and their corresponding level of achievement attained on completion of various courses.

Micro-credentials are available for all of our programs (excluding self paced online courses without the coaching component).



ALLIANCE COACHING AND PROJECT CHARTERS

REAL WORLD PROGRAM FOR THE FUTURE OF WORK!

Our team of seasoned experts provide customised solutions, ensuring that your projects align seamlessly with the business objectives and transform your visions into successful project implementations.

Team or Project Charter

We work with you to align your team members, communicate your purpose, and guide your decisions. This includes defining your

- Vision
- Mission
- Values

We then help bring this to life in a customised branded poster to share with your teams.

Alliance and Project Coaching

This specialised form of coaching focuses on helping individuals, teams, or organisations navigate and optimise collaborative partnerships, alliances, or strategic alliances. Our Alliance coaches facilitate discussions, provide guidance, and offer support to enhance collaboration, resolve conflicts, foster innovation, and maximise the value generated from the partnership.

Contact us to find out more about our range of Project Leadership Programs and workshops that can be tailored to your organisation.



EXECUTIVE & GROUP COACHING

BECOME THE LEADER YOU WANT TO BE

Our leadership coaches help leaders go from good to exceptional. We partner with small to medium businesses, corporates and government agencies, from the frontline to the Executive Team.

Coaching conversations are built around many ideas, including building self-awareness, uncovering hidden strengths, offering new perspectives, support for goal-setting, accountability, improving communication and enhancing performance.

It's never too early (or too late) to get a coach. Here are some reasons leaders work with us:

- Transitioning from team member to team leader
- Getting ready for the next promotion
- Making the most of a career or life change
- Maximising leadership impact
- Leading through change or uncertainty.

Coaching is a recommended addition to any of our leadership development programs to Supercharge your leadership development. We also offer coaching only packages.



- 6 or 12 Month Packages)



- In-person
- Virtual or
- Hybrid



- Leaders
- Executives
- Middle Management
- Emerging Leaders



- Resources
- Support
- Books



BOOK A CALL



COACHING FRAMEWORK

Phase 1: Discovery and Self-Awareness

Assessment: Conduct comprehensive assessments and analysis to understand your strengths, weaknesses, values, and leadership style.

Reflection: Encourage deep introspection to uncover personal motivations, aspirations, and areas for growth.

Goal Setting: Collaboratively establish clear and actionable goals aligned with your vision and objectives.

Phase 2: Mindset, Goals & Skills Development

Mindset Shift: Challenge limiting beliefs and cultivate a growth mindset focused on learning, resilience, and adaptability.

Skill Enhancement: Targeted coaching and training to develop essential leadership skills such as communication, decision-making, emotional intelligence, and conflict resolution.

Empowerment: Equip you with the tools and strategies to lead with confidence, authenticity, and integrity.

Phase 3: Purposeful Action & Implementation

Action Planning: Develop concrete action plans with measurable milestones and timelines to achieve identified goals.

Accountability: Regular check-ins and accountability mechanisms to track your progress, celebrate successes, and address setbacks.

Iterative Improvement: Encouraging you to reflect on your experiences, adjust strategies as needed, and embrace feedback.

Phase 4: Impact & Leading Courageously

Impactful Leadership: Help you leverage your strengths to create meaningful impact within your organisation and community.

Courageous Leadership: Empower you to take calculated risks, challenge the status quo, and advocate for positive change.

Legacy Building: Encourage you to consider your long-term legacy as leaders, focusing on leaving a lasting positive impact on your team, organisation, and beyond.

LEADERSHIP & AI

BECOME THE LEADER YOU WANT TO BE

AI is changing how we work, lead, and live, but leadership remains deeply human. Our Leadership and AI program helps leaders blend intelligence with empathy, harnessing technology without losing what makes us human.

We partner with small to medium businesses, corporates, and government agencies to help leaders navigate digital transformation with confidence, ethics, and courage.

Our learning experiences are built around ideas that matter from developing AI awareness and emotional intelligence, to building trust, ethical decision-making, and leading teams through change.

