



Maria Brett

The Growing Edge

## Courageous Leadership Program

Training and coaching to strengthen the leadership skills, emotional intelligence and resilience of leaders

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# ABOUT MARIA BRETT

Maria Brett is a leadership and organisational development expert who helps people live and lead courageously - from the inside out - for impact that really matters.

Maria has more than 20 years' experience as a leader in the non-profit sector. For ten years, she was CEO of the Counselling and Psychotherapy Federation of Australia where she achieved substantial organisational growth and built a purpose-driven culture based on ethics, resilience and wellbeing.

As a psychotherapist, and as former CEO, Maria brings a unique approach to her work as a trainer and coach. She has integrated a lifetime of learning about mindfulness, resilience and leadership, and her own personal growth journey, to design programs to inspire others to grow, both personally and professionally.



# About the Courageous Leadership Program

The Courageous Leadership Program has been developed by Maria Brett to help leaders change the way they're leading - from the inside out.

The program is designed with flexibility in mind. You can engage Maria to deliver one module, or to deliver them all.

The leadership transformation process starts with awareness, which supports the development of four other internal leadership capacities: purpose, courage, presence and resilience. Awareness then turns outwards as you develop your emotional intelligence and your integrity as a leader.

As you reach the outside of your leadership growth process, you will learn strategies to build engagement, to have courageous conversations, and to lead culture change.



# What is the impact of the Courageous Leadership Program?

The challenges leaders are facing in the 21<sup>st</sup> century are complex and many. Ten big leadership challenges are addressed in the Courageous Leadership Program, by focusing on ten key areas for leadership development.

The Program will help you identify your most pressing leadership challenges and build your leadership capacity and skills in each of the ten leadership development areas.

By going wholeheartedly into the learning experiences offered by the Program, you will move from struggling with your biggest challenges, to having a positive impact as a leader. You can expect deep transformation of your leadership, and a measurable positive impact for the people you lead and your organisation's mission.

Leadership Challenges	Development Focus	Leadership Impact
Toxic Culture	Culture Change	Impact That Matters
Solving Problems	Courageous Conversations	Results
Disengagement	Engagement	Productivity
Making Decisions	Integrity	Trust
Managing People	Emotional Intelligence	Kindness and Care
Stress and Burnout	Resilience	Wellbeing
Distraction and Overload	Presence	Focus and Calm
Managing Risk	Courage	Innovation
Overwhelm and Apathy	Purpose	Accountability
Complexity and Change	Awareness	Clarity

# Ten Leadership Development Modules

Select one module as a stand-alone event or contact Maria about putting on a leadership development series for your leadership team. Even better, offer all ten modules to your leadership team for deep and lasting change that will transform the leadership

1. Awareness is Revolutionary
2. Leading with Purpose, on Purpose
3. It Takes Courage to Lead
4. Cultivating Extraordinary Leadership Presence
5. Thriving in the Age of Disruption
6. Emotionally Intelligent Leadership
7. Integrity Matters
8. Building Engaged and Productive Teams
9. Essential Skills for Courageous Conversations
10. Leading Culture Change





## Awareness is Revolutionary

Half-day or full-day workshop, in person or online

Courageous leadership begins with you. We begin by focusing on developing your self-awareness as a person and as a leader. You will learn what awareness really is, and gain practical skills to strengthen your self-awareness. In this module, you'll discover just how revolutionary awareness is when you apply awareness principles and practices to your leadership. You will reap noticeable benefits from this transformative way of leading.



## Leading with Purpose, on Purpose

Half-day or full-day workshop, in person or online

Strengthen your understanding of your personal and work purposes through a deep exploration of values. In this module you will learn how your personal values align with the values of your organisation, and how to put values into action with values-led workplace behaviours. This is an opportunity to re-engage with the reasons you chose to do the work you do, and to lead your team to have renewed commitment to your organisation's mission.



## It Takes Courage to Lead

Half-day or full-day workshop, in person or online

Learn why it takes courage to lead and how to step out of your comfort zone into your leadership courage zone. In this module you will identify your leadership fears and how to lean into these instead of turning away. Learn five strategies to be more courageous as a leader: face your fears, be vulnerable, be honest, be authentic and keep going. The module includes participation in a Leadership Self-Assessment.



