LEADERION
Empowering Leaders and Teams

Leadership journeys that change how your leaders lead

We develop **next-generation leaders and high-performing teams at every level**, through journeys of 100 days to 12 months that we walk alongside you.

350+
leaders developed

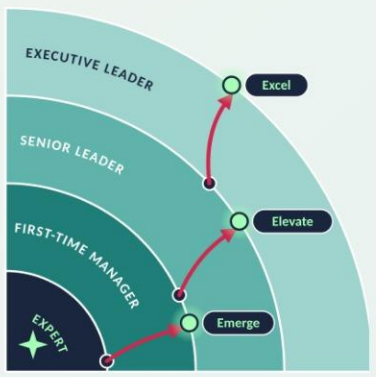
9.1/10
average programme rating

81%
would strongly recommend us

20+
coaches and facilitators in our network

THE CHALLENGE

Every step up is an orbital shift



Excel — **Senior leader → executive leader**
Setting direction and culture; boardroom presence; growing successors.

Elevate — **Manager → senior leader**
Leading through influence, not tasks; managing stakeholders and HQ.

Emerge — **Expert → first-time manager**
Letting go of being the expert: delegating, giving feedback, leading former peers.

What makes each leap harder now

- AI is reshaping how work gets done
- Multi-generational teams expect a different leader
- Hybrid teams across cultures
- Geopolitical and market uncertainty

Two-day workshops rarely change behaviour. Journeys do.

OUR APPROACH: THE LEADERION WAY

A transformative journey, not a two-day event



1 Diagnose
Sponsor conversations, Hogan and 360° data

2 Design
Built around your context, goals and calendar

3 Deliver
Coaching and practice on real work, with us alongside

4 Measure
Pre- and post-measures, agreed up front

WHAT WE OFFER ORGANISATIONS

Five ways we grow leaders and teams at every level

Leaderion Academy for Next-Gen Leaders
Rise100 cohorts, with a pathway for each leap.

Emerge · Elevate · Excel

For high-potentials and managers

High-Performing Teams
Team coaching through the Purpose Journey (ORSC™).

For leadership teams, global or hybrid

LeadAI
NEW

AI and data literacy with human-edge skills, live projects and champions.

For organisations moving AI from pilots to scale

Custom Programmes
Designed around your context, such as Journey to Advisory Excellence.

For specific capability gaps

1:1 Executive Coaching
Confidential coaching anchored in Hogan insight and sponsor-agreed goals.

For senior leaders and critical roles

IN THEIR WORDS

What sponsors and leaders say

> *They strike a rare balance between deep business acumen and relational depth… a powerful coaching team capable of driving real, systemic change.*

Suman Banerjee
CHRO, ABP

> *I strongly recommend this for any diverse team looking to drive a transparent and inclusive team culture.*

Shweta Chakravorty
Team coaching sponsor, Ericsson

> *The Rise100 program shifted my mindset from doing the work myself to enabling others to grow beyond their limits.*

Sheji Varkey
Rise100, MKS PAMP

Let's talk

Start with a **30-minute discovery session**, a **pilot cohort** of 8–12 leaders, or a **leadership-team offsite**.

Become the leader others grow under.

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