# Advanced Leadership Development Programme

Six months. One transformation. Zero outdated leadership



# Meet Your Team



Oliver

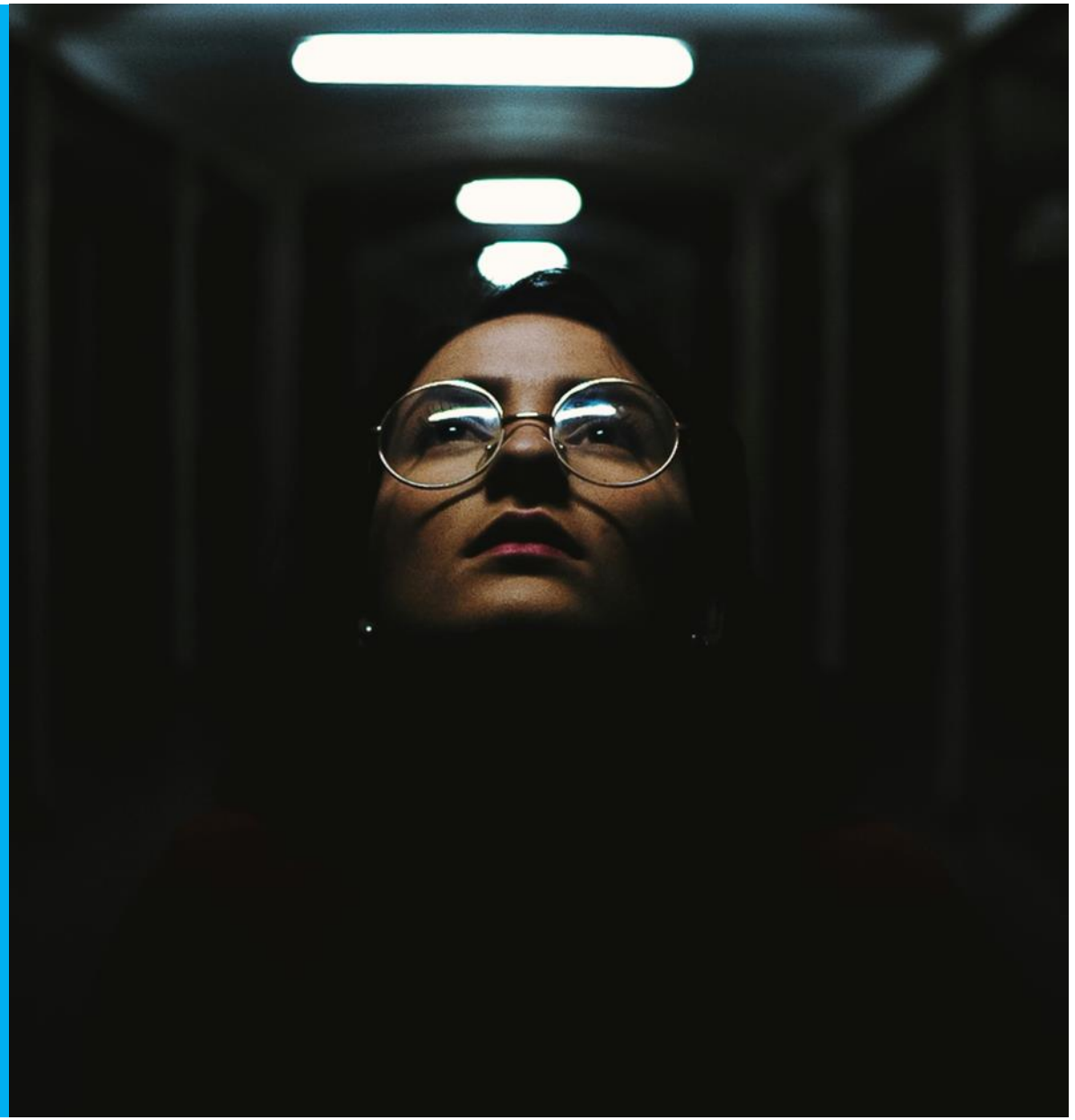
*SWR Practitioner*



Ruth

*SWR Practitioner*

# The Programme Structure



## Programme Philosophy

At senior and board levels:

- Problems are rarely technical
- Information is rarely complete
- Pressure is constant
- Consequences are systemic

The work therefore shifts: From what to do → to how leaders think, judge, behave and hold responsibility under pressure

This programme develops:

- Director and board capability
- Governance maturity
- Strategic judgement
- Behavioural awareness
- Leadership consciousness




**Advanced leadership is no longer about authority or experience alone. It's about how leaders think, decide and behave under pressure. In a world of constant change, leadership capability now determines culture, risk and sustainable performance**

- Leadership now shapes risk, culture and performance – not just results
- Complexity, AI and constant change demand deeper thinking, not louder direction
- Senior leaders set the emotional tone – safety, trust and decision quality start at the top
- Strategy fails when behaviour doesn't shift – this programme closes that gap
- Advanced leaders must spot blind spots early, before they become cultural or commercial risks
- Boards and execs need courage, not compliance – to challenge groupthink and outdated habits
- Sustainable performance comes from self-aware leadership, not heroic burnout

# The 3 Programme Elements

## 1. Harrison Assessements

121 Insights and Personal Exploration

Harrison **121** Assessments provide deep insights into behavioural preferences, strengths, and potential derailers, helping leaders understand how they and their teams truly operate.

