

Leadership Development Program

HANDBOOK

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COACHING OUTSIDE THE BOX



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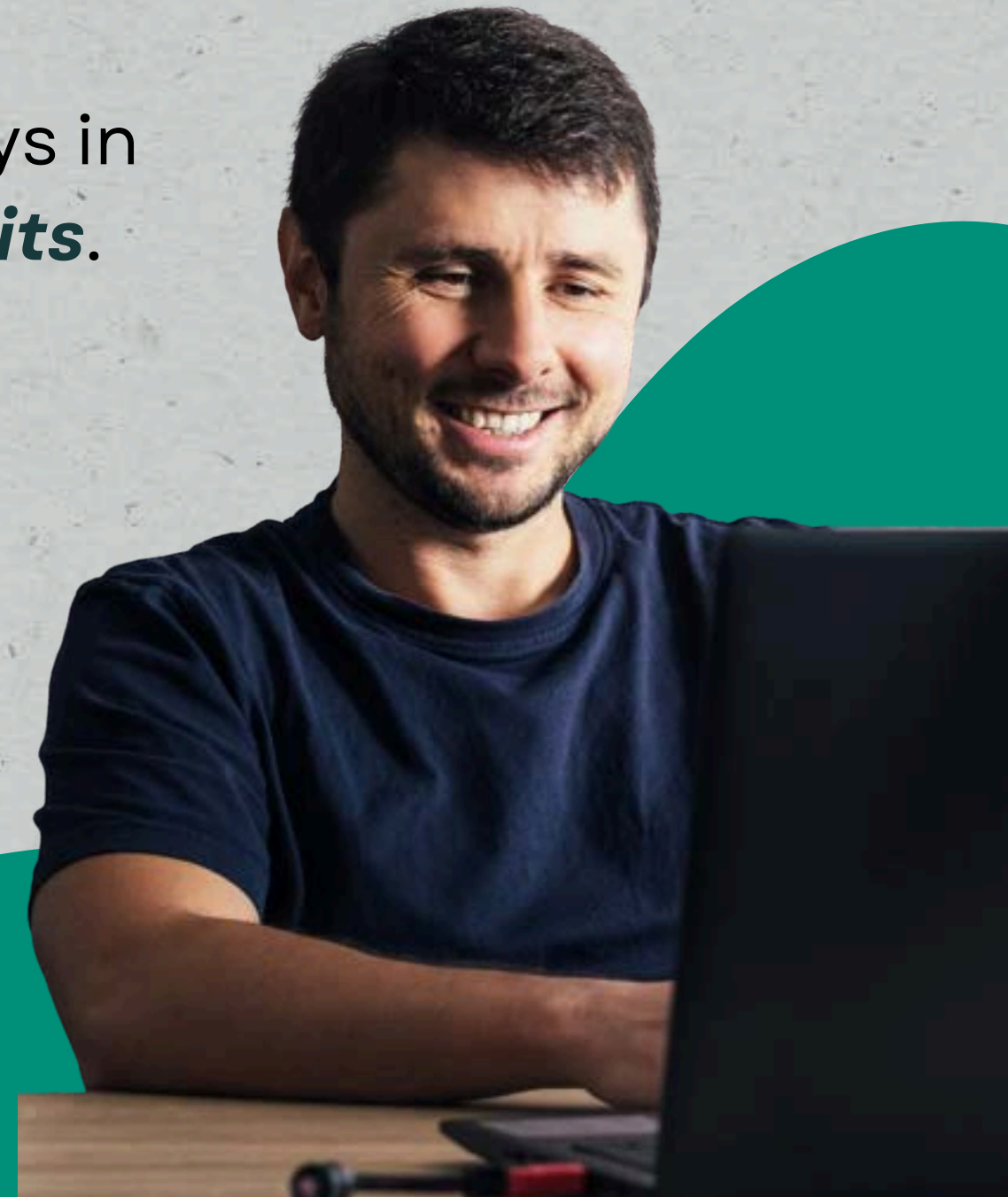
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About our Leadership Development Program

Eager to ***cultivate strong leadership within your organisation*** but uncertain where to begin? That's exactly what we designed this program for!

We understand the pivotal role that effective leadership plays in driving success, so we ***focus on fundamental leadership traits***.

We believe that every great leader possesses a unique combination of qualities that can be honed over time. Through a dynamic blend of interactive teaching and personalised 1-1 coaching, this program ***empowers individuals to unlock their full leadership potential and grow into the leaders you need***.



Why this program?



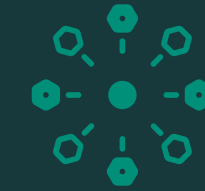
Tailored Approach

Customisable to fit your organisation's unique goals, challenges, and culture



Sharp Focus

Individual growth through self-assessment & coaching with a Master Certified Coach



Holistic Development

Comprehensive leadership training to develop fundamental skills



Experiential Learning

Hands-on learning with practical exercises, case studies, and workshops



Continuous Support

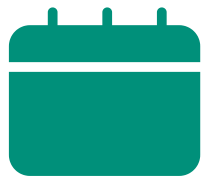
Ongoing guidance to foster a culture of continuous learning



Measurable Results

Track progress and measure results for meaningful leadership improvements

The Leadership Development Program in a nutshell



12 sessions
across 2 modules



Weekly Sessions
1.5 hours each



Fully Online
training



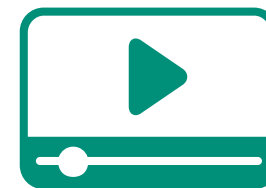
Interactive
live sessions



Certification
upon request



1:1 Coaching
available



Resources
for further
development



Competitive
pricing

Program Structure

Module 1 The Being of a Leader

In this module we focus on exploring and cultivating the soft skills that are essential to any successful leader.

