



LEADERSHIP HEADQUARTERS



We build Great Leaders.

The key to success today is **GREAT LEADERSHIP & CULTURES**. We design, deliver and build bespoke and great leadership programs, coaching and interventions.

Our award-winning leadership development programs and coaching centre on **strengths-based and action learning approaches**. We'll tap into the skills, knowledge and abilities your leaders already have and unleash their potential through engaging, interactive and fun learning experiences.

With nothing off-the-shelf about our programs, your leaders will explore leadership through your business lens, putting their learning into practice straight away. We partner with Small Business and SME's right through to Corporates and Government agencies.

It's all about you - Program areas, components and delivery methods and frequency will be customised to meet your needs and can be delivered either face-to-face, online, blended or a combination.

LEADERSHIP REIMAGINED



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Our Team

Leadership is the best (and toughest) job in the world – we know, because we're leaders too. We are committed and passionate about making an impact to your leadership.

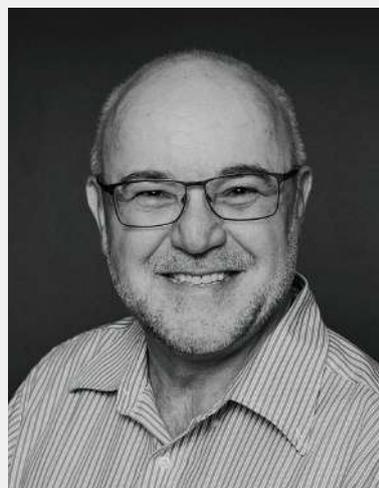
Our LeadershipHQ team and associates brings together people from **diverse backgrounds** with expertise and experience in leadership, strategy, program design, facilitation and coaching.

We share a **passion for growing great leaders**. Leaders who are kind and courageous. Leaders who empower others. Leaders who make an impact.

Our Story

With over 30 years experience and background in people, culture and leadership, founder Sonia McDonald joined the consulting world and discovered her purpose in inspiring people to learn and grow. With a flair for leadership, teaching and strong writing talents, Sonia started the LeadershipHQ blog in 2007. It quickly became a must-read for leaders looking for a more people-centred way of leading.

With a growing following and the desire to make an even greater impact, Sonia established the LeadershipHQ consulting business in 2008. Since then, Sonia and her great team of associates have **helped thousands of leaders** through development programs, coaching, workshops and masterclasses.





GREAT
LEADERS,
LEADERSHIP
AND ROI

LEADERSHIPHQ.COM.AU

Our Programs

WE GROW GREAT LEADERS. GREAT LEADERS GROW MORE GREAT LEADERS.

Executive & Senior Leaders

Today's organisations need leaders who can communicate a clear vision, set and execute strategy, and drive change through uncertainty.

Our Executive and Senior Leader development programs increase self-awareness, accountability and performance while supercharging leader confidence and focus.

Designed for senior and executive leaders responsible for business direction, culture and performance,

Emerging Leaders

Making the transition from team member to team leader is both exciting and daunting.

Our programs give executives, future, first-time and frontline leaders the knowledge, skills and practical tools they need to thrive.

The focus is on personal growth, communicating with impact and motivating people to achieve.

Women in Leadership

The world needs more great female leaders. Designed to accelerate and elevate women's development, our Women in Leadership programs are delivered over 6-12 months and address the unique challenges women face in their leadership journey.

Through these programs, women develop the confidence, mindset and practical skills to lean into leadership.

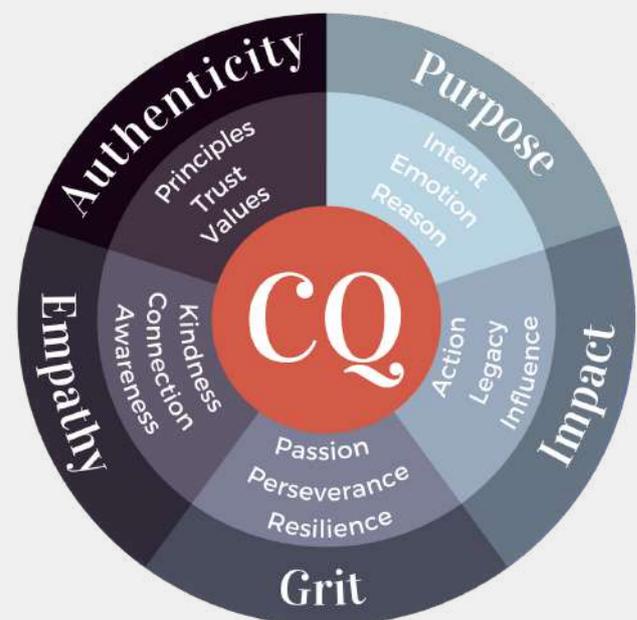
Courage Intelligence (CQ) Model & Program