Combined with one-to-one coaching, this creates a powerful growth journey: leaders gain personalised feedback, challenge limiting patterns, and develop strategies tailored to their role.

Together, they accelerate self-awareness, resilience, and impactful leadership.

## 2. Team Workshops (6 x Days)

Creating a High Performance SLT

These workshops are designed for advanced leaders who carry real responsibility and make decisions in complexity. They go beyond skills into judgement, behaviour and impact. Grounded in neuroscience and real boardroom challenges, each session blends sharp insight with honest reflection. Leaders explore culture, risk, influence and accountability, building the confidence to lead calmly, think clearly and create organisations that perform without burning people out.

## 3. Digital Learning Hub

Shared Vision, Culture & Strategy

Our digital learning library gives leaders space to think, reflect and sharpen their edge. Short videos, tools and thinking prompts turn insight into action between sessions.

It supports real-world leadership, reinforces learning and keeps development alive long after the programme ends – practical, accessible and designed for modern, high-pressure roles.

# THE 6 WORKSHOPS

## Day 1 – Purpose & Direction
- Board-level thinking
- Purpose, governance, strategy

## Day 2 – Culture & Psychology
- Culture as a board responsibility
- Psychological safety & risk

## Day 3 – Decision-Making Under Pressure
- Bias, groupthink, uncertainty
- Better decisions with less data

## Day 4 – Power, Influence & Accountability
- Holding to account
- Asking the right questions

## Day 5 – Strategy in Action
- Alignment, priorities, adaptability
- Strategy that lives in behaviours

## Day 6 – Board Effectiveness & Legacy
- Board impact & value
- Long-term leadership thinking

## Face to Face Dates for Strategic Open Leadership as follows:

1. **25th Feb**
2. **25th March**
3. **22nd April**
4. **20th May**
5. **24th June**
6. **15th July**

