

# Leadership at all Levels

## In house webinar series

Choose from a suite of interactive 60-minute webinars designed to strengthen performance and increase impact at every level, tailored to your organisation and recorded for ongoing access.

This flexible format enables wide participation while embedding practical skills that can be applied immediately without the cost or disruption of traditional programmes.

## Learning Into Action

Many organisations invest in development that fails to translate into consistent behavioural change.

This series bridges the gap between insight and action through live sessions grounded in behavioural evidence, practical tools and focused delivery designed for busy professionals.

## CORE FEATURES



### High-Impact Sessions

60-minute focused sessions — practical, actionable and designed for busy professionals.



### Live & Interactive

Delivered live by Lucinda Carney, occupational psychologist and experienced leadership consultant



### Tailored Learning

Content adapted to reflect your organisation's unique challenges and priorities, ensuring relevance and impact.



### Flexible Delivery

Choose from 3-session, 6-session, or annual series. Designed to fit your team's schedule and workload.

## Why Choose Us

- Practical, organisation-specific solutions, not off-the-shelf programmes
- Expert-led by an occupational psychologist focused on behavioural impact
- High-impact learning without disrupting day-to-day operations
- Combines behavioural science with real-world insight for measurable results

## Led by Lucinda Carney C.Psychol

*Leadership and Performance Specialist*



**Lucinda** provides practical, evidence-based leadership development through highly interactive learning experience. With over 25 years' experience, she has designed and facilitated strategic learning solutions for leaders and teams across multiple sectors.



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# Leadership at All Levels™

Interactive 60-minute development sessions designed to build confidence, strengthen performance and increase impact at every level.

- Practical and immediately applicable
- Tailored to reflect your organisation and priorities

Explore the available series below:

## ▶ Performance & Impact

### Clarity and Results

- From Busy to Effective
- When Performance Slips: Act Early
- Maximising Team Performance - Together
- Coaching Yourself and Others to High Performance

## ▶ Culture & Influence

### Trust and Accountability

- Psychological Safety in Practice
- Building an Ownership Culture without Micromanagement
- Recognition That Fuels Motivation
- Influence Without Authority

## ▶ Energy & Change

### Resilient and Ready

- Stop Fixing Wellbeing - Start Sustaining Energy
- Staying Steady When Everything Is Changing
- Becoming an Everyday Change Champion
- Knowing When to Step Up and When to Step Back

## Available in bundles

### Option A – 3 Session Series

£900 per session (£2,700 + VAT)

Focused development for targeted capability areas.

### Option B – 6 Session Programme

£750 per session (£4,500 + VAT)

A blended series covering topical development themes.

### Option C – 10 Session Annual Programme

£650 per session (£6,500 + VAT)

Comprehensive development across the year, with the option to add two further sessions for deeper focus.

## Optional Extensions

Add any of these to deepen leadership impact:

- ▶ **Facilitated Manager Skill Labs:** Small group practice
- ▶ **Cohort-Based People Management Training:** Deeper application for selected groups
- ▶ **Executive Coaching** supported by 360 feedback
- ▶ **Leadership Operating System** an executive recalibration and reset

*Pricing for add-ons available on request.*

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# Bundle Offerings

Leadership at All Levels™

Performance & Impact

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## From Busy to Effective

- Distinguish between urgent activity and work that truly adds value.
- Prioritise tasks confidently using simple decision-making frameworks.
- Set boundaries and manage competing demands without damaging relationships.
- Focus your time and energy on the work that drives the greatest impact.

## Coach Yourself & Others to High Performance

- Hold regular, constructive performance conversations using a coaching approach.
- Use open questions to support reflection and problem-solving.
- Talk about performance without creating defensiveness or fear.
- Support improvement without relying solely on formal reviews.

## Maximising Team Performance - Together

- Understand how teams develop and change over time using Tuckman's stages of team development.
- Recognise common team problems using Lencioni's Five Dysfunctions of a Team.
- Understand how pressure and geography can interrupt momentum.
- Apply practical actions that strengthen constructive challenge, clarity and shared ownership.

## When Performance Slips: Act Early

- Separate facts from assumptions when performance is not meeting expectations.
- Explore possible causes of underperformance before taking action.
- Hold clear, fair and respectful performance conversations.
- Address issues early to prevent them escalating.

# Bundle Offerings

Leadership at All Levels™

Culture & Influence

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## Psychological Safety in Practice

- Understand what psychological safety means in day-to-day work.
- Encourage people to ask questions, share ideas and speak up.
- Respond constructively when mistakes happen, so learning can take place.
- Contribute to a culture that supports learning and improvement.

## Building an Ownership Culture Without Micromanagement

- Understand the difference between directing, coaching and over-controlling.
- Use coaching techniques to build ownership and accountability.
- Step back appropriately without lowering standards.
- Build trust so people take responsibility for their work.

## Recognition That Fuels Motivation

- Understand how recognition affects motivation, using ideas from positive psychology.
- Recognise what different people find motivating.
- Give recognition that feels genuine, timely and meaningful.
- Maintain energy and motivation during busy or challenging periods.

## Influence Without Authority

- Identify the key drivers of influence, including credibility, relationships and clarity of purpose.
- Adapt your communication style to gain buy-in from different stakeholders.
- Handle resistance constructively without escalating conflict.
- Build trust and influence outcomes - even without formal authority.

# Bundle Offerings

Leadership at All Levels™

Energy & Change

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## Stop Fixing Wellbeing - Start Sustaining Energy

- Understand how low energy can affect your own leadership and decision-making.
- Notice early signs of stress or burnout in yourself and in others.
- Use simple, practical ways to protect your energy at work.
- Support your team's wellbeing without feeling you must fix everything.

## Staying Steady When Everything is Changing

- Understand typical emotional reactions to change using the Change Curve.
- Recognise that different people may be at different stages of change at the same time.
- Communicate clearly and honestly, even when all the answers are not yet known.
- Feel more confident in your role during periods of change.

## Becoming an Everyday Change Champion

- Define what effective change leadership looks like in your role and context.
- Apply the 5 C's of a Change Champion in your day-to-day work.
- Influence others positively to build commitment to change.
- Strengthen collaboration to support sustainable change.

## Knowing When to Step Up & When to Step Back

- Adjust your approach using Situational Leadership principles.
- Know when to give more direction and when to step back.
- Avoid over-managing people who are capable and motivated.
- Support team members to grow in confidence and skill.