

THE F.I.R.S.T.™ **LEADERSHIP** TRANSFORMATION SUITE

An integrated solution to accelerate
leadership maturity and culture transformation

**FUTURE-READY
INNOVATIVE
RELEVANT
STRATEGIC
TRUSTED**

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In every fast-changing reality, execution, innovation and growth depend on one critical factor: Strong, consistent leadership at every level.

The Real Challenges Organisations Face:

- How do we build a **future-ready leadership bench**?
- How do we ensure people **lead, communicate, and deliver** with **consistency**?
- How do we align **leadership development** with our **strategy and culture, at scale**?
- How do we equip leaders to **navigate change and complexity** with **confidence**?

Without a Clear Leadership System...

Fragmented leadership leads to misalignment, disengagement, gaps in accountability, performance and succession.

What's missing isn't just leadership, it's a system.

The F.I.R.S.T.™ Leadership Transformation Suite

ensures that leadership capability is built intentionally, embedded systemically and tracked meaningfully in your organisation.

It is a 3 tier scalable, integrated solution that aligns culture, performance and growth with a **strong leadership pipeline across all levels**.

F.I.R.S.T.™ Leadership Transformation Suite

F.I.R.S.T.™ Foundation
New Manager Development Programme

F.I.R.S.T.™ Momentum
Middle Management Development Programme

F.I.R.S.T.™ Horizon
Senior Leadership Development Programme

What is F.I.R.S.T.™ ?

A proven framework for leadership maturity grounded in 5 crucial traits:

- ✓ **Future-Ready**
- ✓ **Innovative**
- ✓ **Relevant**
- ✓ **Strategic**
- ✓ **Trusted**

At A Glance: Measurable Impact



48% boost in team empowerment efforts

44% rise in accountability levels

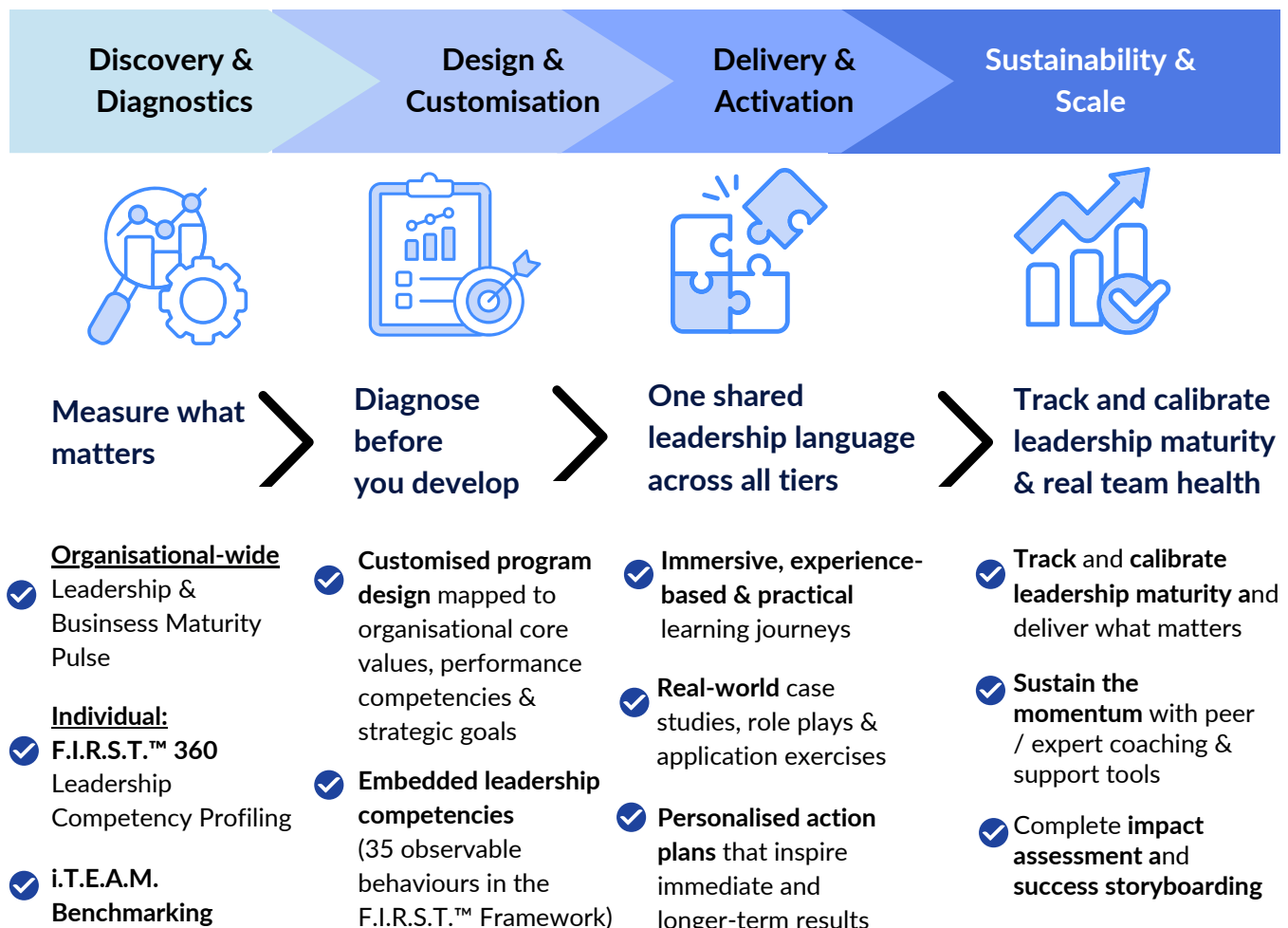
36% stronger trust across teams (based on 6 dimensions)

