



PACIFIC LEGACY LEADERSHIP FOUNDATION
INCORPORATED



PROGRAMME OFFERINGS

Course Catalogue and Programme Prospectus

"Shaping the Leadership Narrative of the Pacific"

About This Catalogue

This catalogue sets out the programme offerings of the Pacific Legacy Leadership Foundation Incorporated, presented to delegates of the 4th Annual Legacy Leadership Symposium as the Foundation moves from convening into programme mobilisation.

Each programme in this catalogue is developed and hosted by a member of the Pacific pool of leadership expertise. Programmes are grouped by track, aligned to the five core pillars of the PLLFI mandate, and released through the phased implementation approach set out on the following pages.

Delegates interested in any offering are invited to complete the expression of interest at the back of this catalogue, or to contact the Secretariat directly.

How to Read a Programme Entry

Programme banner	The programme number, title, and focus area.
Developer and host	The Pacific leadership practitioner who developed and delivers the programme.
Programme detail	Focus, pillars, delivery formats, tracks, courses, modules, and session outlines.
Investment	Pricing and logistics. Most programmes are priced on confirmation of participant numbers and configuration.

Programme content, delivery formats, and scheduling are subject to confirmation by the PLLFI Secretariat. Pricing shown is indicative and stated in United States dollars unless otherwise noted.

Programme Directory

Twelve programmes are offered by the Foundation across the leadership education, leadership ecosystems, and Pacific leadership expertise tracks.

NO.	PROGRAMME	DEVELOPER AND HOST
01	Leadership Education Programme <i>Values-Based Leadership Development</i>	Sala Tuinabua
02	Executive Programme Curriculum <i>Leadership Education and Ecosystems</i>	Caleb Fatiaki Osborne
03	Executive Programme Curriculum <i>Parenting, Family and Leadership</i>	Katrina Ma'u Fatiaki & Tiani Tohi
04	Leadership Education Programme <i>Raising Next Generation Leaders</i>	Fitaloa Bryce
05	Leadership Education Programme <i>Navigating the Complexities of Pacific Leadership</i>	Lanieta Rauqueqe
06	Leadership Education Programme <i>Communication to Connect</i>	Lynn Rolston
07	Executive Leadership Retreat <i>Vision and Alignment</i>	PLLFI Pool of Experts
08	Presidential Think Tank <i>The Leadership Compass</i>	Elias Kanaris
09	Leadership Programme <i>Growth and Development</i>	Vineta Tulutu
10	Leadership Education Programme <i>Total Health and Wellbeing</i>	Maggie Hunter
11	Programme Curriculum <i>Leadership Modules</i>	Dr Romulo Nayacalevu
12	Leadership and Governance Programme <i>Board Effectiveness and Governance Training</i>	Sara-Jane Elika

Further programme offerings are in development and will be released in due course.

The Pacific Legacy Leadership Foundation Incorporated (PLLFI) is committed to elevating leadership capability across the Pacific by advancing values-based education, ethical influence, and collaborative ecosystems. As we transition from the Symposium into programme mobilisation, our course offerings will be delivered through a phased approach, ensuring excellence, sustainability, and strategic alignment with available resources and funding.

Core Mandate and Pillars

PLLFI's mandate is anchored in five core pillars that shape every programme, coaching track, retreat, and leadership development pathway.

01

Promote Leadership Excellence

PLLFI equips leaders with the mindset, skills, and character required to lead with clarity, purpose, and influence through education, training, coaching, mentorship, and collaboration.

Aligned next steps: Leadership Excellence

02

Provide a Platform for Emerging and Established Leaders

We advance the Mountains of Influence across Government, Business, Family, Religion, Arts and Entertainment, and Media, creating spaces where leaders share insights, strategies, and solutions for national and regional transformation.

Aligned next steps: Mountains of Influence

03

Advance Ethical Leadership, Innovation and Global Citizenship

PLLFI champions integrity, innovation, and responsible leadership, preparing Pacific leaders to navigate complexity while upholding values that strengthen communities and institutions.

Aligned next steps: Ethical Leadership

04

Deliver Conferences, Workshops and Networking Events

We curate high impact gatherings, including the annual LLS event, that accelerate learning, deepen collaboration, and expand leadership networks across the region.

Aligned next steps: PLLFI Events

05

Strengthen Leadership Cultures and Ecosystems in the Pacific

PLLFI partners with institutions, organisations, and communities to build resilient leadership cultures that support long term transformation and sustainable development.

Aligned next steps: Leadership Ecosystems

Phased Implementation Approach

As PLLFI expands its reach, each course offering will be introduced in phases to ensure quality, sustainability, and alignment with resource mobilisation.

PHASE 1

Foundational Leadership Education

Core programmes, coaching tracks, and values-based leadership modules.

PHASE 2

Ecosystem Strengthening and Institutional Support

Governance, organisational leadership, and cross sector collaboration programmes.

PHASE 3

Regional Influence and Thought Leadership

Mountains of Influence platforms, symposium outputs, and alumni engagement.

PHASE 4

Events, Networking and Community Activation

Workshops, retreats, conferences, and leadership culture building initiatives.

Implementation Objectives

These objectives guide the rollout of all PLLFI course offerings.

01

Promote leadership excellence through education, training, coaching, mentorship, and collaboration.

02

Provide a platform for emerging and established leaders to share insights and strategies across the Mountains of Influence.

03

Advance ethical leadership, innovation, and global citizenship.

04

Organise conferences, workshops, training, and networking events, including the annual LLS event.

05

Strengthen and build stronger leadership cultures and ecosystems in the Pacific.

PROGRAMME 01

Leadership Education Programme

Values-Based Leadership Development



PROGRAMME DEVELOPER AND HOST

Sala Tuinabua

PROGRAMME FOCUS Values based leadership development for emerging and established leaders.

DELIVERY Workshops, round tables, or cohort-based learning experiences.

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education	Foundational and advanced leadership development
Leadership Ecosystems	Strengthening organisational culture and resilience
Pacific Leadership Expertise	Contextual leadership growth for Pacific communities

Programme Overview

There are four core leadership offerings designed to strengthen personal leadership, build legacy, navigate adversity, and empower teams.

