



ILC

SHIFTING LEADERSHIP

LEADSHIFT™

CREATING IMPACT

Working with existing managerial levels to create a meaningful merger between **responsibility** & **influence**. We don't just coach for performance improvement. We help leaders enhance how those around them show up at work and beyond.

BUILT FOR ORGANISATIONS

A partnership, not a one-off intervention.

LEADSHIFT™ is designed for managers, leaders and high-potential people whose development matters to the organisation. It combines **individual depth** with **organisational alignment**: each participant receives tailored support, while ILC works alongside the organisation to define goals, track progress and connect development to real leadership challenges.



WHO

Managers & Leaders
High-potential people



WHAT

Tailored leadership
development partnership



HOW

Coaching & Mentoring
Workshops

WHAT YOU GET

4 - 12 PARTICIPANT PER COHORT

7 INDIVIDUAL COACHING SESSIONS

3 TAILORED WORKSHOPS

LEADSHIFT™ is a tailored leadership development partnership for organisations that want to strengthen the people already shaping their future.

Combining executive coaching, business mentoring and practical leadership training, LEADSHIFT develops leaders who shift mindsets, influence outcomes and create positive ripple effects across teams, organisations and communities.

WHY ORGANISATIONS INVEST IN LEADSHIFT™



Many organisations already employ capable, trusted and technically excellent people who have the potential to contribute at a much higher level. The challenge is not simply knowledge. It is turning capability into leadership: influencing with confidence, communicating clearly, leading through change, developing others and stepping into greater responsibility.

Organisations typically partner with LEADSHIFT when they want to:

BUILD	<ul style="list-style-type: none">• Strengthen leadership capability across technical or specialist teams.• Build healthier leadership cultures, not simply stronger individual performers.• Increase leadership confidence, communication and executive presence.
PREPARE	<ul style="list-style-type: none">• Develop high-potential managers before they become senior leaders.• Prepare current leaders for greater responsibility and impact.
CONNECT	<ul style="list-style-type: none">• Improve influence and collaboration across functions.• Create an individual approach rather than applying one standard solution.
RETAIN	<ul style="list-style-type: none">• Support newly promoted managers as they move from expertise to leadership.• Retain talented people by investing meaningfully in their growth.• Reduce the development burden on existing senior leaders while strengthening succession.

**Skills matter.
The person applying them matters more.**

WHAT WE BRING



THE LEADSHIFT EXPERIENCE

Every cohort is tailored to the organisation and the people taking part. The partnership brings together one-to-one development, practical group learning and ongoing dialogue with the organisation.

- 01 Seven individual coaching + mentoring sessions**
Tailored to each participant's goals, leadership context, strengths and development needs.
- 02 Three tailored leadership workshops**
Practical cohort learning focused on Effective Communication, Leading Self, and Leading Others - including individual and team leadership.
- 03 Two organisational consultations**
ILC works with the organisation to establish meaningful development goals for each participant and align the partnership with business needs.
- 04 Cohort kick-off**
An online session before the partnership begins to create clarity, commitment and a shared understanding of the journey.
- 05 Progress tracking**
A structured way to keep the organisation informed about progress while protecting the trust required for effective coaching and mentoring.
- 06 Scalable coaching capacity**
The number of ILC coaches is matched to cohort size so participants receive meaningful individual attention.

Individual depth. Shared capability. Organisational alignment.

Most leadership training focuses primarily on techniques. **LEADSHIFT™** goes further by working with the **whole person** who must apply those techniques in real situations. Confidence, communication patterns, values, resilience, relationships and self-awareness **all influence** how someone leads.

Our **coaches** and **mentors** create a trusted, challenging environment where participants can examine both professional and personal patterns, then translate insight into **practical leadership behaviour**. This is not therapy. It is leadership development grounded in the reality that people lead as whole human beings.

WHO IT IS FOR



FOR THE PEOPLE ALREADY SHAPING WHAT COMES NEXT

LEADSHIFT is particularly relevant for:

- High-potential managers and emerging senior leaders.
- Newly promoted managers who need to shift from doing to leading.
- Experienced professionals moving into broader leadership responsibility.
- Current leaders preparing for greater organisational influence and impact.

CAPABILITY

KNOWLEDGE

TECHNICAL EXPERTISE

INDIVIDUAL PERFORMANCE

TRANSFORM



INTO

IMPACT

LEADERSHIP

INFLUENCE

ORGANISATIONAL CONTRIBUTION

HOW TO BRING THE PROGRAMME TO YOUR ORGANISATION

Programme investment is tailored to the organisation's needs, participant group and delivery format.

LET'S MAKE THE SHIFT TOGETHER.

Contact us to discuss your needs and receive a tailored proposal.

CONTACT DETAILS

Website: <https://www.ilc.one/about-us>

LinkedIn: <https://www.linkedin.com/company/ilcinternational>

Email: connect@ilc.one

LEADERSHIP THAT CREATES A RIPPLE EFFECT

LEADSHIFT is designed to develop leaders whose growth is visible beyond their own performance. The aim is stronger leadership behaviour that improves the way people work together, make decisions and develop others.

- Communicate with greater clarity and influence.
- Build trust across teams and stakeholders.
- Lead difficult conversations with confidence.
- Navigate change with resilience.
- Take ownership beyond the boundaries of their role.
- Develop the people around them.
- Make better decisions under pressure.
- Strengthen collaboration across functions.
- Create environments where other people can succeed.

PARTNER WITH US TO CREATE A LASTING RIPPLE.

We don't just coach people to hit KPIs.

We help leaders become the kind of leaders others are grateful to follow.

