

Leading Others

How to be a better leader and help your team thrive.

\$2,950

PER PARTICIPANT +GST

Includes three personal assessments, one-on-one coaching and alumni membership.



Our signature leadership development program.

Leading Others runs across eight modules over ten weeks. It's built for people leaders who have moved - or are moving - from doing the work to leading the people who do the work.

LENGTH

Ten weeks

Eight modules

SESSIONS

Fortnightly

Four hours each

ASSESSMENTS

Three included

DiSC, Genos EI,
WRAW

COACHING

One on one

Personalised to your
role

WHAT THE PROGRAM COVERS

Managing people effectively

Assign work clearly and set expectations, so your crew understands what's required and why it matters. Practical frameworks – task assignment, SMART goals, the capability framework – you can use immediately.

Motivating teams

What genuinely drives different people. How to build trust, create purpose, recognise good work and earn discretionary effort from your crew.

High performance

Move from reactive conversations to a proactive cycle of feedback, coaching and development. Define what high performance looks like using the Five Behaviours of a Cohesive Team and the High Performance Model.

Difficult conversations

One of the biggest skill gaps in frontline leaders is the confidence to address issues early. Learn how to lead the conversations you'd rather avoid, such as lateness or inappropriate workplace behaviour, while applying procedural fairness so the business is protected.

The big conversations are often the easy ones to have because the issue can no longer be ignored. It's the small conversations we avoid that can grow into much bigger problems.

Emotional intelligence

Develop the emotional intelligence skills and behaviours that enhance communication, collaboration and leadership. Supported by a personal Genos EI assessment, gain greater insight into how you lead and practical ways to build trust, engagement and stronger team relationships.

WHAT THE PROGRAM COVERS, CONTINUED

Adaptive leadership and DiSC

Understand your own leadership and communication style through DiSC, and learn how to adapt your approach to different personalities within your team. Build stronger relationships, communicate more effectively and get the best from the people you lead.

Recruitment and onboarding

Learn how to attract the right people, interview effectively and create a strong onboarding experience that sets new employees up for success, engagement and long-term retention.

HR, Fair Work and compliance

Build the knowledge and confidence to manage workplace issues fairly and correctly. Understand key Fair Work obligations, relevant awards and the National Employment Standards, along with essential responsibilities around psychosocial risk and positive duty.

Resilience, presence and culture change

Explore the three key dimensions of resilience – physical, psychological and social – and understand the mindsets and behaviours that support wellbeing, strengthen resilience and underpin sustainable performance.



BEYOND THE WORKSHOPS

Three personal assessments

DiSC, Genos Emotional Intelligence and WRAW (Workplace Resilience and Wellbeing). Each participant receives their own reports and self-insight they carry well beyond the program – and your leadership group gains a shared language for how they work and respond under pressure.

One-on-one coaching

A structured session with the facilitator alongside the group content, so the learning is genuinely personalised to each participant's role, team and development goals.

A leadership partner

Each participant is paired with another for discussion and reflection throughout the program. For a cohort from one business, this builds peer accountability and strengthens the leadership network across your organisation.

Alumni membership

All participants join our alumni group, who meet quarterly and get special access to Total HRM professional development events.

Our next intake

COMMENCES	Wednesday 16 September 2026, then fortnightly for ten weeks
TIME	8.30am – 12.30pm
LOCATION	The Training Space 409 Tribune Street Albury NSW 2640
FORMAT	Face-to-face workshops, with individual coaching support and homework in between sessions
INVESTMENT	\$2,950 +GST per participant – includes all reports and individual sessions

Ready to build stronger leaders?

1800 868 254

Talk to us about Leading Others and whether the program is right for your team. Leading Others can also be delivered in-house at your workplace, tailored to the needs of your organisation and team.