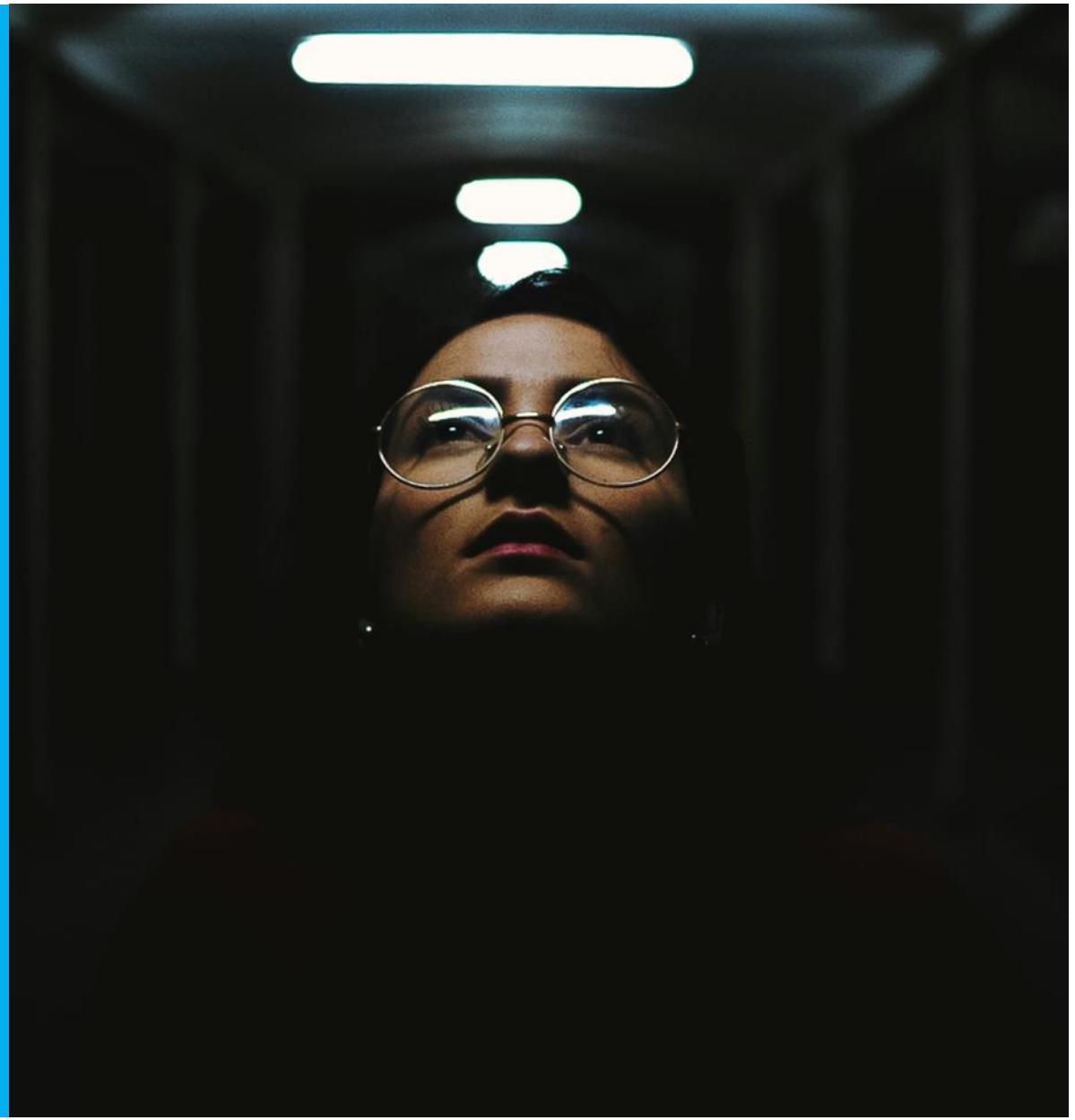
**Location:** Scorrier House

# PROGRAMME WRAP-AROUNDS

**Harrison 1:1 Executive Coaching**
Personal insight, self-awareness and behavioural impact

**Digital Learning Hub**
Pre-work • Reflection • Tools • Ongoing development

# Element 1: 121 Coaching





# 121 Coaching

Our 1:1 coaching sessions are where the magic happens. This is where you take the learning back into the workplace.

Each leader gets dedicated time with an expert coach to unpack real-world challenges, apply neuroscience-based tools, and turn learning into action. It's not theory —it's tailored, practical, and laser-focused on personal growth.

Coaching builds accountability, accelerates progress, and unlocks hidden potential that workshops alone can't reach. Imagine having a trusted partner in your corner every month, helping you lead smarter, faster, and with more impact. That's the difference between training… and transformation.

We will also work with you to design a real working project that will make a difference now and, in the future,



WHY?

## BEHAVIOURAL MODELING

We don't believe in personality profiling. We believe in understanding what drives you.

Each Harrison assessment provides awareness and clarity across an individuals desired job specific behavioural fit. This includes Emotional Intelligence, Values, Growth Mindset and other core competencies. This forms their own unique development plan

HOW?

## COACHING

Everyone will receive 2 sets of reports. 1 prior to the development and another post development. This allows an evaluation of their personal growth around the core elements and outcomes

WHAT?

## REPORT 1: TRAITS & DEFINITIONS

Provides the essential insight needed to achieve emotional intelligence and inspire employee development with a personal road map to achieve each of the four/five EQ competencies

WHAT?

## REPORT 2: PARADOX

Identify key strengths that can be used for talent development. Paradox methodology distinguishes whether strong traits are genuine strengths or potential derailers and provides the clarity to turn derailers into strengths.

HARRISON COACHING

## Traits

The traits are listed in order of your preference and they are divided into sections.

The first section, Life Themes, shows your top 5 traits which reflect your highest values and preferences. These have the greatest influence on your life. If these traits are utilized in your job, it will increase your job satisfaction. Do they resonate with you? Do you get an opportunity to use these in your current job?

The last section are traits you least enjoy and probably prefer not to do. If these traits are utilized in your job, it will decrease your job satisfaction. Are any of these called upon in your current job? If so, how do you feel when they are required?

**Life Themes** - Dan's life themes, highest values, key potential strengths

| Trait | Score | Description |
|---|---|---|
| Certain | 9.9 | The tendency to feel confident in one's opinions |
| Wants Autonomy | 9.9 | The desire to have freedom or independence from authority |
| Analytical | 9.8 | The tendency to logically examine facts and situations (not necessarily analytical ability) |
| Self-acceptance | 9.7 | The tendency to like oneself ("I'm O.K. the way I am") |
| Collaborative | 9.6 | The tendency to collaborate with others when making decisions |

**Strengths and Preferred Focus** - Dan's potential strength and preferred focus

| Trait | Score | Description |
|---|---|---|
| Analyzes Pitfalls | 9.6 | The tendency to scrutinize potential difficulties related to a plan or strategy |
| Frank | 9.5 | The tendency to be straightforward, direct, to the point, and forthright |
| Authoritative | 9.4 | The desire for decision-making authority and the willingness to accept decision-making responsibility |
| Cause Motivated | 9.3 | The tendency to be motivated to help society |
| Persistent | 9.2 | The tendency to be tenacious despite encountering significant obstacles |
| Organized | 8.3 | The tendency to place and maintain order in an environment or situation |
| Helpful | 8.0 | The tendency to respond to others' needs and assist or support others to achieve their goals |
| Tempo | 7.8 | * The enjoyment of work that needs to be done quickly |
| Influencing | 7.7 | The tendency to try to persuade others |
| Wants Recognition | 7.6 | ** The desire for positive acknowledgement (from others) related to one's abilities and strengths |
| Enlists Cooperation | 7.5 | ** The tendency to invite others to participate in or join an effort |