◆ **Leading Yourself Before Leading Others**

◆ **Legacy Leadership**

◆ **Navigating Storms**

◆ **Empowering Teams**

These programmes can be delivered as workshops, round tables, or cohort-based learning experiences.

Programme Categories

TRACK 01 LEADERSHIP EDUCATION

COURSE A

Leading Yourself Before Leading Others

Focus: Strengthening personal leadership foundations before stepping into influence over others.

T H E M E S

- Understanding personal values
- Building self-awareness
- Developing discipline and emotional intelligence
- Establishing internal alignment before external leadership

COURSE B

Legacy Leadership

Focus: Becoming a leader who builds long term impact, influence, and generational change.

T H E M E S

- Vision beyond self
- Stewardship of influence
- Building systems that outlast the leader
- Creating sustainable cultural impact

TRACK 02 LEADERSHIP ECOSYSTEMS

COURSE C

Navigating Storms

Focus: Leading through adversity, uncertainty, and organisational turbulence.

T H E M E S

- Crisis leadership
- Resilience and adaptive decision making
- Responding to pressure with clarity
- Maintaining stability during institutional or community challenges

COURSE D

Empowering Teams

Focus: Strengthening collective leadership capacity, collaboration, and shared ownership.

T H E M E S

- Building trust
- Enhancing communication
- Developing team strengths
- Creating high performance environments
- Empowering others to lead

PLLFI Alignment Summary

Leadership Education	Personal growth, values-based leadership, legacy building
Leadership Ecosystems	Crisis navigation, team empowerment, organisational resilience
Pacific Leadership Expertise	Contextual leadership grounded in Pacific values

INVESTMENT AND LOGISTICS

Pricing will be advised upon confirmation of participant numbers and programme configuration.

PROGRAMME 02

Executive Programme Curriculum

Leadership Education and Ecosystems



PROGRAMME DEVELOPER AND HOST

Caleb Fatiaki Osborne

PROGRAMME FOCUS

Digital and AI capability, youth leadership, and digital communications for Pacific leaders.

TRACK 01 LEADERSHIP EDUCATION

COURSE A

Digital Literacy and AI Literacy for Leaders

Focus: Equipping leaders with essential digital skills and AI awareness so they can confidently operate, communicate, and make decisions in an increasingly digital Pacific environment.

KEY THEMES

- Digital tools for leadership effectiveness
- AI fundamentals for decision making
- Ethical and responsible technology use
- Building confidence in digital communication and data literacy

ALIGNED PLLFI LEADERSHIP CAPABILITIES

- **Wok wantaim lewa bilong yu:** leading from identity and values while navigating digital change
- **Te oi n aomata:** resilient leadership in fast changing digital environments
- **Yumi wan pipol, yumi save duim:** strengthening collaboration through digital platforms
- **Enginkehlap:** using digital tools to serve and uplift communities

COURSE B

Youth to Youth Leadership Track

Focus: Developing young leaders who can influence, inspire, and lead their peers through values-based leadership, confidence building, and community centred development.

KEY THEMES

- Peer to peer leadership development
- Communication, confidence, and identity building
- Youth led community impact projects
- Creating safe spaces for emerging leaders

ALIGNED PLLFI LEADERSHIP CAPABILITIES

- **Wok wantaim lewa bilong yu:** grounding youth leadership in identity and culture
- **Ala i sia, ala i kolonga:** nurturing growth and shared responsibility
- **Legacy Leadership:** building long term youth leadership pipelines
- **Enginkehlap:** youth leadership expressed through service and cooperation

TRACK 02 LEADERSHIP ECOSYSTEMS

COURSE C

Digital Communications and Content for Leadership

Focus: Strengthening leaders' ability to communicate effectively in digital spaces, build influence, and shape organisational culture through modern communication tools.

KEY THEMES

- Crafting clear, values driven digital messages
- Social media leadership presence
- Storytelling for influence
- Creating content that builds trust, engagement, and community impact

ALIGNED PLLFI LEADERSHIP CAPABILITIES

- **Yumi wan pipol, yumi save duim:** strategic communication that strengthens collaboration
- **Te oi n aomata:** resilient communication during change and uncertainty
- **Enginkehlap:** digital communication that supports community wellbeing
- **Pacific Leadership Expertise:** strengthening leadership ecosystems across sectors

INVESTMENT AND LOGISTICS

Pricing will be advised upon confirmation of participant numbers and programme configuration.

PROGRAMME 03

Executive Programme Curriculum

Parenting, Family and Leadership



PROGRAMME DEVELOPER AND HOST

Katrina Ma'u Fatiaki & Tiani Tohi

CURRICULUM
DEVELOPER

Dr Deborah Tillman

PROGRAMME FOCUS

Equipping parents and family coaches with proven methods to raise well-balanced, well-behaved, and well-adjusted children.

MISSION

To strengthen the family unit by resourcing leaders with the skills required to become impactful role models in the home and community.

Programme Overview and Delivery Framework

This curriculum is designed to adapt fluidly across multiple executive and corporate delivery formats.

OPTION A	5-Week Progressive Cohort	<i>2-hour weekly interactive sessions</i>
OPTION B	Intensive Executive Workshop	<i>1 to 2 days</i>
OPTION C	Weekend Hybrid Model	<i>Blended self-paced learning and live intensive</i>

Target Audiences

Parents and Guardians	Seeking structural strategies to lead their homes with clarity and purpose.
Parent and Family Coaches	Building premium industry competencies to serve modern family ecosystems.

5-Week Leadership and Family Curriculum

WEEK 1

You Are Chosen

Identity Anchoring, Purpose Alignment, and Authentic Leadership Blueprinting.

A

Who Are You?

Objective: Define core identity independent of professional titles or standard parental roles.

Activity: The Core Identity Inventory: map internal drivers, personality traits, and default stress responses.

Outcome: A grounded self-awareness blueprint that prevents personal and professional burnout.

B

Your Why Matters

Objective: Uncover the deep, intrinsic motivations fuelling the desire to coach, lead, and support families.

Activity: The 7 Levels Deep Exercise: systematically drill down into motivations to discover the root cause of passion.

Outcome: A compelling, written personal purpose statement to guide strategic decisions.

C

Let's Be Real

Objective: Foster radical honesty regarding personal struggles, professional gaps, and leadership vulnerabilities.