Like any leadership skill, courage is something that is learned and refined over time and it should form part of a leader's inventory.

Many Leaders are wanting to know how to build courage and take themselves forward to new directions of success that will have lasting impact.

The Courage Intelligence framework forms part of our Coaching, Executive, Emerging, Women in Leadership programs to provide future focussed leaders with an opportunity to build their courage as a skill.

It transforms the way you think about courage within leadership, and builds your skills as a courageous leader.



COURAGE
INTELLIGENCE™

69%

of Millennials are concerned that their workplace does not develop their leadership skills

is the number of women on boards of directors

15%

“

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

- John Quincy Adams

11%

of HR leaders feel they have a strong bench that can take over leadership roles as they open up leading to increased leadership gaps

of companies say developing leaders is crucial.

83%

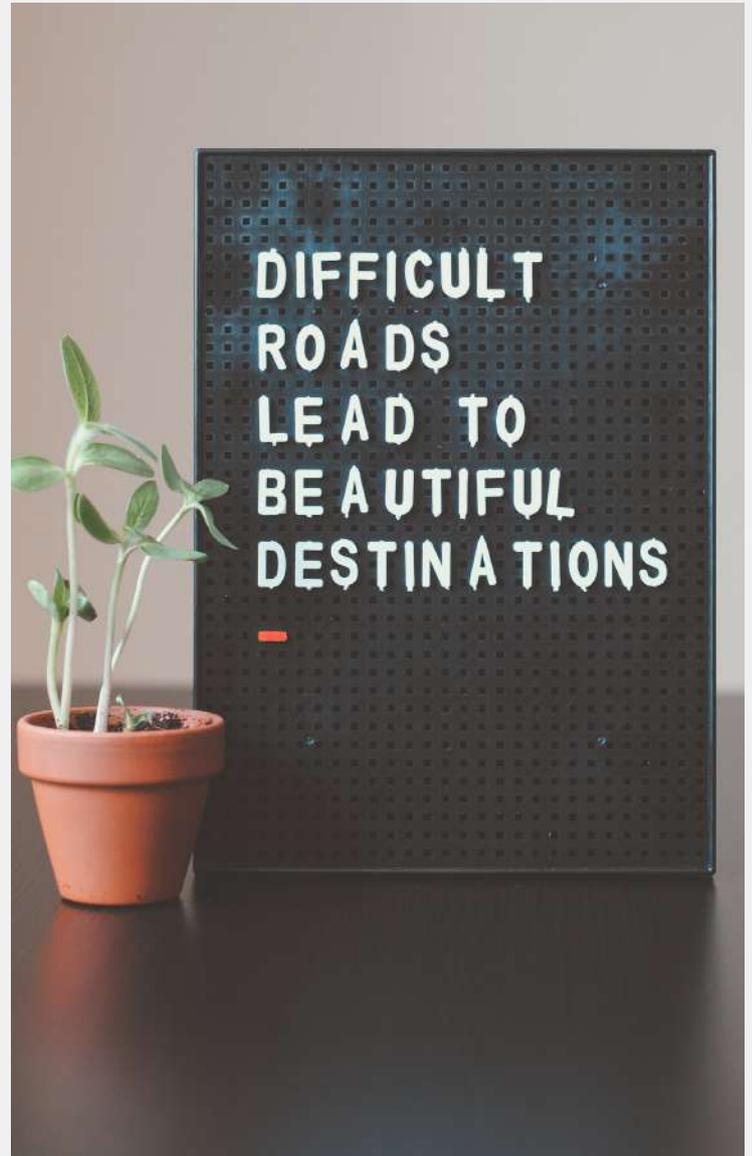
Workshops, Masterclasses & Team Building

No more boring workshops!