It's never too early (or too late) to lead boldly in the age of AI. Here's why leaders join this program:

- Navigating the impact of AI on people and culture
- Building confidence in digital transformation
- Making values-based decisions using data and insight
- Leading teams through disruption with empathy
- Future-proofing leadership capability

This program can stand alone or complement your existing leadership development helping you stay ahead, stay human, and lead courageously into the future.



- 6 or 12 Month Packages



- In-person
- Virtual or
- Hybrid



- Leaders
- Executives
- Middle Management
- Emerging Leaders



- Resources
- Support
- Books



BOOK A CALL



THE LEADERSHIP TEAM

UNLOCKING POTENTIAL. ELEVATING PERFORMANCE.

Leadership today is tough. Strategic alignment, high-pressure decision-making, and leading through transformation demand more than just experience—they require clarity, cohesion, and bold leadership. Without these, even the most ambitious organisations struggle to perform at their best.

That's where we come in. Our Leadership Team services unlock potential, strengthen purpose, and drive results, turning leadership teams into unstoppable powerhouses. These are specifically designed for CEOs, C-suite executives, and senior leadership teams who need to align, elevate, and lead with impact at the highest level.

The Leadership Team services include:

Team Alignment & Team Charters

Expert-led team alignment sessions and charter development help teams define their vision, leadership behaviours, and strategic direction—ensuring they lead with focus, accountability, and confidence.

Executive & Leadership Team Coaching

Provide personalised insights and actionable strategies to help leaders work better together, strengthen decision-making, and foster a culture of excellence.

High-Performance Leadership Workshops

We blend neuroscience, leadership psychology, and real-world strategies to help leadership teams think bigger, lead boldly, and influence with impact.

Investing in your leadership team delivers game-changing results:

- Stronger Team Cohesion
- Clear Strategic Alignment
- Enhanced Decision-Making
- Increased Performance & Productivity
- A Culture of Leadership Excellence

Ready to Build an
Exceptional
Leadership Team?

 **BOOK A CALL**



CULTURAL TRANSFORMATION

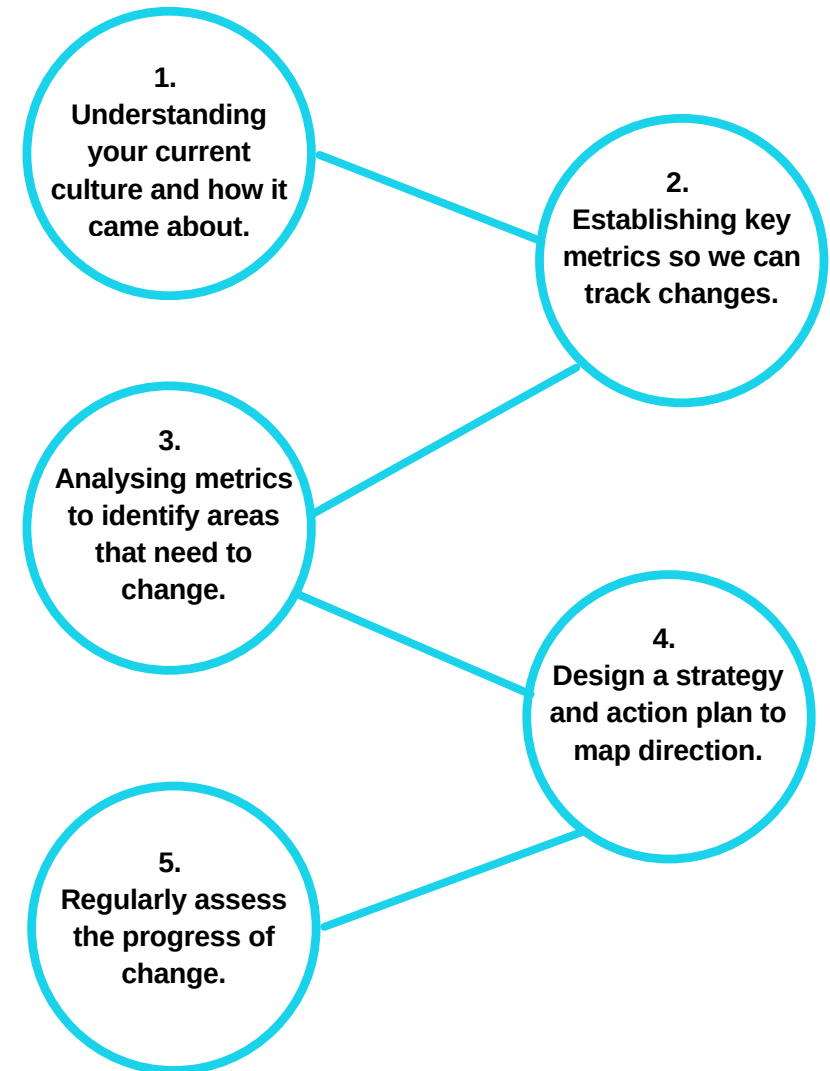
Creating a culture that benefits your company and its employees makes economic sense.