Activity: The Vulnerability Wall: an anonymous sharing session focused on the unspoken anxieties faced by modern leaders.

Outcome: Deeper trust within the cohort and the elimination of the "perfect leader" illusion.

WEEK 2

Step Out of the Past into the Present

Dismantling Historical Baggage, Overcoming Mindset Blocks, and Situational Awareness.

A

Let Go of the Weights

Objective: Identify and release past professional failures, regrets, or legacy family patterns that drain energy.

Activity: The Baggage Audit: list current operational bottlenecks or cognitive habits that no longer serve the team.

Outcome: Immediate mental clarity and freed-up emotional capacity for new growth.

B

Refuse to Be Ruled by Fear

Objective: Recognise fear-based decision-making, such as fear of rejection or fear of conflict, and replace it with courageous action.

Activity: Fear Setting Matrix: define worst-case scenarios clearly, design mitigation plans, and outline the cost of inaction.

Outcome: Bold, calculated risk-taking in coaching practices and household leadership.

C

Break Free of the Chains

Objective: Shatter limiting beliefs, imposter syndrome, and restrictive self-narratives.

Activity: The Narrative Rewrite: deconstruct a limiting belief and reconstruct it using objective, factual evidence.

Outcome: A highly resilient mindset ready to command authority in high-stakes family interventions.

WEEK 3

The "NEW" You

Deepening Emotional Intelligence, Professional Standards, and Core Competencies.

A

It's Your Heart That Matters

Objective: Shift focus from mechanical frameworks to deep, empathetic, heart-centered leadership.

Activity: The Active Empathy Simulation: roleplay highly resistant or chaotic family scenarios, focusing purely on deep listening.

Outcome: Unshakeable rapport and elevated psychological safety across all relationships.

B

Elevate Your ABC's

Objective: Master the foundational building blocks of elite professional presentation: Attitude, Behaviour, and Communication.

Activity: The ABC Peer Review: receive structured feedback from peers on verbal delivery, presence, and non-verbal cues.

Outcome: A highly polished, authoritative, and trustworthy professional executive presence.

C

The Qualities of Parent and Family Coaches

Objective: Benchmark skills against top-tier industry competencies specific to family dynamics.

Activity: The Competency Heatmap: score execution across core traits of neutrality, multi-partiality, crisis calm, and systems thinking.

Outcome: A clear, personalised 90-day skill development roadmap.

WEEK 4

Live Your Best Life

Boundaries, Sustainable Energy Management, and Personal Vitality.

A

Embrace the Off Button

Objective: Establish rigid, healthy boundaries between demanding external environments and personal peace.

Activity: The Digital Sanctuary Setup: design explicit blackout hours and response workflows that protect personal time.

Outcome: Complete elimination of administrative fatigue and reactive working habits.

B

Value Your Time

Objective: Maximise productivity by treating time as a premium, non-renewable asset.

Activity: The Time Auditing Matrix: categorise weekly tasks into high-value leadership, low-value admin, and empty distractions.

Outcome: Strategic automation or delegation of low-leverage tasks to reclaim 5 or more hours per week.

C

Stay Fit

Objective: Connect physical wellness directly to cognitive endurance, focus, and leadership presence.

Activity: The Biological Blueprint: build a realistic, customised daily routine incorporating movement, optimal nutrition, and sleep.

Outcome: Enhanced daily physical stamina and sharper mental clarity during demanding sessions.

WEEK 5

Be Intentional

Focus Optimisation, Impact Scaling, and Legacy Formulation.

A

Eliminate Distractions

Objective: Protect your focus from the noise of shiny object syndrome, micro-tasks, and low-priority requests.

Activity: The Distraction Shield: identify top daily interruptions and deploy immediate structural barriers to eliminate them.

Outcome: Deep, uninterrupted focus blocks dedicated to high-level strategic growth.

B

Expand Your Territory

Objective: Develop a bold growth strategy to scale influence, market share, and long-term impact.

Activity: The Scaled Impact Model: plan transitions from one-on-one interventions to leveraged group programmes or corporate contracts.

Outcome: A clear, multi-channel growth roadmap to expand your professional footprint.

C

Enrich the Lives of Others

Objective: Align daily operations with your legacy goal of leaving families and communities measurably better.

Activity: The Impact Metric System: design qualitative feedback loops to measure long-term, multi-generational transformation.

Outcome: A heart-centered environment that naturally generates referral pipelines through proven, life-changing outcomes.

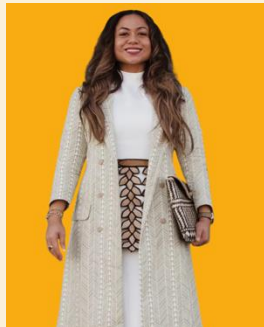
INVESTMENT AND LOGISTICS

Pricing will be advised upon confirmation of participant numbers and programme configuration.

PROGRAMME 04

Leadership Education Programme

Raising Next Generation Leaders



PROGRAMME DEVELOPER AND HOST

Fitaloa Bryce

PROGRAMME FOCUS

A values based programme equipping, empowering, and elevating young leaders across the Pacific.

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education	Developing values based young leaders
Pacific Pool of Leadership Expertise	Youth leadership, identity, purpose, and resilience
Leadership Ecosystems	Strengthening future leadership pipelines across communities

Programme Overview

With over 15 years of experience in campus ministry, teaching and raising young leaders, Fitaloa Bryce has developed a curriculum designed to reach, equip and empower the next generation to rise, fulfil their purpose and grow to become an effective leader.

Delivery Formats

This programme can be configured and delivered through multiple models.

OPTION A	Face to Face Intensive Workshop	<i>2 days</i>
OPTION B	5-Week Progressive Cohort	<i>Weekly 2-hour live Zoom sessions</i>

5-Week Next Generation Leadership Class

SESSION 1

Identity and Purpose

Discovering a young individual's identity and reframing the way you view yourself.

1.1

Who are you?

Objective: Defining and establishing core identity. Redirecting and consciously shifting attention to what is true. Substituting negative thoughts with a more positive outlook.

Activity: The Identity Map, Discovering ME: drawing on a large piece of paper, things an individual loves, what makes them unique, dreams and goals.

Outcome: More confident in who they are created to be.

