

**NEXT INTAKE:  
APRIL 2026**



# LEADERSHIP DEVELOPMENT WITH IMPACT.

Transform Your Leadership.  
Drive Real Business Results.



# THE RETREAT

Our Training Space



**Set on a working farm between Wetherby and Harrogate, The Retreat is a beautifully renovated barn, purposefully designed to provide focus, inspiration, and a break from the everyday.**

Surrounded by open countryside, it's the perfect place to reflect, connect, and grow as a leader.

Learning here is as memorable as it is productive, with friendly farm residents including alpacas, goats, sheep, rabbits, guinea pigs, and our very own Lead Talent office cockapoos, you're guaranteed plenty of smiles along the way.

With ample on-site parking, plus lunch and refreshments provided, everything is set up to let you concentrate on your development and make the most of your Leadership with Impact journey.



# TEAM EXPERTISE

Led by Experience. Shaped by Success.



**The Lead Talent team has guided hundreds of leaders to reach their full potential.**

Drawing on years of senior leadership, mentoring, and organisational development expertise, we've created a programme that blends practical tools with the mindset shifts that drive lasting impact.



**Patrick Maloney**  
Managing Director



**David Davies**  
Head of Leadership  
Development & Mentoring



**Nicola Wass**  
Business Integrator &  
Psychometric Assessment  
Specialist



Every £1 spent on management and leadership development in the UK yields an average return of £2.86 (i.e. about 186% ROI) when the programme is well structured.

Source: Institute for Employment Studies (IES)  
"Effectiveness and Return on Investment of a leadership development programme" (2010/11)



# PROGRAMME OVERVIEW

What to Expect.

**Designed and delivered by our Head of Leadership and Mentoring, David Davies, this six-month Leadership Development with Impact programme equips current and aspiring leaders with the skills, insight, and confidence to drive meaningful results.**

Through a combination of experiential training, practical application, and personal development, participants will leave with a clear **90-day action plan** that delivers tangible business value.

The programme includes a **Talent Dynamics Psychometric Assessment**, helping participants understand their natural strengths and how to leverage them to lead teams effectively.

## UNLOCK LEADERSHIP POTENTIAL

**At Lead Talent, we know great leadership starts with knowing yourself. That's why every participant completes a Leadership Psychometric Assessment at the outset of the programme.**

This powerful tool highlights your natural strengths, preferences, and behavioural style, helping you understand how you lead, influence, and communicate. By identifying areas to build on and strengths to leverage, you gain clear, actionable insights that accelerate your development and shape your leadership journey.

Combined with our experiential modules and action learning projects, the assessment becomes a compass for growth, ensuring you lead with confidence, impact, and authenticity.

Our next programme kicks off in April 2026. I look forward to seeing you at the Lead Talent Retreat.

David

**David Davies,  
Head of Leadership Development & Mentoring**



# THE LEARNER JOURNEY

Leadership Development with Impact.



START



TALENT DYNAMICS  
PSYCHOMETRIC  
ASSESSMENT

## START: PRE PROGRAMME PREPARATION

Undertaken by learners at the outset of the programme, Talent Dynamics Psychometric Assessment, help participants understand their natural strengths and how to leverage them to lead teams effectively.



SELF-LEADERSHIP  
& PERSONAL  
EFFECTIVENESS

## PART 1: SELF-LEADERSHIP & PERSONAL EFFECTIVENESS

Develop self-awareness, boost resilience, master your time and energy, and communicate with influence to lead confidently and inspire your team.



PEOPLE  
LEADERSHIP &  
TEAM CULTURE

## PART 2: PEOPLE LEADERSHIP & TEAM CULTURE

Lead and inspire high-performing, diverse teams by building trust, fostering collaboration, driving accountability, and adapting to the digital and multi-generational workplace.



OPERATIONAL &  
TACTICAL  
LEADERSHIP

## PART 3: OPERATIONAL & TACTICAL LEADERSHIP

It's time to turn strategy into action, make confident data-driven decisions, and embed a culture of continuous improvement to drive consistent results.



LEADERSHIP  
IN ACTION

## PART 4: LEADERSHIP IN ACTION

Turn learning into impact by tackling a real business challenge and delivering a practical 90-day action plan that drives growth and innovation.



