Leadership Module Library

Every Elevate leadership program is built from these modules. Use them as a menu: pick one for a focused session, combine several into a program, or ask us to build something new around your situation.

> ✔ All modules are hands-on and tailored after a discovery call and a short questionnaire for every attendee. Run them in person, virtually or blended, as a 2-hour session, a half or full day, or as part of a program.

New & Emerging Leaders

From Doer to Leader

Leadership style and the shift from doing the work to leading it

- Where a leader adds value, and how it differs from managing tasks
- Defining your own leadership style
- Leading by example and communicating a clear vision

Giving & Receiving Feedback

Specific, timely feedback that people act on

- Building a culture of open, constructive feedback
- Asking for and receiving feedback well
- Giving clear, actionable feedback

Courageous Conversations

Plan and hold the conversations people avoid

- Why avoided conversations cost more later
- Planning for a courageous conversation
- Following up to rebuild trust

Delegation & Accountability

Hand work over properly and follow it through

- Proactive vs reactive leadership
- The art of delegation
- Following work through without micromanaging

Time & Self-Management

Priorities, boundaries and a workable week

- Prioritising with the Eisenhower Matrix
- Saying no and setting boundaries
- Designing a weekly plan around goals and energy

Assertive Communication

Clear, respectful communication under pressure

- The four communication styles
- Practical techniques for assertive communication
- Building trust through credibility and reliability

Communication Styles (DISC)

Adapt how you communicate to the person in front of you

- Identifying the key communication styles
- Strategies for working well with each style
- Leading with empathy

Teams & People Leadership

Coaching for Performance
Coaching conversations that grow capability

- Active listening and the Trust Equation
- The GROW coaching model
- Coaching real-plays on live situations

Performance Conversations
NEW

Reviews, underperformance and clear expectations

- Setting clear, measurable expectations
- Addressing underperformance early and fairly
- Running reviews that lead to action

Building High-Performing Teams
Goals, roles and how the team works together

- What high performance means for your team
- Clarifying goals, roles and processes (GRPI)
- Personal accountability and team contribution

Psychological Safety
Trust that lifts speaking up and accountability together

- Psychological safety as the base for performance
- Common misconceptions, and what it is not
- Everyday habits that build trust, inclusion and accountability

Leading Safe & Healthy Teams
NEW

Workload, boundaries and supportive supervision

- Spotting workload and wellbeing risks early
- Respecting boundaries around after-hours contact
- Supportive check-ins and when to escalate

Emotional Intelligence
Self-awareness, empathy and composure under pressure

- Leading with curiosity and empathy
- Developing greater self-awareness
- Strengthening collaboration across the team

Resilience Under Pressure
Staying steady through setbacks and pressure

- What resilience really means for a leader
- Keeping perspective in high-stakes moments
- Building and leaning on support networks

Recognition & Engagement
Recognition that keeps good people motivated

- Recognising individual and team contributions
- Practical ways to lift morale and engagement
- Connecting everyday work to purpose

Change & Organisational Performance

Leading Through Change
Communicating change and handling resistance

- Why people resist change, and what helps
- Communicating the why as well as the what
- Leading through complex, adaptive challenges

Senior Team Effectiveness
How a leadership team decides, aligns and holds itself to account

- How the leadership team makes and commits to decisions
- Healthy debate and accountability at the top
- Aligning strategy with execution

Presence & Presenting for Leaders
Present to boards, executives and teams with impact

- Structuring a message for maximum impact
- Presenting with confidence and conviction
- Managing nerves and the unexpected

Leading with AI

Leading with AI NEW

AI for everyday leadership, and leading a team through adoption

- Using AI to prepare 1:1s, feedback and reviews
- Leading a team through AI adoption
- Setting expectations for responsible, human-checked use

How the programs use them

Program	Core modules
New & Emerging Leaders	From Doer to Leader, Giving & Receiving Feedback, Courageous Conversations, Delegation & Accountability, Time & Self-Management
High-Performing Teams & People Leadership	Building High-Performing Teams, Coaching for Performance, Performance Conversations, Psychological Safety, Leading Safe & Healthy Teams
Leading Change & Organisational Performance	Leading Through Change, Emotional Intelligence, Courageous Conversations, Senior Team Effectiveness, Presence & Presenting for Leaders
Leading with AI	Leading with AI, delivered with the tools your organisation already uses
Tailored Leadership Programs	Any combination, built around your brief

Shape this around your team

Schedule a free consultation →

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