1.2

You were born for a purpose

Objective: Understanding purpose and the reasons for every season in the different stages of life.

Activity: The Identity Map continued: listing down their WHY.

Outcome: Nothing is wasted, everything is useful.

1.3

Discover your talents and strengths

Objective: Becoming aware of something you already have.

Activity: Strengths and Talents Detective: questionnaire to discover natural strengths.

Outcome: Every young person was born to shine.

SESSION 2

Vision and Provision

Helping one see the dream. If you can dream it, you can achieve it.

2.1

Leaders have Vision

Objective: Develop vision for who they want to become and the impact they want to make.

Activity: Personal Vision Casting.

Outcome: Realisation of what they carry and what it will take to achieve the dream.

2.2

Who can provide for this vision?

Objective: Recognising that no dream is too big.

Activity: Dream Without Limit.

Outcome: Growth mindset and risk calculation.

2.3

Dream Big

Objective: Shattering limits to the dreamer.

Activity: Dream Book.

Outcome: Positive mindset that nothing is impossible.

SESSION 3

Servant Leadership

Leadership is serving others.

3.1

What does it really mean to lead?

Objective: Understanding that leadership is serving.

Activity: Service Areas.

Outcome: Recognise leadership from a Pacific perspective.

3.2

Heart Conviction

Objective: Everything begins in the heart.

Activity: Group Sharing.

Outcome: Leading from the heart, enriching others.

3.3

Selflessness

Objective: The dream is bigger than yourself.

Activity: Honest Conversations.

Outcome: Overcoming selfish motives.

SESSION 4

Warrior Spirit

High resilience towards life's challenges.

4.1

Character over Charisma

Objective: Integrity, honesty, responsibility, humility.

Activity: Leadership Scenario.

Outcome: Understanding character as the foundation.

4.2

Rough Valleys

Objective: Pain visits everyone, response matters.

Activity: Group Sharing.

Outcome: Healing in community.

4.3

Built Different

Objective: Hard work beats talent.

Activity: Outdoor obstacle course or scenario discussion.

Outcome: Stronger mental health and behavioural responses.

SESSION
5

Fulfil Your Destiny

Championing the individual to fulfil their calling.

5.1

Stepping out into the unknown

Objective: Courage to take risks.

Activity: Overcoming Fear.

Outcome: Taking action on the dream.

5.2

Winning Mindset

Objective: Becoming a problem solver.

Activity: Group Challenge.

Outcome: Growth mindset.

5.3

Your Time is Now

Objective: Becoming who you were designed to be.

Activity: The Impact System.

Outcome: Empowering young leaders to thrive.

PLLFI Alignment Summary

Leadership Education	Youth leadership development
Pacific Leadership Expertise	Identity, purpose, resilience, servant leadership
Leadership Ecosystems	Building future-ready leadership cultures

INVESTMENT AND LOGISTICS

Pricing will be confirmed once participant numbers are received and programme configuration is agreed.

PROGRAMME 05

Leadership Education Programme

Navigating the Complexities of Pacific Leadership



PROGRAMME DEVELOPER AND HOST

Lanieta Rauqueqe

PROGRAMME FOCUS Navigating the complexities of Pacific leadership.

CORE MISSION Strengthening governance, resilience, and ontological leadership across the Pacific.

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education	Values based leadership development
Pacific Pool of Leadership Expertise	Regional governance, economic surveillance, and ontological leadership
Leadership Ecosystems	Strengthening organisational resilience and cross sector collaboration

Context and Strategic Diagnostics

Modern leaders in the Pacific operate at a high-stakes intersection. Pacific leaders, whether in the public or private sectors, are required to lead corporate profitability and public efficiency while steering through unique economic, operational and people capital vulnerabilities.

The Problem

These vulnerabilities usually manifest in the following ways.

Isolated Silos	Corporate expansion and public policy frequently operate without strategic communication.
Vulnerability Volatility	Pacific organisations are navigating complex fiscal and financial pressures without specialised risk frameworks.

Leadership Burnout

Leaders lack the personal ontological tools needed to respond to unique country and regional vulnerabilities and sustain long-term structural changes.

Our Solution

Our training programmes and personal development offerings cover the following specialist areas.

1. Multilateral public policy and multilateral economic surveillance
2. Statutory governance
3. Ontological leadership coaching and Pacific-centric values

Training may be offered with a focus on one or all three specialist fields, and is specifically tailored for the regional Pacific contexts.

Leveraged Tools and Learnings

Specific or Unified Blueprint	A high-level immersive training retreat to build organisational resilience and cross-sector collaboration.
Actionable Frameworks	Strengthening governance and risk management practices.
Ontological Growth	Deep behavioural transformation focusing on language, presence, and structural execution.

Our offerings are designed for public sector officials or corporate professionals across the region, and will equip officials with the tools needed to strengthen public policy and corporate execution, while supporting strategic communication and preventing leadership burnout.

Target Audience: Who Will Benefit

- ◆ Public sector professionals, including Permanent Secretaries, Public Service CEOs, Deputies and Directors
- ◆ Private sector professionals including C-Suite Executives
- ◆ Statutory Board Members and Risk Auditors
- ◆ Financial Institution Regulators

PLLFI Programme Categorisation

Leadership Education	Developing values-based leaders capable of navigating Pacific vulnerabilities.
Pacific Pool of Leadership Expertise	Strengthening regional capability in governance, economic surveillance, and ontological leadership.
Leadership Ecosystems	Building resilient organisational cultures, cross-sector collaboration, and long-term leadership sustainability.

Possible Training Formats and Itinerary

Training may be offered with a focus on one or all three specialist fields, and is specifically tailored for the regional Pacific contexts. Detailed below is an iteration for a three-day training workshop, leveraging all three specialist areas. Based on client needs, this may be tailored accordingly.

DAY 1

Shared Governance and Strategic Cohesion

Strengthening alignment between corporate strategic planning mechanisms and public policy priorities.

The Macro Landscape

Evaluating structural barriers, country and regional vulnerabilities, and private-sector growth impediments.

Strategic Syncing

Aligning 3 to 5 year corporate strategies directly with national development plans and frameworks.

Digital Governance

Managing regulatory compliance and sandbox platforms within rapidly shifting tech guidelines.