We design and deliver targeted workshops, masterclasses and team building days. We guarantee highly engaging, interactive and fun learning experiences that fire up your leaders, build teamwork and deliver results.

Popular Workshops!

- Neuroscience of Leadership
- Courageous Leadership
- Women in Leadership
- Emerging Leaders
- Leading Culture
- Leading Multi-Generational Teams
- Leading Global Shifters
- Leading Hybrid Teams
- Emotional Intelligence & Grit
- Transitioning into Leadership
- Courage Intelligence
- Leading Difficult People
- Leading Neuro-diversity



Individual & Group Coaching

Whether you are a seasoned CEO, new in a leadership role or just setting out on your leadership journey, our coaches will support and challenge you to be your best.

We coach individuals, leadership teams and groups, to support self-development or as part of our leadership programs.

Coaching conversations help to:

- build self-awareness
- uncover hidden strengths
- offer new perspectives
- evoke insight
- support goal-setting & accountability
- improve communication
- enhance performance

It's never too early (or too late) to get a coach. Here are some reasons leaders work with us:

- moving from team member to team leader
- getting ready for the next promotion
- making the most of a career or life change
- maximising leadership impact
- growing your business
- leading through change or uncertainty.

New 2021/2022 Workshops

Global Leadership Shifters

Due to the nature of the issues we are now facing, today's leaders need to be future focussed that will ultimately create global impacts. Leaders are needed to realise positive outcomes for a wide range of stakeholders in the decade ahead that will include social, environmental and societal progress. Today's organisations need leadership shifters who can communicate a clear vision, set and execute strategy, and drive change through uncertainty. Our Executive and Senior Leader development programs increase self-awareness, accountability and performance while supercharging leader confidence and focus. The programs are designed for senior and executive leaders responsible for business direction, culture and performance,

Hybrid Leadership Management

Business dynamics has changed and business leaders need to be able to manage hybrid arrangements that include a combination of office based staff as well as staff who are working remotely. As some organisations have not progressed very far regarding hybrid leadership management, this requires increased focus on efficiency in hybrid operating. Our programs ensure collaboration, team work and communicating in a variety of ways that cater for changing circumstances. This will change the mindset of workers and ensure everyday operations occur in a smart way through increased self-awareness, accountability and performance

Leading Values and Culture

Focusing on values and culture has staying power and leaders need to accelerate this intention into action. Leaders also need to ensure they work at scale and make a sustainable difference to a broader set of stakeholders. Noting the difference in values requirements for multi-generational leadership teams, organizations need to take account of the viewpoints of people of all age groups. Our programs give executives, future, first time and frontline leaders the knowledge, skills and practical tools they need to thrive. The focus is on personal growth, communicating with impact and motivating people to achieve using a values based approach.

Leadership in multi – generation workplaces

While generational differences can be exaggerated in organisations, each generation has an important part to play in future leadership and organisational success. It is important that future business leaders appreciate that multi generation workplaces have different expectations when it comes to training and development. Both millennial and Gen Z employees rate development opportunities in the workplace as their top priority and expect to grow themselves and their careers. Our programs are customised to multi-generation workforces and provide the knowledge, skills and practical tools they need to thrive. The focus is on personal growth, communicating with impact and motivating people to achieve.



Online Leadership Program

Start Anytime, From Anywhere

LeadershipHQ's Online Leadership Program is an online professional development program for emerging, first-time and frontline leaders, and professionals wanting to take their seat at the leadership table.

The program can be completed on its own or in conjunction with our facilitated programs or coaching. Work through the program at your own pace, in your own place.

Course Modules

- Why Leadership?
- Transitioning to Leadership
- Values, Beliefs and Vision as a Leader
- Appreciating your Real Strengths
- Building your Awareness
- The Motivated Leader
- Focus on your Tribe
- Balancing your Life
- Developing and Aligning your Team
- Communicating as a Great Leader
- Empowering Others to Lead
- The Leader as a Change Agent
- The Leader as a Coach and Mentor
- Leadership Models and Frameworks
- Neuroscience of Leadership
- Leadership Tools
- Leadership Action Plan



LeadershipHQ have been so wonderful in our journey so far at Lauxes Grates. A group of our Division Leaders (myself included) have taken part in the self paced leadership course. We have all been enrolled into the program as part of empowering and growing the organisations' next generation of leaders. Thank you LeadershipHQ for creating a digestible and impactful self-paced course on what it means to be an authentic leader in the modern day.