**These proven results are from client organisations across industries*

How We Deliver Measurable Leadership Transformation

Transformation isn't a training day. It's a journey. From diagnosis to action, every step is intentional and aligned with your organisational strategy.

The F.I.R.S.T.™ Leadership Transformation Journey



It's not just about developing more leaders.

It's about developing **inspiring** leaders who lead **inspired** teams.

Your leaders will be equipped with 3 leadership pillars that drive real impact



Thought Leadership
Lead Self



People Leadership
Lead People



Results Leadership
Lead for Results

F.I.R.S.T.™ Foundation

New Manager Development Programme

Overview

First-time leaders face one of the most difficult and under-supported transitions in their careers. **The F.I.R.S.T.™ Foundations programme** equips new managers with the mindset, confidence, and essential skills to lead people, not just tasks. Participants learn to build trust, engage teams, and deliver results This sets the stage for long-term leadership success.

Challenges Addressed

- The shift from individual contributor to people leader
- Lack of confidence in performance conversations and delegation
- Inconsistent leadership behaviours causing disengagement
- Difficulty managing time, expectations, and team motivation

3-Day Agenda		
DAY 1 THOUGHT LEADERSHIP From Expert to Enabler	DAY 2 PEOPLE LEADERSHIP Coaching Conversations and Accountability	DAY 3 RESULTS LEADERSHIP Ownership and Impact
<ul style="list-style-type: none"> • Activate your leadership identity and mindset with the 5 Roles of a Leader • Apply core management skills—delegation, prioritisation, decision-making • Use daily conversations to build trust, clarity and learning moments • Practice real-life scenarios using the I.L.I.S.T.E.N™ and I.J.U.D.G.E™ frameworks 	<ul style="list-style-type: none"> • Use the GROW model to create coaching moments that inspire and empower • Manage performance through structured conversations • Navigate conflict and deliver feedback with clarity • Build a high-trust, accountable team culture 	<ul style="list-style-type: none"> • Make timely, sound decisions and empower team autonomy • Strengthen leadership visibility and alignment with strategy • Activate application personalised 90-day plan • Share commitments to sustain leadership growth

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This programme made it easy for me to make changes on a daily, small scale basis which led to visible results.