# PROGRAMME STRUCTURE

Pre Programme & Part 1



## PRE PROGRAMME PREPARATION:



Learners begin the programme with a Talent Dynamic Leadership Psychometric Assessment, followed by a 1:1 feedback session to discuss the results.

This session explores your leadership traits, preferences, and typical behaviours, helping you gain insight into your natural strengths and areas for development.

By understanding these, you can focus your learning throughout the programme, build on what you do best, and accelerate your leadership growth.

## PART 1: SELF-LEADERSHIP & PERSONAL EFFECTIVENESS

The programme begins by focusing on self-leadership. Leaders learn to manage conflict, build emotional intelligence, communicate effectively, influence others and delegate tasks.

### Module 1: Self-Awareness, Conflict Management & Resilience

- Build emotional intelligence, manage conflict confidently, and foster inclusive leadership.
- Reflect on personal values, leadership style, and development priorities.
- Enhance empathy and create a secure base for your team.

### Module 2: Management of Self

- Master task prioritisation and effective time management.
- Delegate with confidence and empower team accountability.
- Develop strategies for personal sustainability and avoid burnout.

### Module 3: Communication, Influencing & Impact

- Identify your communication style and boost your influence.
- Learn leadership storytelling to inspire and engage others.
- Communicate your vision, values, and objectives clearly - both in person and digitally.



# PROGRAMME STRUCTURE

## Part 2

VALUES



## PART 2: PEOPLE LEADERSHIP & TEAM CULTURE

Once self-leadership is established, the focus shifts to leading others. This includes engaging teams, adapting leadership styles, building the right culture, understanding generational differences and clarifying roles and responsibilities. Leading with empathy and authenticity helps achieve goals at all levels.

### Module 4: Leading, Managing & Coaching People (2-day session)

- Apply situational leadership, coaching cycles, and performance unlocking techniques.
- Motivate diverse teams and influence stakeholders across the organisation.

### Module 5: Building High-Performing Teams & Cultures

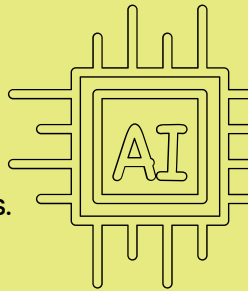
- Define team values, roles, and goals.
- Foster collaboration, trust, and an inclusive culture where all voices are heard.

### Module 6: Leading Across Generations & the Digital Workplace

- Lead effectively in multi-generational and hybrid teams.
- Build a culture of innovation, agility, and psychological safety.
- Define your digital leadership brand and create a 90-day plan.

### Module 7: Driving Ownership & Accountability

- Set expectations, align behaviours, and manage performance frameworks.
- Equip yourself with tools to lead effectively in hybrid or remote environments.



# PROGRAMME STRUCTURE

Part 3 & 4



## PART 3: OPERATIONAL & TACTICAL LEADERSHIP

Next, we focus on turning plans into results. Leaders learn how to measure, manage, and analyse data to solve business problems and make impactful decisions.

### Module 8: Operational Management & Tactical Execution

- Translate strategy into actionable plans and secure team buy-in.
- Implement tools to track progress and ensure consistency.

### Module 9: Business Analysis, Problem Solving & Decision Making

- Use data and KPIs for informed decision-making.
- Foster a culture of continuous improvement and confident problem-solving.



## PART 4: LEADERSHIP IN ACTION

The programme ends with participants applying their skills in a real world business project that delivers meaningful value to your organisation.

### Module 10: Action Learning Project

- Apply your learning to a live business challenge.
- Develop a practical 90-day action plan to drive innovation, growth, and measurable impact.

IMPACT



David will setup a dedicated WhatsApp group to engage with those on programme and share updates, resources and reminders.

# PROGRAMME DATES



## Dates for the Diary

**Delivered across five immersive sessions between January and June 2026, this programme blends personal insight, practical tools, and real-world application, empowering participants to lead with clarity, resilience, and purpose.**

Each module builds progressively, helping participants move from self-awareness and personal effectiveness through to leading others, building high-performing teams, and delivering operational excellence.