- Division Leader for Culture, Lauxes Grates





Cultural Transformation

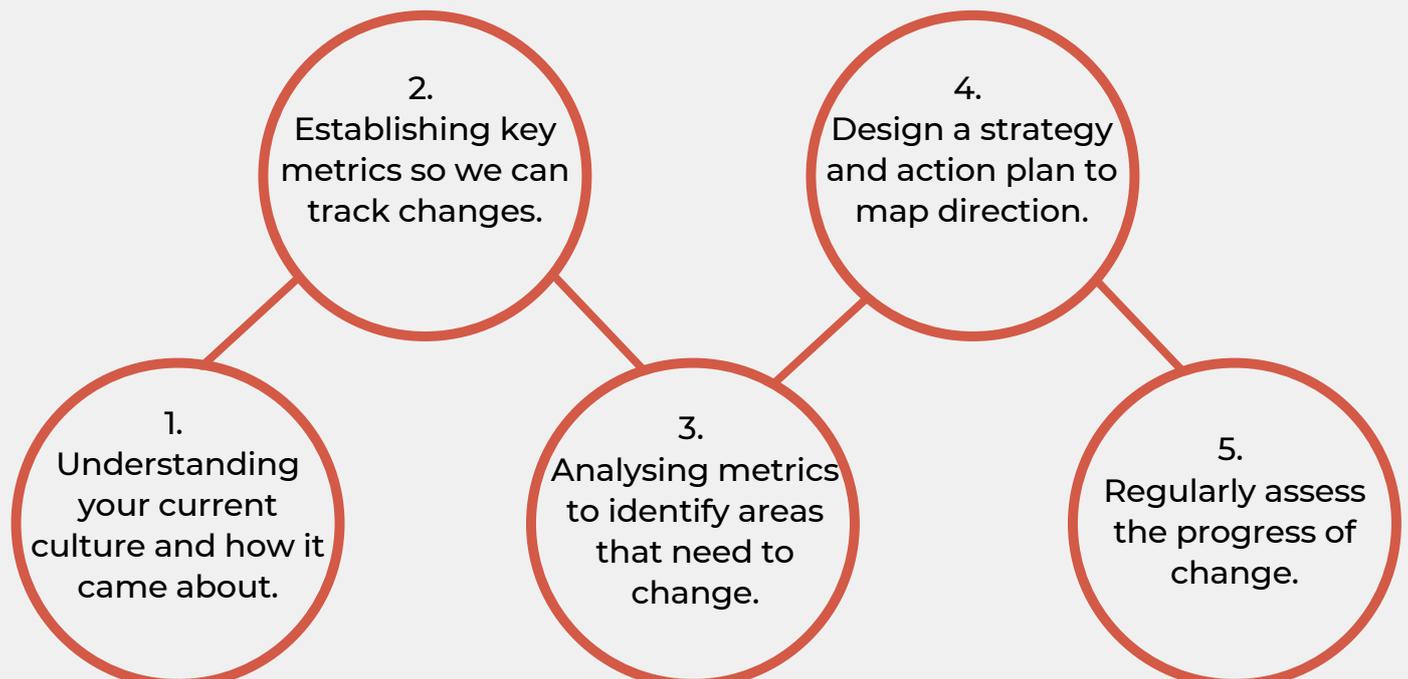
It makes economic sense to build a culture that serves your business and your people.

We work with you to build or transform your current culture into one which is vibrant, engaging and productive.

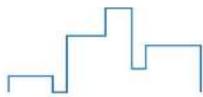
We implement strategies and workshops to design and implement vision, values, mission, and new leadership behaviours to create and nurture the organisational culture you need.

We create great leaders and exceptional culture that inspire their people and teams to be their best too.

Cultural transformation is a 5-stage process:



Some Clients we have worked with...



What our clients say...



Creating Lasting Impact

We have helped thousands of leaders around the globe, and counting...

Contact us

Call us

In Australia | 1300 719 665
International | +61 424 447 616

Book a Time

<https://go.oncehub.com/SoniaLHQ>

Drop us a line

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HEADQUARTERS**