Using strategies and workshops to create and nurture the organisational culture you require, we help you design and implement your vision, values, mission and new leadership behaviours.

We develop exceptional leaders and cultures that inspire their people and teams to be their best.



CULTURAL TRANSFORMATION IS A 5-STAGE PROCESS:



ASSESSMENTS AND DIAGNOSTICS



We offer tools and customised pulse, engagement, self, cultural assessments and surveys that benefit your organisation, leaders and teams. These include:

LeadershipHQ 360 and Self Assessments

LeadershipHQ have developed a 360 and self assessment that forms a critical part of business and leadership success, and we can help you implement any findings and explain the metrics behind it. This tool can be customised at an extra cost.

PRISM Brain Mapping

PRISM is a revolutionary way of identifying people's behaviour preferences. It approaches human behaviour from the perspective of neuroscience rather than psychological theory. PRISM's reports show not only people's natural or instinctive behaviour preference but also the extent and how they modify or adapt their preference on occasions to respond to what you see as the demands of specific situations.

Social and Emotional Intelligence (SEIP)®

Measures the 26 competencies identified as critical in socially and emotionally intelligent individuals, teams and organisations. In addition to identifying areas of strength and areas for improvement, the report provides detailed descriptions of emotionally and socially intelligent behaviours, as well as extensive exercises for strengthening areas of improvement.

CliftonStrengths Assessment

The assessment measures your unique talents -- your natural patterns of thinking, feeling and behaving -- and categorizes them into the 34 CliftonStrengths themes. The pinpoint accuracy will leave you inspired and empowered with a newfound self-awareness.

SOME GREAT CLIENTS WE HAVE WORKED WITH...



"LeadershipHQ have been instrumental in developing my transition from Manager into Leader."

TESTIMONIALS



Helping Youturn Leaders Thrive

6 Month "Leadership Legends" Program and Executive Coaching

"LeadershipHQ delivered a 6-month tailored leadership program that was extremely beneficial and well worth the investment of time and money. They allowed ample time for reflection and discussion, yet ensuring that we met all expected outcomes. I would certainly and wholeheartedly recommend LeadershipHQ"

JAMES BLEVIN, CEO, YOUTURN



Improving Leadership Effectiveness

9 Month Emerging Leaders Program - 9 Cohorts over 3 Years

As a HR Manager, I've experienced many leadership programs, but this one stands out. They took the time to understand our culture, our people, and our unique business needs, ensuring the program was tailored for maximum impact. The results have been outstanding. We've seen significant improvements in leadership effectiveness across the areas where the program has been implemented. Our leaders have been challenged to rethink how they collaborate, communicate, and inspire their teams, leading to a stronger, more engaged workforce. The monthly workshops have been particularly valuable, allowing our leaders to apply their learnings in real-time. I highly recommend this program to any business looking to cultivate strong, capable, and resilient leaders who can drive meaningful and lasting change.

RUTH HAVEN, HR MANAGER, SEYMOUR WHYTE

CREATING LASTING IMPACT



LeadershipHQ have helped thousands of leaders and companies around the globe, and counting...

Call us

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Drop us a line

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