**Acceptable Areas** - Dan's moderate strengths and preferences

| Trait | Score | Description |
|---|---|---|
| Optimistic | 7.3 | ** The tendency to believe the future will be positive |
| Manages Stress Well | 7.2 | ** The tendency to deal effectively with strain and difficulty when it occurs |

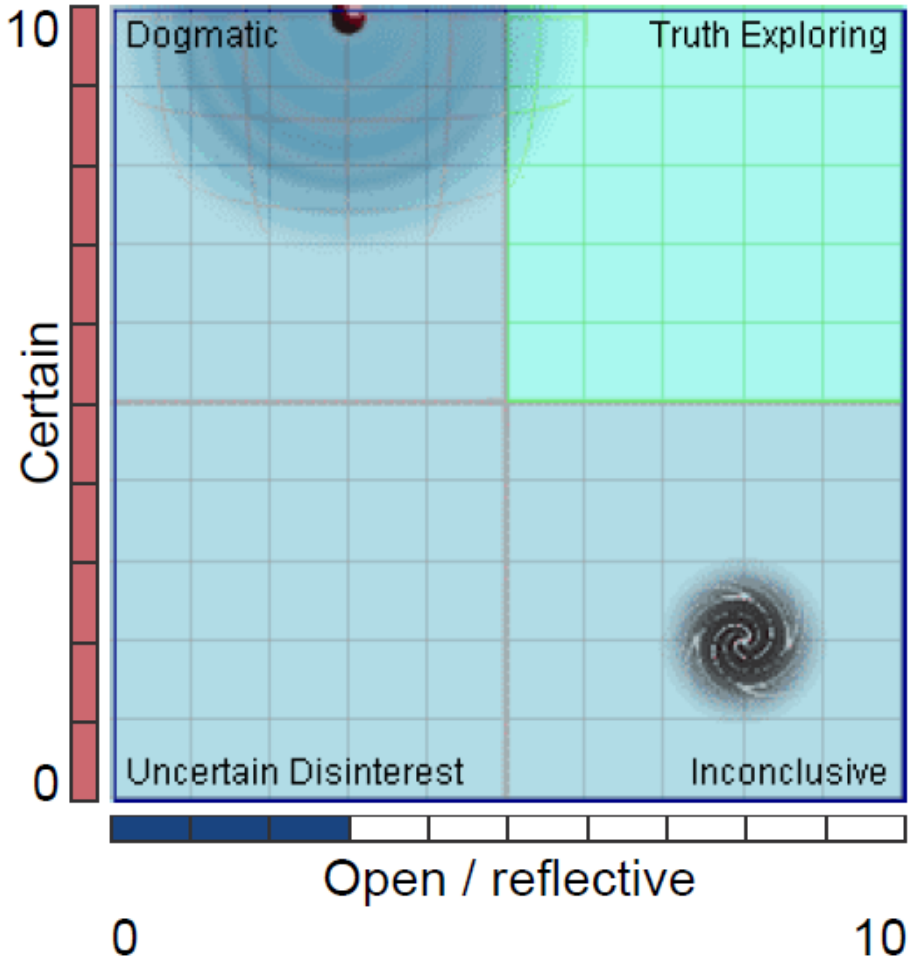
Copyright © 1991-2021 Harrison Assessments Int'l Limited


The Harrison Traits and Definitions report provides a deep insight into how a leader naturally thinks, behaves and performs, especially under pressure. It highlights strengths, stress responses, motivators and potential derailers that influence decision-making and relationships.

By making the invisible visible, the report builds powerful self-awareness, helping leaders adjust their impact, lead more consciously and perform at a high level without compromising wellbeing.