Project Manager in a government organisation



F.I.R.S.T.™ Momentum

Middle Management Development Programme

Overview

Mid-level leaders are the critical bridge between strategy and execution. The **F.I.R.S.T.™ Momentum programme** empowers them to influence across functions, drive performance at scale, and model the behaviours that shape high-performing, resilient teams and cultures.

Challenges Addressed

- Burnout from balancing operations, people, and change
- Leading hybrid and cross-functional teams effectively
- Sustaining a positive culture in a volatile environment
- Limited time to coach, develop, and retain talent

3-Day Agenda		
DAY 1 THOUGHT LEADERSHIP Strategic Thinking & Presence	DAY 2 PEOPLE LEADERSHIP Performance & Empowerment	DAY 3 RESULTS LEADERSHIP Systems & Sucession
<ul style="list-style-type: none">• Reframe leadership for broader organisational impact• Strengthen presence and trust through values-based decisions• Diagnose and shape team culture• Communicate with confidence across levels	<ul style="list-style-type: none">• Apply the 4A model to drive performance• Develop and coach high-potential talent• Lead change with agility and empathy• Build cross-functional partnerships and influence	<ul style="list-style-type: none">• Make decisions that balance people, performance, and strategy• Align team goals with organisational outcomes• Drive innovation through empowerment• Finalise a leadership growth and impact plan



This programme enabled me to lead across functions with confidence. I now coach my team effectively, align goals across departments, and navigate change with clarity. Our collaboration and performance have noticeably improved.

Regional Operations Manager, Manufacturing



F.I.R.S.T.™ Horizon

Senior Leadership Development Programme

Overview

Senior leaders shape strategy, steer transformation, and build the legacy of the organisation. The **F.I.R.S.T.™ Horizon programme** empowers them to lead with clarity, courage, and conviction thereby strengthening strategic foresight, stakeholder influence, innovation governance, and future-ready culture at the enterprise level.

Challenges Addressed

- Navigating complex change and ambiguity at enterprise scale
- Leading in an AI-disrupted environment where strategy, governance, talent and trust are being fundamentally reshaped
- Building a future-ready leadership pipeline and robust succession capability
- Strengthening sound judgement and influence across senior stakeholders and public platforms

3-Day Agenda		
DAY 1 THOUGHT LEADERSHIP Strategic Vision & Culture Stewardship	DAY 2 PEOPLE LEADERSHIP Scaling Empowerment & Talent	DAY 3 RESULTS LEADERSHIP Influence & Integration
<ul style="list-style-type: none">• Clarify senior leadership purpose and enterprise impact amid disruption, including leadership implications of AI acceleration• Shape organisational culture through trust and consistency• Strengthen systems leadership for innovation and long-term value• Define and communicate a clear, legacy-driven vision	<ul style="list-style-type: none">• Develop senior talent to build leadership depth and readiness• Lead large-scale transformation with clarity and coherence• Strengthen succession strategy and future-ready leadership pipelines• Embed empowerment into leadership systems	<ul style="list-style-type: none">• Navigate complex decision-making and risk• Exercise influence with credibility across boards and senior stakeholders• Convert strategic insight into clear impact commitments• Finalise a focused senior leadership roadmap



"This programme helped me elevate my strategic influence and shape culture at scale. I'm driving innovation and aligning our organisation behind a shared vision, leaving a lasting impact."

COO, International Bank

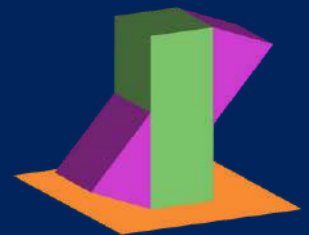


INFLUENCE SOLUTIONS

INSPIRING LEADERS. INSPIRED ORGANISATIONS.

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER

***Future-ready *Innovative *Relevant *Strategic *Trusted**



For more information about us,
visit influence-solutions.com