

Leadership...by Design (Essentials)

Create the conditions before managing the consequences

A research-informed leadership program developed from original research and peer-reviewed publications.

Organisations grow by adding people, roles, processes and tools to meet immediate needs. While each addition may make sense in isolation, the combined environment gradually becomes unclear or inconsistent.

Leaders then spend increasing time managing the consequences rather than examining what may be producing them.

Does this sound familiar?

- Your organisation is growing or changing
- Specialists have moved into management without a shared leadership foundation
- Teams have developed different approaches and expectations
- Priorities, responsibilities or decision authority are not always clear
- Leaders repeatedly manage confusion, friction, resistance or rework

Leadership development may have added useful tools without establishing when, why or where they belong.

The big idea

Leaders create and maintain the conditions in which people can contribute successfully to a shared purpose. *Leadership...by Design: Essentials* helps leaders understand when, why and where coaching, feedback, training, change and performance-management tools belong.

What participants will achieve

Through experiential activities, guided discussion and workplace application, participants learn to:

- Clarify what leadership is fundamentally there to accomplish
- Translate broad expectations into shared, usable meaning
- Recognise what the workplace is repeatedly producing
- Examine whether the environment supports successful contribution
- Distinguish between system, support, development and accountability needs
- Select evidence-informed responses and immediate actions



A connected Bryter approach

Three connected frameworks help leaders examine the environment, understand human responses and choose an appropriate intervention.

C5: examines the organisational conditions.

TMAP: explores how experience shapes present responses.

ARCH: helps leaders interpret the available evidence and choose what to do.

Understand what is happening before deciding what to do.

Designed for

- New and emerging managers
- Specialists moving into people leadership
- Established leaders seeking a shared approach
- Leadership teams navigating growth, change or inconsistent management practices

No previous leadership training is required. Experienced leaders will benefit from aligning and reconsidering their existing approaches.

Program details & Investment

Format: Live, facilitated workshop

Duration: 4 hours

Group size: Up to 20 participants

Investment: A\$4,250 + GST

Included

- Up to one-hour client-alignment briefing
- Light contextualisation of language, examples and scenarios
- Four-hour live workshop
- Digital participant worksheets and summary resources
- Leadership capability and development-needs reflection
- 30-minute online Learning in Practice session within two weeks

Travel and venue costs are additional where required. Extensive tailoring, client branding, train-the-trainer delivery and internal licensing are available by quotation. Additional sessions in substantially the same context are available from A\$3,500 + GST.

Best used as a shared foundation before investing in individual leadership tools or skills programs.

It can also help organisations identify where deeper application or targeted skill development may be valuable.

Why Bryter?

Developed from Bryter's original research and proprietary frameworks, informed by peer-reviewed publications and experience across leadership, commercial capability and regulated environments.

As part of a connected suite, future development builds on shared principles and language rather than adding disconnected tools.

Develop leadership capability by design. Not by default.