

LEADING SELF

# Great leadership starts from within



# When leaders know themselves, organisations thrive

## Even the best strategies fail when leadership behaviour does not shift under pressure.

Essence focuses on the human variable that determines execution, engagement and change: how leaders show up, make decisions and take responsibility in real-world conditions.

By developing deep self-awareness and authentic leadership presence, leaders learn to understand their patterns, regulate themselves effectively and take ownership of outcomes. This enables greater consistency in how they lead, builds trust at scale, and allows them to lead skilfully in any situation while creating the conditions for others to perform.

The result is sustainable performance and cultures where people and results flourish together. Essence is not about adding tools or techniques. It develops who leaders are being - so impact lasts.

## Who is **Essence** for?

### **Organisations** committed to:

- Building leadership from the inside out, creating shared values, language and behaviours that strengthen performance across the organisation
- Developing a culture of genuine accountability, where self-motivation and skilful conversation replace command and control
- Strengthening engagement and retention by investing in leadership that people want to follow
- Delivering results without burning people out, recognising that sustainable performance depends on how leaders show up under pressure

### **Leaders** who are ready to:

- Lead change effectively - through themselves and others
- Gain honest insight into how they are experienced, not just how they intend to lead
- Develop real behavioural range and presence, not just leadership techniques
- Lead from their strengths and values while expanding their capacity to grow, adapt and respond in complexity



# The **Leadership Shift** That Drives Consistency



**Essence moves leaders from insight into dependable leadership behaviour.**

As leaders develop greater awareness of themselves, they become more consistent in how they think, decide and relate, particularly under pressure. They stop relying on instinct or habit and start leading with intention, clarity and responsibility. This shift shows up in better judgement, stronger

conversations and greater confidence in navigating complexity.

Over time, this consistency compounds, creating leaders others trust, follow and rely on, even in challenging conditions.

# Why **Essence Delivers** Organisational Return

## Leadership Capability Built for Scale

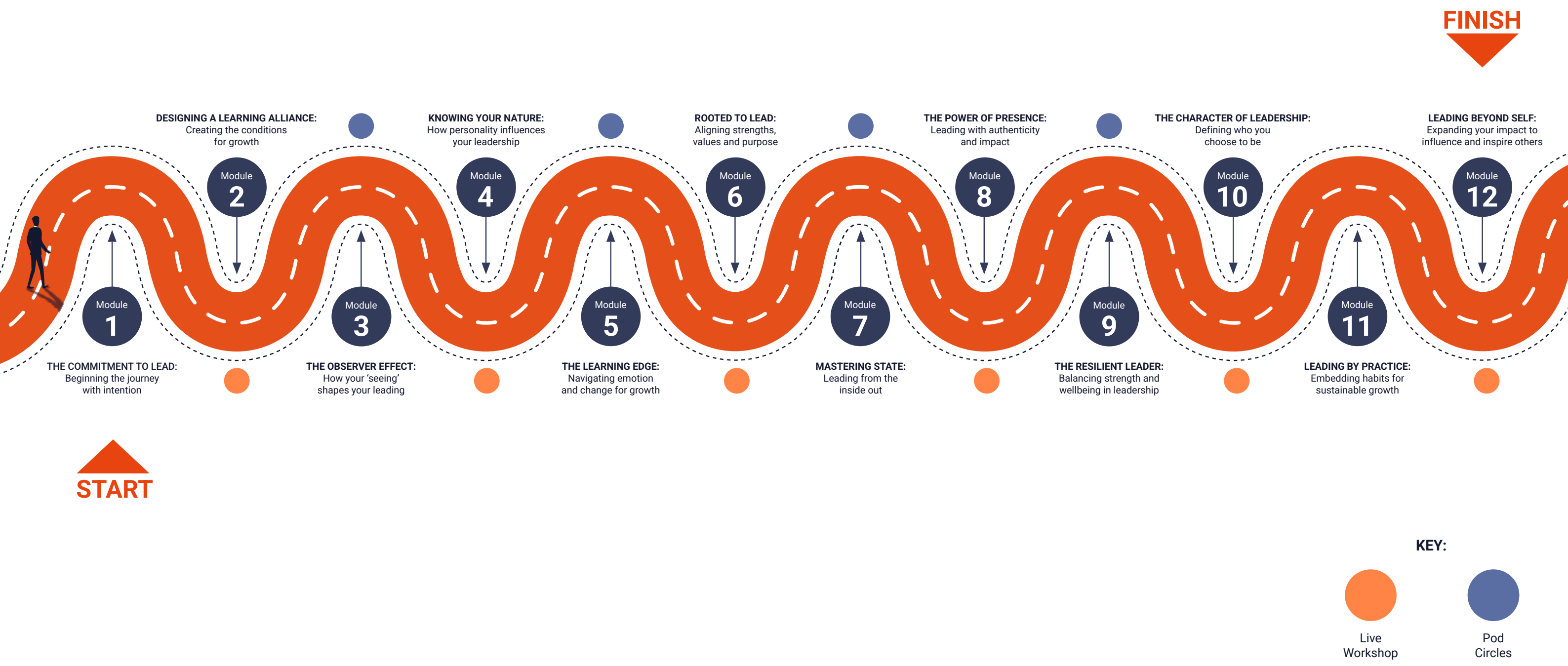
Essence is designed for organisations that need leadership impact beyond individual performance.

