Five-Day Leadership Intensive

Auckland · 16 - 20 November 2026 · Eight to Twelve Senior Leaders

You'll work alongside a small group of peers at a similar level to you. Other senior leaders who are already performing well and want the structured, practical know-how to lead with more ease and less personal cost. Because leading other leaders - managing the people complexity, the politics, the strategy, the performance issues, the alignment challenges - is a different discipline that is almost never taught. So while intellect, instinct and determination have got you this far, you don't need to figure out the rest on your own.

WHO THIS IS FOR

Senior leaders who lead other leaders – particularly those with a technical background.

HOW IT WORKS

We'll start with you. The strengths that are serving you, and the patterns that aren't, explored one-on-one about a month before the intensive. Because if we add knowledge before insight, you'll find your habits, under-pressure responses, and unconscious beliefs subtly undermining the shift you're trying to make.

Then build know-how. Practical, informed by research and refined over twenty years of supporting senior technical leaders just like you. But we make it real, through experiential learning, safe chances to practise, and discussions with peers at a similar level, navigating similar challenges.

Then the follow-through. Time during the week to synthesise your takeaways into a high-level plan. A follow-up online group session to help you build it out further. And the option to work one-to-one if you'd like more support.

Because everyone completes an assessment with me before the week begins, I'll know the room before you walk into it.

WHAT WE'LL COVER

Leadership Assessment and Two-Hour Session with Shanel

Evidence-based insight into your leadership strengths, blind spots, and development priorities.

- Personality questionnaire
- Behaviour under pressure questionnaire
- Values questionnaire
- Two-hour session to explore implications
- Written report

Leading with Awareness

Leading people who think and operate like you is relatively straightforward. The harder skill is bringing out the best in people who don't - consistently, without requiring them to become more like you, or you to become someone you're not. This module builds the self-awareness to understand your own style, values, and pressure patterns, and the insight to lead diverse individuals and teams in a way that works for everyone.

Leading with Credibility

When trust is still developing, the instinct is often to demonstrate more competence. At senior levels, that rarely works - and under pressure it's even easier to default to behaviours that erode trust rather than build it. This module covers how trust actually develops, and how to manage your own thinking and reactions so you can maintain it when pressure rises - creating the conditions for you and your team to perform at their best.

Leading with Purpose

Complex strategic decisions in ambiguous situations are hard enough on their own. Getting your people, peers, and other stakeholders to support and execute on them is a different challenge again. This module covers how to develop strategy and make better decisions in complexity, and how to influence effectively - so you get genuine support without having to push, cajole, or become a motivational speaker.

Leading with Accountability

The so-called difficult conversation is usually a symptom of expectations not being articulated well at the outset. This module covers both ends: how to delegate clearly enough that you get back the outcomes you're expecting without micromanaging, and how to address issues when things go off track in a way that lifts performance, and leaves people feeling accountable and supported.

Leading with Support

People stay and keep growing when their own ambitions are being realised alongside the organisation's goals. This module builds the ability to develop people and coach in a way that achieves both - without requiring you to have all the answers or carry the load yourself. The aim is a team that is genuinely more capable, and acts like it.

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THE INVESTMENT

$8,750 plus GST per person

This includes:

- A leadership assessment and two-hour session with Shanel to help you identify leadership strengths, blind spots, and development priorities.
- Five full days of learning, alongside a small group of peers, with enough time to discuss, digest, and reflect.
- A two-hour follow-up group session online, to help you build out the action plan you created during the week.
- A leadership workbook, filled with practical tools you'll refer back to.
- All refreshments and catering across the five days.
- Travel and accommodation in Auckland, if required, is additional.

Additional options:

- Add a 360 to your leadership assessment, plus an additional hour with Shanel to integrate these insights, for $1,500 plus GST.

If you've done a leadership assessment with Shanel previously, the programme is $5,750 plus GST.

THE LOGISTICS

Dates: 16 – 20 November 2026.

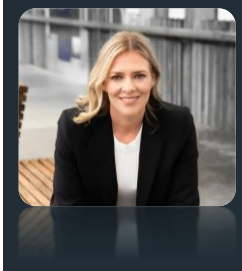
Venue: The Officers Mess, 170 Vauxhall Road, Fort Takapuna, Auckland. Private, quiet, overlooking the water, and a long way from your inbox.

Funding: Most participants are funded by their organisation. A quote for PO purposes is attached. If it would help to have that conversation with your leader or Chair, Shanel is happy to be part of it.

Applications close 30 Oct 2026. You'll complete your assessment with Shanel in October, so the earlier you apply, the better.

Apply to join, and we'll confirm if the programme is the right fit for you.

Apply



ABOUT THE FACILITATOR

Shanel Winning is a registered psychologist who helps organisations get results that last, by focusing on the factors that actually produce them: their people, their leaders, their culture, and their strategy. She took the long way here: operations, information systems, marketing, a stint in mergers and acquisitions, then registration as a psychologist in 2006. Twenty years on, she's known for logical advice that's backed by evidence and proven in practice, with leaders who are already leading big businesses, functions and portfolios, but can't help wondering: could I be doing this better?

A technical person herself, she understands first-hand the challenge of leading leaders when you're used to leading the work and being respected for your own expertise. Her own experience of finding a way to lead that works without conforming to the charismatic, performative archetype that dominates so much of the leadership narrative informs everything she teaches – because effective leadership can look many different ways. The key is knowing who you are, using your strengths, and developing the awareness and skills to lead diverse people and teams in a way that brings out the best in everyone, including yourself.