## OPINIONS

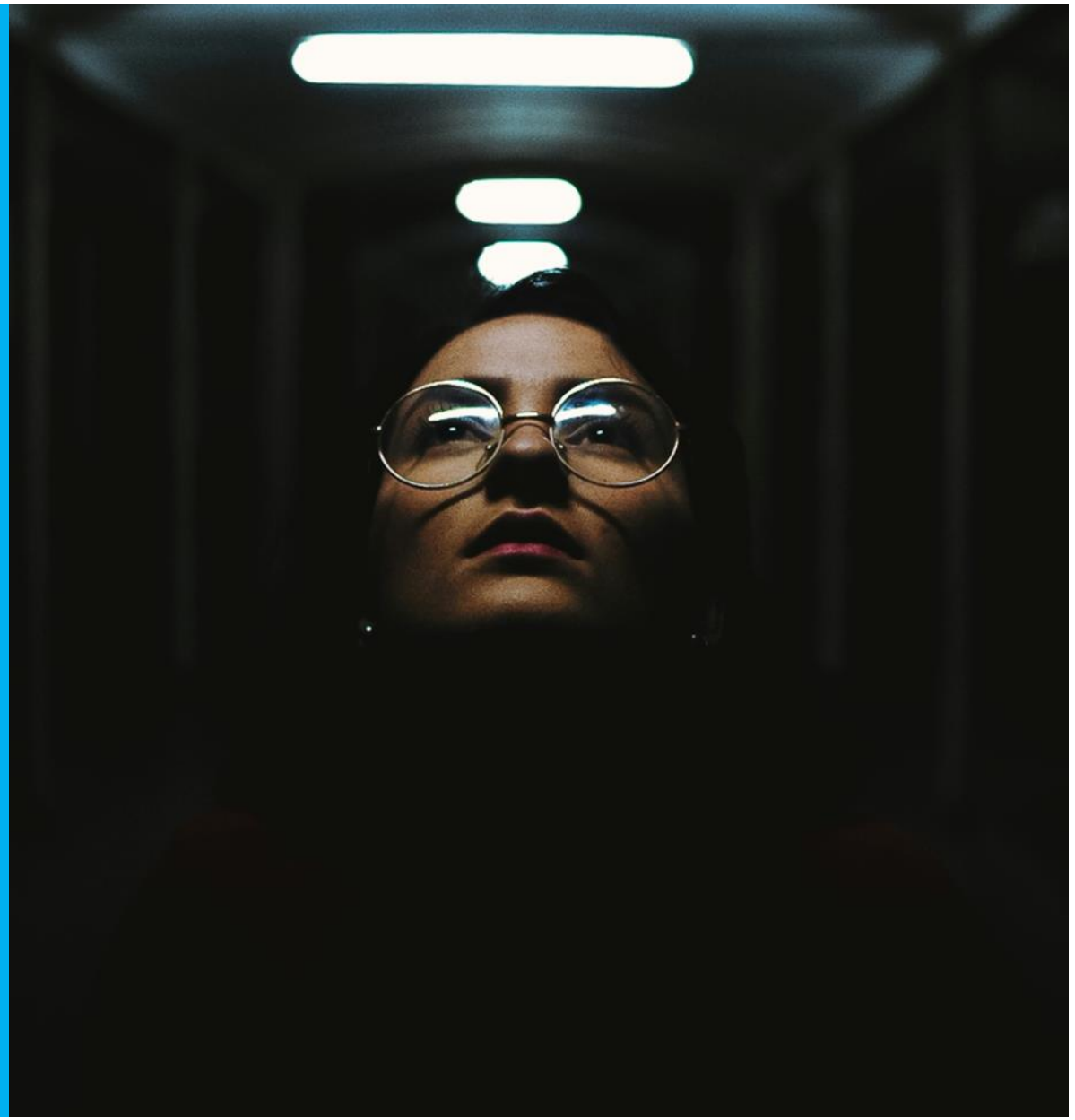
How you form and hold opinions, including how you deal with ambiguity.




The Harrison Paradox report highlights the inner tensions leaders experience when two opposing strengths pull against each other. These paradoxes often sit beneath stress, indecision or inconsistency. By understanding and integrating both sides, leaders increase flexibility, resilience and impact.

The report helps leaders move beyond either/or thinking, unlocking more balanced behaviours, better judgement and sustainable high performance in complex roles.

# Element 2: The Workshops



# DAY 1. Purpose, Stewardship & Director Responsibility

**From Leadership to Guardianship**

**Core Question:** What are we truly here to protect, progress and be accountable for?

## Focus Areas

- Director duties: stewardship, long-term value and organisational sustainability
- The board's role in setting direction, not running the business
- Purpose as a *governance anchor*, not a branding exercise
- Why purpose erodes fastest during growth, stress or transaction

## Key Distinctions

- Purpose vs vision vs strategy
- Direction-setting vs operational interference
- Accountability vs involvement

## Neuroscience & Behaviour

- How ambiguity increases threat responses in senior leaders
- Why boards default to short-term certainty under pressure
- Purpose as a regulator of cognitive load and emotional reactivity

## Deep Work

- Where purpose is quietly compromised at board level
- How funding, incentives and priorities signal the *real* strategy
- The invisible trade-offs directors make under pressure




## Practical Exploration

- Mapping stated purpose vs lived behaviour
- Using purpose as a strategic filter for:
  - Investment
  - Risk appetite
  - Cultural standards

**Outcome:** Leaders leave clearer on how their board-level decisions either protect or dilute organisational purpose.

Ideal for directors who feel the weight of responsibility but want greater clarity and confidence in how they discharge it.