DAY 2

Risk Architecture and Public-Private Synergy

Strengthening institutional resilience through risk management frameworks, multi-stakeholder negotiation and crisis readiness.

Resilience Frameworks

Building sound internal risk management frameworks and strict compliance tracking tools.

Multi-Stakeholder Engagement

Navigating multi-stakeholder engagement and bridging communication across ministries, NGOs, and development partners like the IMF and ADB.

Crisis Readiness

Mitigating vulnerabilities and tracking key operational variables for fast-evolving crises and business continuity.

INVESTMENT AND LOGISTICS

Pricing will be confirmed once participant numbers are finalised and programme configuration is agreed.

This ensures investment reflects facilitation requirements, cohort size, and the specialist fields selected across public policy, governance, and ontological leadership.

PROGRAMME 06

Leadership Education Programme

Communication to Connect



PROGRAMME DEVELOPER AND HOST

Lynn Rolston

PROGRAMME FOCUS A DISC-based programme that helps leaders understand themselves, read others, and build the trust real connection depends on.

PROGRAMME FORMAT A DISC-centred online learning experience

STRUCTURE A 9-module journey to stronger leaders

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education	Values based communication and people skills development
Pacific Pool of Leadership Expertise	Strengthening cross cultural communication
Leadership Ecosystems	Building collaborative, high trust team cultures

The Problem

Most communication breakdowns are not about effort. They happen because people communicate differently, and no one has taught them how to bridge that gap. Left unaddressed, it costs teams trust, momentum, and results: unresolved conflict, disengaged teams, and leaders whose intent is constantly misread.

Programme Overview

- Equips leaders with practical tools to communicate and connect across cultures, traditions, and teams.
- Grounded in the Maxwell DISC framework, it builds the skills to understand self and others, adapt communication, and lead with integrity.
- Each module pairs a short video with a handout and a quiz or scenario, so the learning sticks.

- Participants leave with tools that lift collaboration, strengthen relationships, and drive measurable results.

Programme Structure

Components	9 modules, handouts, video lessons, quizzes and scenarios
Delivery Mode	Self-paced online, with optional group discussion: flexible access to revisit modules anytime, built to strengthen teams through communication and people skills.

Programme Modules

Each module centres on a named exercise participants complete and keep, turning the 9 modules into a personal workbook, not just a set of videos.

MODULE 01

Foundations of Communication and DISC

Objective: Introduce the DISC framework and why style, not effort, is usually the real gap between people.

Activity: The Communication Snapshot: a short self-check revealing your natural style before the deep-dive begins.

Outcome: A working vocabulary for the four DISC styles, and where you sit inside it.

MODULE 02

Self-Awareness: Know Yourself First

Objective: Build an honest picture of your own style, strengths, and default reactions under pressure.

Activity: The DISC Mirror: a guided self-audit of how your style shows up in real conversations and conflict.

Outcome: A personal style profile to carry through the rest of the programme.

MODULE 03

Understanding Others

Objective: Learn to read the people around you, quickly and without guesswork.

Activity: The Style Spotting Guide: tried out on three real relationships, a colleague, a family member, and a leader.

Outcome: The ability to spot someone's style within minutes.

MODULE 04

Adapting Your Style

Objective: Move from spotting style differences to actively adjusting how you communicate.

Activity: The Adaptation Challenge: run one real conversation twice, once in your natural style and once adapted.

Outcome: A flexible communication style that reduces friction with people unlike you.

MODULE 05	Building Connections, Not Just Communication Objective: Shift from exchanging information to building genuine trust and rapport. Activity: The Connection Audit: mapping key relationships by depth of trust, to see where surface talk stands in for real connection. Outcome: A short list of relationships to deepen deliberately.
MODULE 06	Influencing with Integrity Objective: Build influence that lasts, grounded in respect rather than tactics. Activity: The Integrity Check: testing a real, upcoming ask against a values-based influence framework. Outcome: Confidence to lead and persuade without spending trust.
MODULE 07	Communication in Teams Objective: Apply DISC at the team level to cut friction and lift performance. Activity: The Team Style Map: plotting a real team's style mix to spot where conflict is likely. Outcome: A practical plan for communicating better with a specific team.
MODULE 08	Communication in Leadership Objective: Turn communication skill into leadership presence and clearer decisions. Activity: The Leadership Lens: reviewing a recent leadership moment through the DISC framework. Outcome: Sharper, more self-aware leadership communication.
MODULE 09	Application and Transformation: Your Growth Plan Objective: Lock in the learning with a concrete, personal plan. Activity: The 90-Day Growth Plan: a worksheet turning eight modules of learning into specific commitments. Outcome: A written growth plan participants take straight into their workplace.

Learning Outcomes

By completing this programme, participants will:

- Gain deeper self-awareness of their own communication style and its impact
- Recognise the styles of others and adapt effectively
- Strengthen connections that build trust, influence, and engagement
- Improve collaboration, reduce conflict, and build team harmony
- Apply practical leadership tools that drive immediate results
- Build confidence in decision-making and problem-solving
- Transfer learning to their workplace and communities through scenario-based exercises

Why This Programme Works

Proven Frameworks	Based on the Maxwell DISC Assessment and leadership principles from best-selling John Maxwell books.
Practical and Applicable	Designed for real-world workplace situations.
Engaging Learning Design	Bite-sized videos, interactive resources, and scenario-based quizzes.
Sustainable Impact	Participants finish with a 90-day personal growth plan.

About the Facilitator

Lynn Rolston is a certified Maxwell DISC Consultant and leadership coach specialising in communication, team development, and values-based leadership. She creates safe, engaging spaces where leaders unlock their strengths and thrive.

"When people are truly seen, heard, and valued, it creates positive change in families, workplaces, communities, and nations."

PLLFI Alignment Summary

Leadership Education	Strengthening communication, influence, and people skills
Pacific Leadership Expertise	Cross-cultural communication and team development
Leadership Ecosystems	Building collaborative, values-based organisational cultures

Optional Add-Ons

For organisations that want to go further, the following are available.

DISC Assessments	Individual and team leader reports, offering deep insights into team strengths and communication dynamics.
Personal or Group Coaching	Tailored support to help embed the learning and apply it to real-world challenges.