## Cultivating Extraordinary Leadership Presence

Half-day or full-day workshop, in person or online

Learn how the way you show up at work impacts on other people, and how to tackle distraction and reactivity by cultivating leadership presence. In this module you will learn practical mindfulness skills that will support you to develop a leadership presence that is calm, clear, authentic and focused. This will help you build trust and rapport with others, and bring a sense of calm to the emotional system that operates in your team and organisation.



## Thriving in the Age of Disruption

Half-day or full-day workshop, in person or online

Learn how to strengthen your resilience and adapt to the challenges and uncertainty of the 21<sup>st</sup> century. Drawing on neuroscience and post-traumatic growth, this module explores how we are fundamentally wired for resilience, and offers practical strategies to build psychological resilience and improve wellbeing. Essential learning for leaders and their people to adjust to life with COVID-19 and thrive in the face of future challenges. This module includes a Wellbeing Self-Assessment.



## Emotionally Intelligent Leadership

Half-day or full-day workshop, in person or online

Learn what emotional intelligence actually looks like in a leader by diving deeply into emotional intelligence. Participants will learn how to improve their leadership effectiveness by practising emotionally intelligent leadership behaviours. You will reap the rewards of emotional intelligence with increased awareness of the impact you have on others, and greater capacity to build effective working relationships. This module has an optional add-on of a Genos Emotional Intelligence Assessment and Debrief.





## Integrity Matters

Half-day or full-day workshop, in person or online

What is ethics and why is it essential in leadership? In this module, participants will explore why ethics matter so much for leaders, and learn how to show up with integrity as a leader every day. You will learn the importance of taking full responsibility for the impact of your words and actions, starting with the simple practice of telling the truth. Leadership is full of ethical dilemmas so you will learn how to grapple with these, and gain skills for ethical decision-making.



## Building Engaged and Productive Teams

Half-day or full-day workshop, in person or online

Learn why engagement and productivity matter so much and practical strategies to build an engaged and productive team. Participants will learn five engagement strategies that really work: be curious, be vulnerable, be purposeful, be kind, and remember it's not about you. The results will be teams that are more engaged and committed to your mission as an organisation, and a measurable increase in productivity.



## Essential Skills for Courageous Conversations

Half-day or full-day workshop, in person or online

Develop the essential skills you need to have difficult conversations at work. In this module, you will identify the issues you are avoiding and how to tackle them. Some of the conversations that leaders need to be having, but which are often avoided, include diversity and inclusion, self-care and wellbeing, and workplace bullying. Learn to spot your own and other people's blind spots related to these issues, and strategies to talk about them skilfully, including how to give and receive effective feedback.



## Leading Culture Change

Half-day or full-day workshop, in person or online

When you pull together the insights and strategies learned across the other nine modules, cultural change can really begin. In this module, leaders will learn skills and strategies to lead culture change so your organisation can have an impact that really matters. The culture you create can be whatever culture your organisation seeks, but with courageous leaders, it's likely to be a courage culture that is driven by purpose, and genuinely cares about people.

# Coaching Takes Learning Deeper

Coaching with Maria Brett is an opportunity to take learning deeper by applying training to real-life work challenges. Learning then becomes embedded in practice.

Coaching supports performance improvement but also goes much further to support the wholistic development of leaders. Coaching includes regular reviews of progress, looking at how the leadership challenges have been addressed by the leader's development focus, and the ways in which leadership impact has grown.

## ❖ **Individual Coaching**

Recommended for leaders at executive level. Leaders will benefit from a supportive coaching relationship and will also be mentored by Maria as needed.

## ❖ **Group Coaching**

Recommended for groups of front-line or middle managers. Participants will be coached in group format by Maria and will also develop peer coaching skills to challenge and support to each other.





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## Contact Maria Brett to Enquire About the Program

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## Book a Free Discovery Call

[www.maria-brett.com/discovery-call](http://www.maria-brett.com/discovery-call)