## DAY 2. Culture, Behaviour & Psychological Safety

**Culture Is a Board Issue**

**Core Question:** What behaviours are we genuinely shaping and what risks are we creating?

### Focus Areas

- Board accountability for culture and conduct
- Psychological safety as a performance *and* risk issue
- The cost of silence in senior systems

### Key Distinctions

- Comfort vs safety
- Trust vs predictability
- Harmony vs healthy tension

## Neuroscience & Pressure

- Amygdala hijack in senior teams
- Why dominant voices amplify under stress
- How fear suppresses challenge and weak signals

## Deep Work

- How boards unintentionally train people not to speak up
- Good-news bias at executive and board level
- Cultural early-warning signs before failure or scandal

## Practical Exploration

- Identifying where challenge is missing
- Inviting dissent without destabilising authority
- Board behaviours that increase or reduce risk visibility

**Outcome:** Leaders understand how their presence, language and reactions shape culture, risk and performance.

# Day 3. Governance as Judgement, Not Process

**From Compliance Theatre to Real Oversight**

**Core Question:** Are we governing – or merely being reassured?

## Focus Areas

- Director duties beyond compliance
- Governance as insight, not administration
- The illusion of control through reporting

## Key Distinctions

- Assurance vs insight
- Risk registers vs risk awareness
- Oversight vs interference

## Behavioural Insight

- Why humans over-trust formal systems
- How senior experience increases blind spots
- The psychology of ‘nothing to report’

## Deep Work

- How issues travel from weak signals to formal risks
- Why most failures are visible long before they are acknowledged
- Reading what *isn’t* in the papers

## Practical Exploration

- Asking better questions earlier
- Spotting narrative smoothing and false certainty
- Designing governance conversations that surface reality

**Outcome:** Boards learn how to see sooner and govern more intelligently, not more heavily.

# DAY 4. Decision-Making Under Uncertainty

**Judgement When the Map Is Incomplete**

**Core Question:** How do we decide well when certainty is unavailable?

## Focus Areas

- Decision-making with incomplete information
- Reputational pressure, time and emotional load
- Knowing when to slow thinking – and when not to

## Key Distinctions

- Confidence vs certainty
- Decisiveness vs reactivity
- Experience vs wisdom

## Neuroscience & Cognition

- How stress narrows perception
- Bias amplification at senior levels
- Why intelligence doesn’t protect against poor judgement

## Deep Work

- How leaders unknowingly distort data
- Why overconfidence feels safe but increases risk
- Group decision traps at board level

## Practical Exploration

- Challenging assumptions without stalling decisions
- Holding more than one credible option at the same time
- Making timely, proportionate decisions with the information available

**Outcome:** Leaders become calmer, clearer decision-makers in ambiguity.

# DAY 5. Strategy, Strategic Change & Organisational Transition

## Strategy That Survives Change

**Core Question:** How do we lead strategy through disruption, growth or sale?

### Focus Areas

- Strategy as behaviour, not documentation
- Leading through major strategic change
- Board responsibilities during transformation or transaction

### Key Distinctions

- Strategic intent vs lived reality
- Change leadership vs change communication
- Momentum vs sustainability

## Behavioural Insight

- Why humans cling to the familiar under pressure
- How misaligned incentives quietly undermine change
- The danger of ‘strategic storytelling’ during growth or sale

## Deep Work

- Where strategy is being diluted or compromised
- How leaders unintentionally send mixed signals
- Board behaviour during periods of uncertainty

## Practical Exploration

- Making strategy visible through:
  - Decisions
  - Trade-offs
  - Resource allocation
- Governing strategy without micromanaging execution

**Outcome:** Leaders learn how to steward strategy through change without destabilising the system.

Especially relevant for organisations preparing for growth, restructure, merger or exit.

# DAY 6. Board Effectiveness, Accountability & Role Maturity

**Adding Value Without Becoming the Problem**

**Core Question:** Are we helping the system think, or slowing it down?

## Focus Areas

- Holding executives to account without undermining them
- Knowing when to challenge, when to support, and when to stay out of the way
- Director and board role maturity at senior levels
- Board behaviour during succession, sale or major transition
- The responsibility to step back – or step away – when required

## Key Distinctions

- Oversight vs interference
- Support vs rescue
- Accountability vs control
- Influence vs attachment
- Role responsibility vs personal identity

## Behavioural Insight

- How boards create drag without noticing
- The emotional dynamics of senior power
- Avoidance and over-involvement at the top of organisations
- Why founders, Chairs and long-standing directors struggle to let go
- How unresolved attachment quietly destabilises systems