These extras deepen the base programme for organisations wanting a more personalised level of growth.

INVESTMENT AND LOGISTICS

Base programme: 9 modules and resources	USD 1,200
Recommended add-on: DISC assessments and 60-minute debrief	USD 345
Recommended add-on: one-to-one or group coaching	Customised

PROGRAMME 07

Executive Leadership Retreat

Vision and Alignment

PROGRAMME DEVELOPER AND HOST

PLLFI Pool of Experts

PROGRAMME SCOPE

A 3-day immersive leadership experience designed to strengthen identity, alignment, governance, and cultural influence across organisations and sectors.

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education	Values-based leadership development
Pacific Leadership Expertise	Cross-sector executive capability building
Leadership Ecosystems	Strengthening organisational culture, decision-making systems, and corporate governance

DAY 1

Foundation, Trust and Team Dynamics

Establishing core identity, personal leadership philosophies, and deep team cohesion.

Session 1

What is Leadership?

*09:00 to 10:30***Objective:** Define authentic leadership beyond titles and authority.**Core Concepts:** Shift from management (processes) to leadership (people and influence).**Activity:** The Leadership Shield: leaders sketch their personal definition of leadership based on their greatest mentor and biggest failure.**Key Outcome:** A shared vocabulary for what leadership means to this executive team.

Session 2

Unpacking Your Vision and Mission

11:00 to 12:30

Objective: Reconnect leaders deeply to the organisation's North Star.

Core Concepts: Testing if the vision is lived daily or just words on a wall.

Activity: The Elevator Pitch Test: leaders pitch the company mission as if explaining it to a frontline employee versus an investor.

Key Outcome: Total alignment on organisational purpose and how to communicate it clearly.

Session 3

What Are Your Values?

13:30 to 15:00

Objective: Define the non-negotiable behaviours that guide executive decision-making.

Core Concepts: Value alignment during corporate stress and high-stakes trade-offs.

Activity: Value Elimination: leaders debate and narrow 15 corporate values down to 4 non-negotiable pillars.

Key Outcome: A clear moral compass for team governance and organisational culture.

Session 4

Understanding Team Dynamics

15:30 to 17:00

Objective: Break down silos and understand individual working styles.

Core Concepts: Psychological safety, communication preferences, and blind spots.

Activity: The Instruction Manual: leaders present a 2-minute "How to Work with Me" guide.

Key Outcome: Reduced friction and deeper empathy across cross-functional leadership lines.

DAY 2

Strategy, Innovation and Future Horizons

Enhancing workplace communication, removing barriers, and driving proactive change.

Session 5

Connect to Communicate

09:00 to 10:30

Objective: Master high-impact executive communication.

Core Concepts: Active listening, storytelling, and information flows.

Activity: The Feedback Mirror: leaders share one communication strength and one growth area.

Key Outcome: Eliminating mixed messaging from the executive suite.

Session 6

Understanding the Barriers in the Workplace

11:00 to 12:30

Objective: Diagnose and remove operational and cultural bottlenecks.

Core Concepts: Bureaucracy, fear of failure, silos, and outdated processes.

Activity: Kill the Bureaucracy: teams identify three legacy rules slowing the company down and vote on how to eliminate them.

Key Outcome: A prioritised list of friction points to dismantle immediately.

Session 7

Importance of Planning and Innovation

13:30 to 15:00

Objective: Balance strategic planning with agile innovation.

Core Concepts: Risk mitigation, resource allocation, and future-proofing.

Activity: The Horizon 3 Matrix: mapping operational plans (H1) against long-term disruptive ideas (H3).

Key Outcome: A balanced roadmap that supports execution and innovation.

Session 8

Just Lead and Be the Change

15:30 to 17:00

Objective: Move from discussion to visible leadership modelling.

Core Concepts: Role-modelling, ownership mindset, and leading by example.

Activity: The Culture Commitment: each leader identifies one behaviour they will change starting Monday.

Key Outcome: Personal accountability blueprints for visible leadership.

DAY 3

Execution, Accountability and Commitment

Governance frameworks, cultural shifts, and locking in execution strategy.

Session 9

Governance in the Workplace

09:00 to 10:30

Objective: Establish clear rules of engagement and decision-making rights.

Core Concepts: RACI frameworks, compliance, and operational discipline.

Activity: Who Holds the Pen? Review top enterprise decisions and document final authority.

Key Outcome: Streamlined decision-making and minimised executive overlap.

Session 10

Working Together to Influence Change

11:00 to 12:30

Objective: Build a unified front to manage resistance during transformation.

Core Concepts: Stakeholder management, empathy, and cascading communication.

Activity: The Change Simulation: map a hypothetical restructuring and plan how to guide resistant teams.

Key Outcome: Coordinated strategy for driving culture and process change.

Session 11

Attitude: The Leadership Difference Maker

13:30 to 15:00

Objective: Cultivate resilience and emotional regulation.

Core Concepts: Growth mindset, tone-setting, and managing executive fatigue.

Activity: The Energy Audit: leaders assess whether their attitude amplifies or drains team energy.

Key Outcome: Strategies for maintaining a constructive, solution-oriented presence.

Session 12

Commitment: Way to Reach Fullest Potential

15:30 to 17:00

Objective: Frame commitment as a compelling mission, not a burden.

Core Concepts: Autonomy, mastery, and intrinsic motivation.

Activity: The Manifesto: co-create a one-page Leadership Team Charter outlining collective commitment.

Key Outcome: A signed charter and clear 90-day execution milestones.

INVESTMENT AND LOGISTICS

Investment details will be provided following confirmation of participant numbers and venue logistics. Retreat pricing to be officially announced upon completion of spatial planning and resource allocation.

PROGRAMME 08

Presidential Think Tank

The Leadership Compass



PROGRAMME DEVELOPER AND HOST

Elias Kanaris

PROGRAMME FOCUS

PLLFI aligned programme classification and course summary.

PLLFI Programme Categorisation

TRACK 01

Leadership Education

Focus: Promotes leadership excellence through education, training, mentorship, and collaboration.

ALIGNED COMPONENTS

- Core learning modules inside the Think Tank
- Leadership theory translated into practical execution
- Tools for influence, resilience, and decision making
- Maxwell aligned leadership development

TRACK 02

Pacific Pool of Leadership Expertise

Focus: Connects leaders across government, business, faith, arts, entertainment, media, and community sectors.

