# Leadership Presence Training

Duration: **2 Day**

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## Overview

In the digital age, Leadership Presence is no longer relevant only to senior executives. Professionals at many different levels of an organisation are increasingly expected to provide direction, build trust, inspire others, and lead effectively through changing circumstances.

At the same time, modern working environments make this more challenging. Employee expectations are higher, strategies evolve more quickly, technology can feel both enabling and obstructive, and hybrid working creates additional complexity around visibility, trust, and credibility.

Information overload, continuous technological change, and shifting organisational structures also mean that leaders may frequently find themselves leading different people, resources, and priorities. Leadership Presence therefore requires a deliberate and adaptable approach rather than a fixed leadership style.

This course helps participants strengthen the way they show up as leaders, understand how leadership behaviour should adapt across different situations, and connect their personal leadership presence with organisational performance.

### What Can Leadership Presence Do for You and Your Organisation?

Being asked to lead, or choosing to lead more actively, requires a shift beyond simply managing tasks and responsibilities. In the modern digital workplace, organisations increasingly need leadership that is fast, credible, purposeful, and visible.

Leadership Presence is not only valuable at senior levels. People throughout an organisation can demonstrate leadership within their own area of influence.

For example:

- Front-line employees can lead ideas for automation,
- Middle managers can create stronger vision and collaboration within their teams,
- Technical professionals can lead efforts to create value from technology and data,
- Project and functional leaders can align different groups around shared objectives.

Building leadership capability at multiple organisational levels can help organisations respond faster to change, gain more value from technology, and improve overall performance.

### Learning Approach

This programme takes a focused approach to leadership development.

Rather than overwhelming participants with a large number of competing leadership theories, the course concentrates on specific modern situations in which Leadership Presence is particularly valuable.

Participants explore which leadership behaviours are most appropriate in different contexts and relate the learning directly to their role, organisation, and sector.

Breakout discussions and peer learning are an important part of the experience. Learners are able to

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explore different leadership challenges and gain insight from the experiences of others.

The course also provides a safe environment in which participants can consider the emotional aspects of leadership, regardless of role, experience, or seniority.

### Translating Learning into the Workplace

A major focus of the programme is ensuring that learning is translated into practical workplace behaviour.

Throughout the course, participants reflect on their leadership experiences, record insights, and identify opportunities for development. This means that the final outcome is not a rushed action plan created at the end of the day, but a set of practical approaches that have been developed and refined throughout the programme.

Participants are encouraged to consider questions such as:

- What does my organisation need me to lead?
- Where could I begin developing stronger Leadership Presence?
- Which leadership behaviours matter most in my role and context?
- How can my Leadership Presence contribute to better performance?

## Prerequisites

There are no formal prerequisites or required pre-learning activities for this course.

Participants are simply encouraged to bring their existing experience, their current role, and an understanding of their own organisational context.

Structured reflection and action-planning activities are used throughout the course to help learners translate the learning into relevant opportunities for personal and organisational development.

## Who Should Attend

This course is particularly suitable for:

- Professionals who want to take on greater leadership responsibility,
- Individuals who need to lead in new or changing situations,
- Managers who want to strengthen their existing leadership impact,
- Professionals who need to build greater trust and influence in digital or hybrid environments,
- People who want to demonstrate leadership regardless of formal job title.

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## What You Will Learn

By the end of this course, participants will be able to:

- Intentionally develop their Leadership Presence by focusing on nine key characteristics,
- Establish a baseline for personal reflection and self-review,
- Identify the main challenges affecting Leadership Presence in the Digital Age,
- Develop strategies to respond to those challenges,
- Create a personal development and action plan based on the nine characteristics of Leadership Presence.

## Outline

### Leadership in the Digital Age

- Changing expectations of leaders
- Higher employee and follower expectations
- The dual role of technology as an enabler and potential barrier
- Building visibility and trust in hybrid environments
- Responding to rapidly changing strategic priorities
- Leadership at different levels of the organisation

### Leadership Presence Framework

- Understanding Leadership Presence
- The nine characteristics of Leadership Presence
- Connecting leadership behaviour with performance
- Assessing your own leadership context
- Adapting leadership behaviour to different situations

### Creating Your Leadership Presence Vision

- Defining how you want to show up as a leader
- Connecting leadership purpose with personal values
- Identifying what your organisation needs you to lead
- Recognising opportunities to demonstrate leadership proactively

### Demonstrating Passion and Commitment

- The role of energy and commitment in leadership impact
- Mobilising others around a shared purpose
- Consistency and determination
- Building credibility through visible commitment

### Inspiring Trust in Others

- Trust and credibility in leadership
- Authenticity and consistency
- Building trust in hybrid working environments
- Understanding how behaviour affects leadership perception

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- Communication habits that strengthen trust

### Confident Voice and Tone

- Developing a confident voice and tone
- Communicating messages clearly and decisively
- Aligning verbal communication, tone, and body language
- Adapting communication style to different leadership situations

### Challenges in the Digital Age

- Information Overload
- Continuous technology change
- Shifting teams and resource structures
- Hybrid and remote leadership
- Navigating multiple organisational priorities
- Leading through uncertainty

### Personal Development and Application

- Reviewing yourself against the nine Leadership Presence characteristics
- Identifying strengths and development areas
- Selecting leadership behaviours to apply in the workplace
- Establishing personal development priorities
- Creating practical leadership actions