## PROGRAMME STARTS: MONDAY 26<sup>TH</sup> JANUARY 2026

### Thursday 22nd & Friday 23rd January 2026

**Module 1:** Self Awareness, Conflict Management and Resilience.

**Module 2:** Management of Self

### Thursday 26th & Friday 27th February 2026

**Module 3:** Leading, Coaching and Management People (2 day)

### Thursday 26th & Friday 27th March 2026

**Module 4:** Communication, Influencing and Impact

**Module 5:** Leading Across Generations and the Digital Workplace.

### Thursday 30th April & Friday 1st May 2026

**Module 6:** Building High Performing Teams & Culture

**Module 7:** Driving Ownership & Accountability

### Thursday 21st & Friday 22nd May 2026

**Module 8:** Operational Management & Tactical Execution

**Module 9:** Business Analysis, Problem Solving and Decision Making

### Thursday 18th June 2026

**Module 10:** Action Learning Project. Using the learned theory and applying it to a real business challenge to add practical value.



# THE INVESTMENT

Investing in the Future of your Organisation



## PROGRAMME INVESTMENT:

**£4,000 + VAT\***

+ Expenses per participant

Includes complimentary refreshments and lunch.

\*Equates to £300 per module, outstanding value.

- ✔ Talent Dynamics Psychometric Assessment (if not previously completed)
- ✔ 1-2-1 Feedback Session on Assessment Results
- ✔ 9 Highly Experiential Leadership Training Modules
- ✔ Includes an action learning project with a clear 90-day plan

## ROI: FOR INDIVIDUALS:

- Accelerate your leadership development and confidence.
- Gain insights into your natural strengths with the Talent Dynamics Assessment.
- Enhance your influence, communication, and ability to motivate teams.

## ROI: FOR YOUR ORGANISATION:

- Develop leaders who can drive performance, engagement, and accountability.
- Solve real business challenges through action learning projects.
- Create a culture of continuous improvement, innovation, and high performance.

## TO BOOK:

If you would like to book a place on the January 2026 intake please contact David Davies, Head of Leadership Development & Mentoring via the details below:

**E:** David.Davies@lead-talent.co.uk

**M:** 07734 389 434



“In the UK, research shows us that when SMEs support internal mobility and career development: retention can be about 41% higher.” (Source: ihh.com)

**David Davies, Lead Talent**



# PROGRAMME FEEDBACK



"I have worked in partnership with David on both a Level 5 Leadership Programme and also in a 121 coaching capacity. David has created a safe coaching space to discuss key challenges and provides a balanced view, which helps me to gain clarity and create an action plan that has supported me to make significant progress. **I love David's coaching style and the fact that he challenges me in the right way, whilst also supporting my development.** I genuinely believe that David cares about the progress I am making and is **a passionate, professional and dedicated coach.** I would recommend David to anyone that is searching for a professional and passionate coach that takes development and coaching seriously and **keeps you at the centre of the coaching practice and will help elevate you to the next level.**"



**Victoria Rimmer**, Regional Director, Tradewind Recruitment



"Working with David at Lead Talent, has been a **transformative experience.** I was promoted into a more senior position in the organisation and through our sessions, I've gained clarity, confidence, and a **deeper understanding of my leadership style.** I also got to know myself better with his support. David's ability to listen deeply, ask powerful questions, and challenge me constructively helped me unlock solutions I hadn't seen before. **I now lead with greater impact, presence, and purpose.** I'd highly recommend his coaching to anyone looking to grow as a leader and navigate complex challenges with authenticity and confidence. Whether you're navigating life's complexities in a changing world, stepping into a new senior role, or simply want to **lead with more impact.** His coaching has made a lasting difference to both my mindset and performance.



**Carmen Maarse**, EMEA Marketing Operations Director, Nike

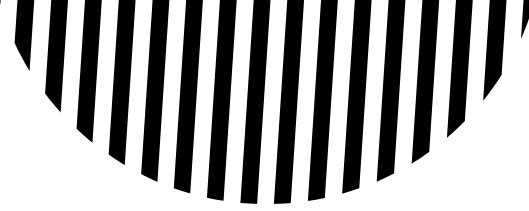


I would recommend the Team Dynamic process to any leadership team that is looking to create greater connection, better cohesion and making sure that those responsible for driving the business forward are working together and playing to their strengths and development areas.



**Matthew Finlay**, Director, Calibre Search





# LETS TALK

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