ALIGNED COMPONENTS

- Mastermind style learning
- Peer based leadership conversations
- Cross sector collaboration
- Elias' global governance and resilience expertise, supported by his professional profile

TRACK 05

Building Stronger Leadership Ecosystems

Focus: Strengthens leadership cultures across communities and institutions by aligning education, networks, alumni, and partnerships.

ALIGNED COMPONENTS

- Culture transformation tools
- High trust decision making frameworks
- Organisational resilience and influence systems
- Legacy building leadership practices

PLLFI Alignment Architecture

COMPONENT	PLLFI CATEGORY	RATIONALE
Presidential Think Tank (Leadership Compass)	Leadership Education	Core leadership training, values based development
Mastermind Framework	Pacific Pool of Leadership Expertise	Peer learning, cross sector collaboration
Culture and Influence Tools	Leadership Ecosystems	Strengthens organisational culture and leadership systems
Full Course Package	Integrated (01 + 02 + 05)	Education, expertise, and ecosystem transformation

INVESTMENT AND LOGISTICS

Investment details will be provided following confirmation of participants.

PROGRAMME 09

Leadership Programme

Growth and Development



PROGRAMME DEVELOPER AND HOST

Vineta Tulutu

PROGRAMME FOCUS

Values based leadership development grounded in Maxwell Leadership principles and aligned with the Pacific Leadership Capabilities Framework.

Programme Overview

Vineta delivers leadership transformation experiences across the Seven Mountains of Influence, with primary focus on Government, Arts and Entertainment, Education, Media, and Religion.

Her programmes are delivered through Round Table Transformation Series, Mastermind Groups, and Individual Coaching, each designed to strengthen character, influence, and values-based leadership.

Alignment to PLLFI Leadership Pillars

Leadership Education	Structured learning journeys that build character, influence, and ethical leadership.
Pacific Leadership Expertise	Sector specific leadership development for Government, Arts, Education, Media, and Religion.
Alumni Support	Ongoing mastermind communities that reinforce growth and accountability.
Leadership Ecosystems	Creating values driven leadership cultures across institutions and communities.

Programme Delivery Formats

Round Table Transformation Series

A 5 to 7 week facilitated leadership experience designed to cultivate values, strengthen character, and inspire personal transformation.

◆ Group round tables

◆ Sector specific cohorts

◆ Individual or group coaching

Programme Streams

STREAM 1

Complementary and Introductory Leadership Series

Duration: 7 weeks

Programmes Included: Beyond Success, Change Your World

Purpose: To introduce participants to Maxwell values, personal transformation principles, and foundational leadership habits.

Outcome: Participants gain clarity, purpose, and a values anchored approach to influence within their sector.

STREAM 2

Character Excellence and Integrity Series

Duration: 5 weeks

Purpose: To strengthen ethical leadership, personal discipline, and values-based decision making.

Outcome: Participants develop character resilience, integrity frameworks, and ethical leadership practices.

STREAM 3

Maxwell Mastermind Series

Duration: 5 to 7 weeks

Focus: A deep dive leadership development experience based on John Maxwell's most influential works.

Mastermind Titles Offered

- Put Your Dream to the Test
- How to Be a REAL Success
- Everyone Communicates, Few Connect
- Leadershift
- Sometimes You Win, Sometimes You Learn
- High Road Leadership
- Becoming a Person of Influence
- Leadership Gold
- Developing the Leader Within You
- 15 Laws of Growth
- Leading Through Crisis
- Intentional Living

Outcomes

Participants will:

- Strengthen personal leadership identity
- Build influence and communication skills
- Develop resilience and growth habits
- Learn to lead ethically and collaboratively
- Apply Maxwell principles within their sector of influence

Coaching Options

Individual Coaching (Optional Add On)

Personalised coaching aligned with Maxwell Leadership values and Pacific Leadership Capabilities.

◆ Purpose and clarity

◆ Influence and communication

◆ Ethical decision making

◆ Sector specific leadership development

Pacific Leadership Capabilities Integration

Our programmes intentionally embed the Pacific Leadership Capabilities.

Wok wantaim lewa bilong yu	Leading from the heart
Te oi n aomata	Resilient, values anchored leadership
Ala i sia, ala i kolonga	People centred leadership
Yumi wan pipol, yumi save duim	Strategic, collaborative leadership
Enginkehlap	Cooperative, community focused leadership

These capabilities are woven through all round tables, masterminds, and coaching sessions to ensure cultural alignment and leadership relevance across the Pacific.

INVESTMENT AND LOGISTICS

Investment details will be provided following confirmation of participants.

PROGRAMME 10

Leadership Education Programme

Total Health and Wellbeing



PROGRAMME DEVELOPER AND HOST

Maggie Hunter

CORE FRAMEWORK

Values-based development and institutional culture alignment.

Leadership Education Programmes

These programmes strengthen values-based leadership, build clarity and confidence, and equip leaders with practical tools for real influence.

MODULE

Growth Mindset

Focus: Develop the mindset that drives continuous improvement, resilience, and personal leadership growth.

MODULE

Clarity and Confidence

Focus: Strengthen decision making, communication, and personal leadership presence by building clarity of purpose and confidence in action.

MODULE

Values Training

Focus: Explore the core values that shape ethical leadership, cultural integrity, and long-term influence.

Leadership Ecosystems and Wellbeing

Aligned with PLLFI's commitment to strengthening leadership cultures across institutions, organisations, and communities.

MODULE

Corporate Wellbeing and Community Wellbeing

Focus: Build healthier, more resilient workplaces and communities through wellbeing strategies that support performance, morale, and long-term sustainability.

Team Building and Team Development

These programmes strengthen collaboration, unity, and high-performance cultures across teams and organisations.

MODULE

Build Resilient and Thriving Teams

Focus: Develop winning strategies that unify teams, strengthen trust, and build resilient, high performing groups capable of delivering results.

Delivery Options

All programmes can be delivered in formats tailored to organisational needs.

◆ Retreats

◆ Workshops

◆ Individual Coaching

INVESTMENT AND LOGISTICS

Professional pricing is structured to support accessibility while maintaining high quality delivery.