- Levels of listening and how to leverage them
- The Leader as a Coach: powerful questioning
- Emotional Intelligence @ work
- Demonstrating grounded presence and developing a growth mindset
- Giving and receiving feedback
- Building trust

Learning Outcomes

- 1 Understand, develop and demonstrate **leadership soft skills**
- 2 Prioritize a **people-centric approach** over a problem-centric approach
- 3 Improve **communication effectiveness** and handle **crucial conversations**
- 4 **Lead through influence** rather than authority
- 5 Build and **foster healthy relationships** based on trust

Learning Outcomes

Confidently *handle challenges in teams* **1**

Improve *team culture & dynamics* and elevate *team motivation & performance* **2**

Lead and implement *sustainable change* **3**

Manage stakeholders effectively **4**

Develop *essential leadership traits* **5**

Module 2

Stepping into Leadership

In this module we equip leaders with more advanced tools that are crucial to overcome the challenges of working in a fast-paced environment.

- Motivating people
- Dealing with conflict and toxic behaviours
- Understanding and influencing stakeholders
- Catalysing sustainable change
- Understanding and choosing your leadership style
- Developing yourself as a Leader



Optional

1-1 Coaching Support

Packages of individual coaching sessions are offered to those who need personalised support.

Coaching is a space to explore barriers to successful leadership with a trusted partner. Here are some of the goals we have helped high potential leaders to achieve:

- Gain self confidence
- Manage stress and other strong emotions
- Improve work life balance
- Increase effectiveness of their leadership style
- Navigate complex stakeholder landscape
- Nurture difficult relationships and navigate conflict
- Elevate team culture and performance

This program is for you if...



You are new in a leadership role or come from technical / operational roles



You struggle to delegate and be more strategic



You find it difficult to inspire others and catalyse change



You have to deal with toxic behaviours or demotivated teams



You have high potential but are getting in the way of your team's growth



You struggle to get the best from your people and elevate team performance



You find it difficult to adapt your leadership style to different situations



You want to invest in your growth so that you can help others to grow



Meet The Instructor

An ICF Master Certified Coach,
Certified Enterprise and Team Coach,
Lucia is the ***founder of Coaching Outside the Box***.
She has trained & mentored ***hundreds of coaches***
worldwide. She also has ***20+ years of experience***
coaching multicultural and distributed organisations.

Lucia Baldelli

ICF Master Certified Coach



Resources Included

WITH THE COURSE



Course Materials

In-depth course materials that guide you throughout the training and beyond



External Resources

Extensive recommended resources across multiple formats to deepen your learning



Community Access

Become a part of our vibrant community of fellow leaders



Expert Support

Invaluable insights from seasoned experts in the field of mindfulness & coaching



Testimonials



“ **Hagen Mahnke,
Engineering Manager**

I highly recommend this program and, despite the name, it's useful for everyone. It's by no means any sort of information dump. Instead Lucia turns this into very engaging group conversations, **exploring each topic in much more depth and with greater impact.**



“ **Paul Crease,
Data Science Lead**

I can't speak highly enough of this program, which benefited me in my everyday role. Lucia takes a refreshing approach - rather than lecturing, she cultivates meaningful group discussions that **transform complex topics into engaging conversations with lasting results.**



“ **Yagiz Erdogmus,
Senior Product Manager**

This program is an excellent way to develop leadership skills. Lucia creates an interactive space where participants can reflect on their own styles, explore real-world challenges, and **gain practical tools to lead more effectively.**

Testimonials



“ **Geeta Pundir,
Product Manager**

I enjoyed this program. It is exceptionally valuable, with well-prepared and interactive sessions. Lucia does an excellent job of bringing **situation-specific examples that enhance learning**. It is a fantastic program that fosters both personal and team growth. Highly recommend it.



“ **Kostandina Kostrista,
Product Manager**

Leadership Program sessions were so good that **I want to attend again!** I love that the course is structured to learn and open some topics and then learn a lot more specifically from engaging discussions within class mates.



“ **João Miranda,
Senior Developer**

This program was insightful because it promoted discussions about how to **connect the theoretical knowledge to real company challenges**. Lucia created a collaborative environment that made the lessons actionable. I left with valuable tools to enhance my leadership skills and drive meaningful impact at work.

Testimonials



“
**Elise Dujardin,
Senior Developer**

This program was very valuable. Lucia knows very well how to challenge our thoughts, bring up deep conversations and help us **grow leadership skills** that are useful both in the workplace and in personal life. I immediately put some of the skills into practice and **it helped release tensions I had in my team.**



“
**Chiara Contrino,
Product Designer Lead**

This program was transformational. Each session was **packed with valuable insights and practical applications**, supported by engaging group activities that are a highlight of the course. While it has a clear structure, Lucia tailored the content to our interests and curiosities. Despite the intensity and wealth of knowledge shared, **each session flew by** - a testament to how stimulating and well organised it is.



“
**Maria Santos,
Strategy Analytics Lead**

I strongly recommend this program, not only because Lucia truly motivates you, but also because the program has been **highly actionable in my daily work**. I can actively apply what I've learned every day, and **it promotes critical and in-depth thinking**.
Great job!

Registration

Whether you're looking to develop emerging leaders or enhance the skills of experienced ones, our Leadership Development Program equips your people with the tools, insights, and confidence they need to lead with excellence in today's ever-evolving business landscape.

Ask us any questions or find the right time to start growing with our program.

[Contact Us](#)