## Deep Work

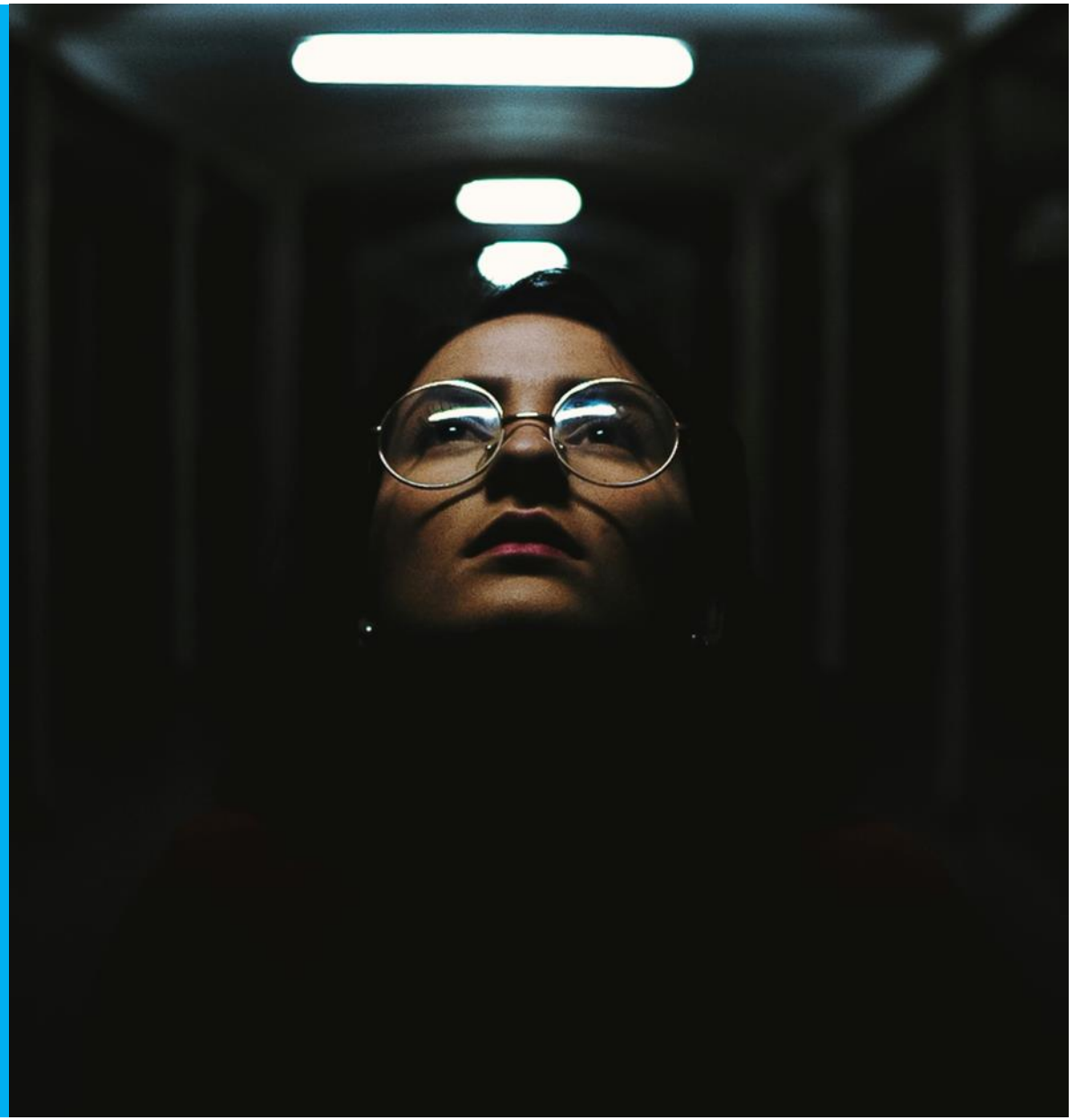
- Honest board self-reflection and effectiveness
- Patterns that repeat at senior levels and why they persist
- Where courage is required but avoided
- When the board itself becomes the constraint on progress
- What ‘exiting well’ really looks like for leaders and organisations

## Practical Exploration

- Asking awkward questions earlier, without creating defensiveness
- Modelling calm, ethical, thoughtful leadership under pressure
- Reviewing whether the board is adding value or friction
- Designing clean leadership transitions
- Leaving the organisation stronger, not dependent

**Outcome:** Leaders leave clearer on their impact on the system, not just their intent and on their responsibility to lead, govern *and* let go well.

# Element 3: The Learning Hub





# The Learning Hub

The **SWR Learning Hub** is your leaders' 24/7 toolkit for success. It's more than a library—it's an interactive space packed with neuroscience-based exercises, video workshops, action planners, and on-demand resources that bring the workshops to life.

Leaders can revisit recordings, download toolkits, and collaborate with peers between sessions, ensuring learning doesn't stop when the workshop ends. The portal keeps momentum high and progress visible, bridging the gap between training and daily leadership practice.

Think of it as your digital coach, always on hand to guide, challenge, and inspire. It's leadership development that never switches off.