Individual Coaching **USD 350**

Retreats and Workshops **Dependent on participant numbers**

Fees to be confirmed upon finalisation of participant numbers and programme scope.

PROGRAMME 11

Programme Curriculum

Leadership Modules



PROGRAMME DEVELOPER AND HOST

Dr Romulo Nayacalevu

PROGRAMME FOCUS Purpose leadership, governance foundations, and team building strategies.

TRACK 01 LEADERSHIP EDUCATION

MODULE 1

Leading with Purpose

Focus: Discover how to anchor your work in meaningful direction, explore the leader within you, and master the core definition of what it truly means to lead.

1.1 What is Purpose: Articulating core organisational and personal values to guide strategic vision.

1.2 Understanding the Leader in You: Developing self-awareness, personal leadership styles, and authentic care.

1.3 What is Leadership: Exploring fundamental frameworks, building character traits, and integrity.

TRACK 02 BUILDING STRONGER LEADERSHIP ECOSYSTEMS

MODULE 2

Governance

Focus: Strengthen leadership cultures across communities and institutions by breaking down the critical mechanics of structural oversight and accountability.

2.1 The Why: Examining the core rationale behind governance, why oversight matters, and identifying responsibilities to key stakeholders: why govern, why governance matters, and governing for whom.

TRACK 04 PLLFI EVENTS AND NETWORKING

MODULE 3

Team Building: Developing Your Winning Strategies

Focus: Strengthen your collective network through unified planning, deep listening, shared goals, and collaborative action.

3.1 Developing Your Winning Strategies: Cultivating actionable techniques to build, sustain, and unify a high-performing team for lasting impact.

INVESTMENT AND LOGISTICS

Investment details will be provided following confirmation of participants.

PROGRAMME 12

Leadership and Governance Programme

Board Effectiveness and Governance Training



PROGRAMME DEVELOPER AND HOST

Sara-Jane Erika

PROGRAMME FOCUS

Practical leadership and governance capability for boards, executives, and management teams.

DELIVERED WITH

Erika Consulting Group, a strategic advisory and engagement consultancy working across New Zealand and the Asia Pacific region.

DELIVERY

Professional development workshops, bespoke organisational workshops, and governance mentoring programmes.

PLLFI Programme Pillars and Alignment

This programme is structurally anchored in the core pillars of the PLLFI framework.

Leadership Education

Governance training and professional development for directors and managers

Pacific Pool of Leadership Expertise

Cultural intelligence and lived governance experience across Pacific and diverse communities

Leadership Ecosystems

Strengthening board to operations alignment across institutions and sectors

Programme Overview

This programme brings over two decades of practical leadership and governance experience across education, business, community, and government sector boards. The governance practice behind it is shaped by values, lived experience, and cultural intelligence that strengthen leadership and decision making at every level.

Programme Strengths

STRENGTH 01

30 Years Combined Governance Leadership

Focus: The executive team has served on and chaired multiple boards across business, education, arts, sport, media, and creative industries, including work on strategic reviews, succession planning, legal compliance, and health and safety. This gives participants a full view of sector challenges and opportunities.

STRENGTH 02

Board to Operations Alignment

Focus: The relationship between governance and operations is strengthened by clarifying roles, responsibilities, and decision-making boundaries. The approach embeds accountability frameworks and operational clarity, enabling boards and management teams to work in harmony toward shared goals.

STRENGTH 03

High Impact, Tailored Governance Training

Focus: Governance workshops and mentoring programmes are designed to be engaging, context specific, and high impact, built around the realities of the organisation in the room.

TRACK 01 TRAINING AND WORKSHOPS

Professional development sessions covering the foundations of effective governance.

◆ Governance versus Operations

◆ Board Reporting for Management and Directors

◆ Legal and Compliance Responsibilities

◆ Stakeholder Mapping and Engagement

◆ Board Evaluation and Appraisal

◆ Independent Strategic Reviews

TRACK 02 BESPOKE WORKSHOPS

Workshops designed for your organisation, covering the following areas.

◆ Strategy and Risk

◆ Directors Duties and Responsibilities

◆ Role of the Chair

◆ Finance

◆ AI Integration

◆ Climate Change

◆ GEDSI: Gender Equality, Disability and Social Inclusion

Sectors Served

Government and Public Sector	Board and executive governance capability
Intergovernmental Organisations	Regional and multilateral governance practice
Education and Workforce Capability	Institutional leadership and board development
Regional Economic Development	Strategy, engagement, and evaluation for development bodies

Professional Standards

The delivery team has completed internationally recognised safeguarding and fraud prevention training through the Humanitarian Leadership Academy on the Kaya platform.

- Safeguarding Essentials Certification
- Fraud Prevention Certification
- Safeguarding and Protection Compliance Training
- Ethical Conduct and Risk Awareness Training
- Humanitarian Safeguarding Foundations
- Organisational Fraud Awareness and Prevention

Why This Programme Works

Proven Experience	Delivery across government, corporate, and international partners.
Integrated Approach	Strategy, engagement, and evaluation brought together in a single practice.
Practical Outcomes	A track record of delivering sustainable results for boards and management teams.

Cultural Capability

Deep capability across Pacific and diverse communities.

"Culturally attuned, outstanding communication and excellent engagement."

Fonoia Professor Sipaea Jemaima Tiatia-Siau, Vice-Chancellor Pacific, Waipapa Taumata Rau, University of Auckland

PLLFI Alignment Summary

Leadership Education	Governance training, board development, and professional development
Pacific Leadership Expertise	Culturally grounded governance practice across the region
Leadership Ecosystems	Aligning boards, management, and operations across institutions

INVESTMENT AND LOGISTICS

Investment details will be provided following confirmation of participant numbers and workshop configuration.

Expression of Interest

Delegates and organisations wishing to register interest in any programme in this catalogue may complete this page and return it to the PLLFI Secretariat, or email the details below to support@pllfi.org.

Name

Organisation

Role or title

Country

Email

Telephone

Programmes of interest

Preferred delivery format and indicative participant numbers

Notes for the Secretariat

Notes

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PACIFIC LEGACY LEADERSHIP FOUNDATION
INCORPORATED



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"Shaping the Leadership Narrative of the Pacific"