By working at the level of mindset, behaviour and responsibility, Essence enables trust at scale, across teams, functions and leadership levels. Leaders create similar conditions for performance because they are grounded in shared principles, language and expectations.

This is what allows change to stick, culture to strengthen and results to sustain over time. Not because leaders are managed more tightly, but because they are leading more consciously and effectively.



# Typical Programme Map



## How is **Essence** delivered:

Essence is an innovative, pioneering and flexible programme.

Essence combines multiple formats to create a comprehensive and immersive development experience.

Core modules can be run intensively over a 3 month period or be spread across a longer 6 month period.



**Live Workshops**



**Masterclass Sessions**



**1:1 Coaching**



**POD Circles**



**Online Learning**



## The Business Case for Investing in Leadership Behaviour

When leadership behaviour is consistent, organisations move faster, adapt better and perform more sustainably.

Developing leaders who know themselves enables:

- Change initiatives to land, because leaders can navigate resistance and uncertainty with credibility
- Performance to sustain, because teams are led with clarity, trust and accountability
- Culture to strengthen, because everyday leadership behaviour aligns with stated values

- Talent to stay and grow, because people choose leaders who are authentic and human
- Results to compound, because leadership capability builds organisational capacity over time

Essence delivers both leadership transformation and business performance - not as trade-offs, but as mutually reinforcing outcomes.



## What people say...

### Trusted by leaders across sectors

"The work with Leaderbeing was transformative, creating a paradigm shift in trust, collaboration, and leadership, with sustained and meaningful impact across our business."

**Richard Everett, Senior Managing Director, Global Investors, CBRE**

"Leaderbeing has been a vital companion on our journey, helping us explore leadership, coaching, and meaningful conversations while driving sustainable change and growth across our organisation."

**Nick Thompson, CEO, Tony Blair Africa Governance Initiative**

"The Learning in Harmony partnership with Leaderbeing over the past 8 years has literally changed lives. Over 200 of our staff have worked with the team to really get under the skin of what it means to be a leader, and in the process, they have become more confident, caring, and community-focused individuals."

**Gary Wilkie, CEO, The Learning in Harmony Trust**

## Ready to Strengthen Leadership Where It Matters Most?

Let's explore how Essence can help your leaders develop the self-awareness, responsibility and consistency required for sustainable performance across your organisation.

### Book a free consultation

Phone: 020 8819 2674

Email: [hello@leaderbeing.com](mailto:hello@leaderbeing.com)