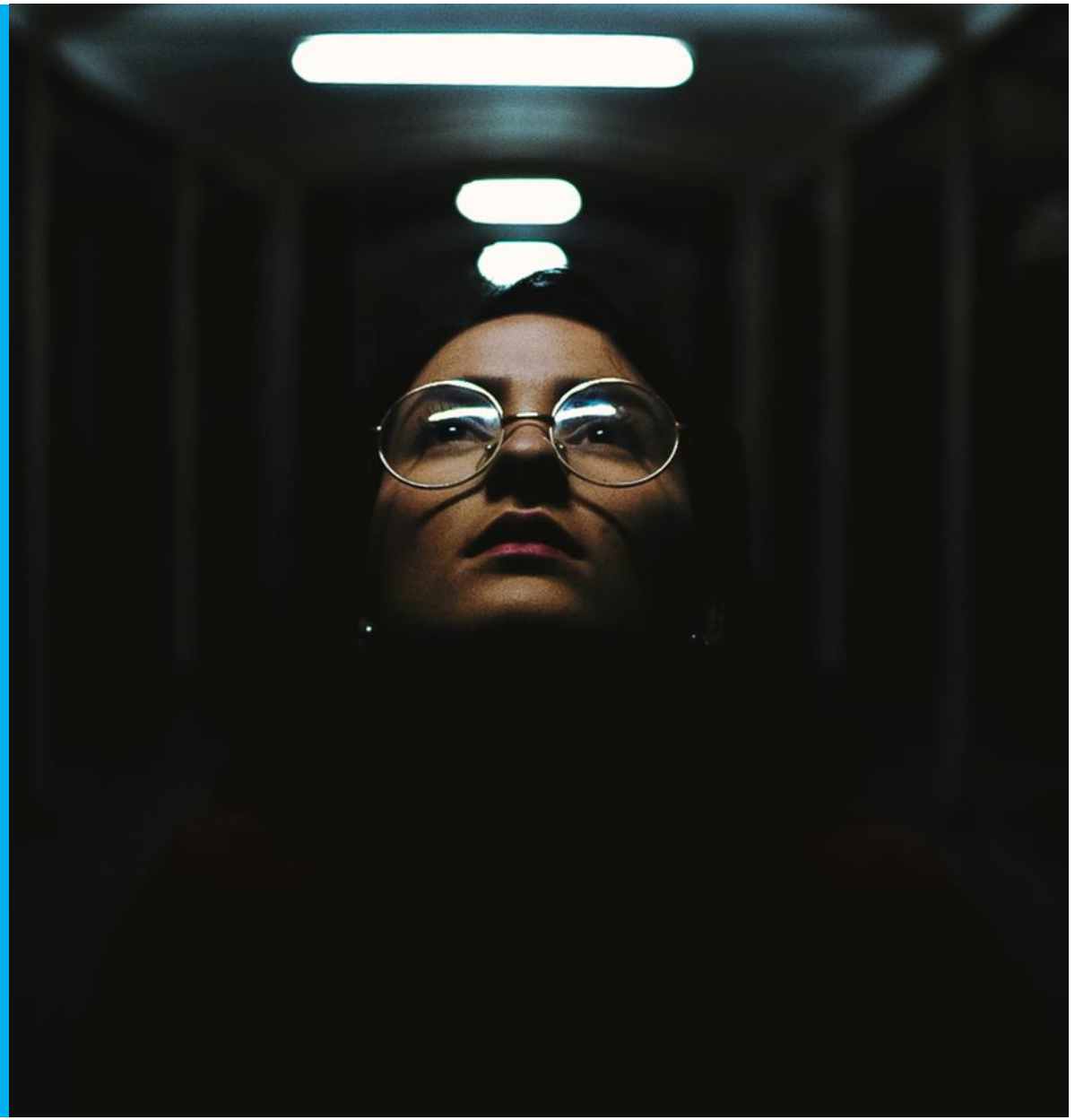
## Additional Element* Regular 6 Monthly Follow-ups

Creating a shared vision and culture is a powerful first step—but it's the follow-up that turns ideas into impact. Without regular check-ins, even the best strategies risk slipping into "business as usual." Consistent follow-up embeds behavioural lessons, reinforces accountability, and keeps your strategic direction alive in daily decisions.

Our follow-up sessions ensure alignment stays strong, cultural values remain lived—not just spoken—and leaders model the behaviours that inspire teams. They provide a safe space to revisit commitments, tackle barriers, and re-energise around your collective purpose.

Think of it as leadership fitness: regular, intentional practice that keeps performance sharp and your organisation future-ready. With structured follow-up, your vision becomes reality, your culture thrives, and your strategy delivers measurable results.

# Investment



## The Golden Thread Across All 6 Days

- Director accountability and stewardship
- Human behaviour under pressure
- Psychological safety as a strategic asset
- Purpose as an anchor in uncertainty
- Judgement over process
- Maturity over technique

This is leadership beyond competence.




## Final Thought

Most leadership programmes teach people how to act.

This programme helps senior leaders understand:

- How they think
- How pressure changes them
- How their presence shapes the system
- How governance really works when humans are involved

It is the difference between being in charge and being truly responsible.

Places are limited to protect depth of conversation. This programme works best with leaders ready to reflect, not perform.

# Programme Investment

***Normal Delegate Investment:***

*6 days Workshops = £12,000*

*6 x 121 Coaching Sessions = £3000*

*Portal Access = £500 per annum*

*Package Total = £15,500*

Your 2025 offer Just…

1 Place = £2997

2 Places = £5447

3 Places = £6997

Book Your Seat NOW!