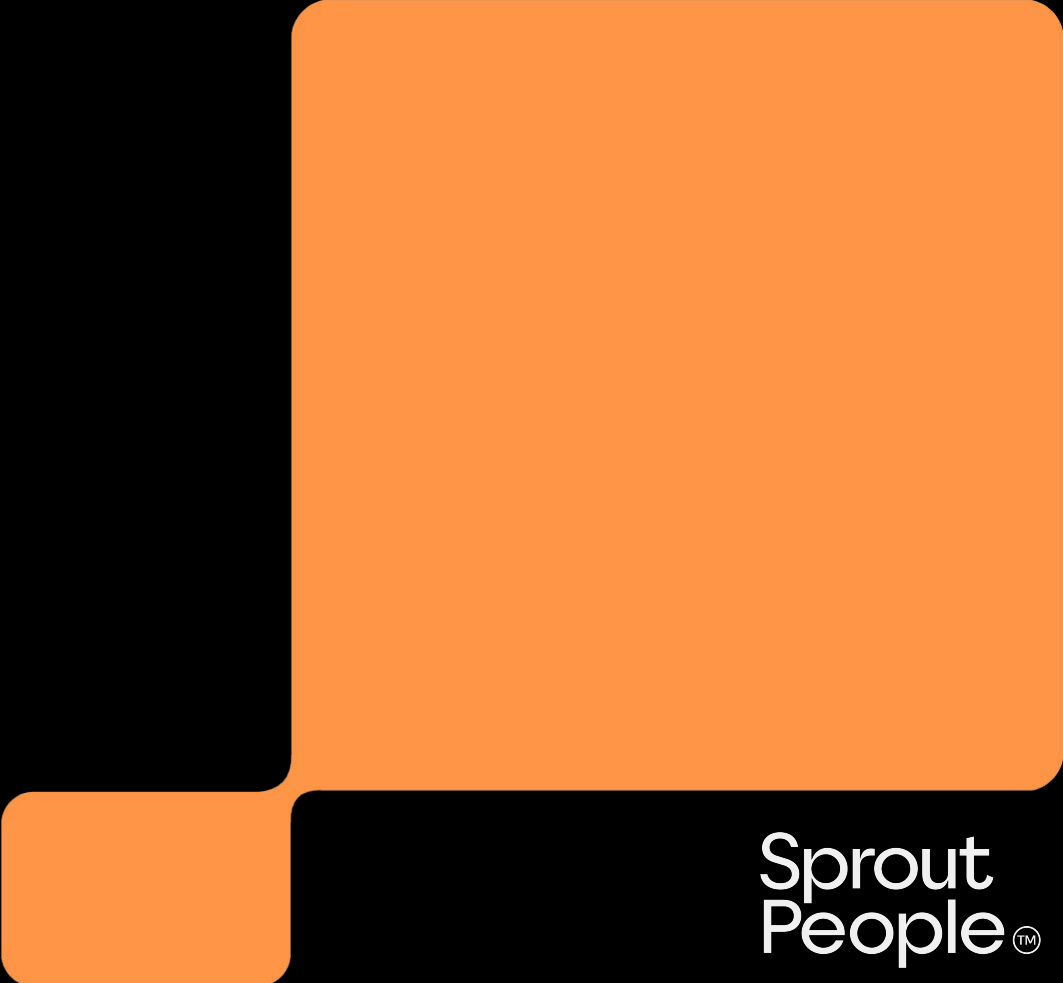


Growing Business Leaders

The slide features a black background with two large, rounded orange squares. One square is positioned in the upper right, and a smaller one is in the lower left, partially overlapping the bottom edge of the first square.

Sprout
PeopleTM

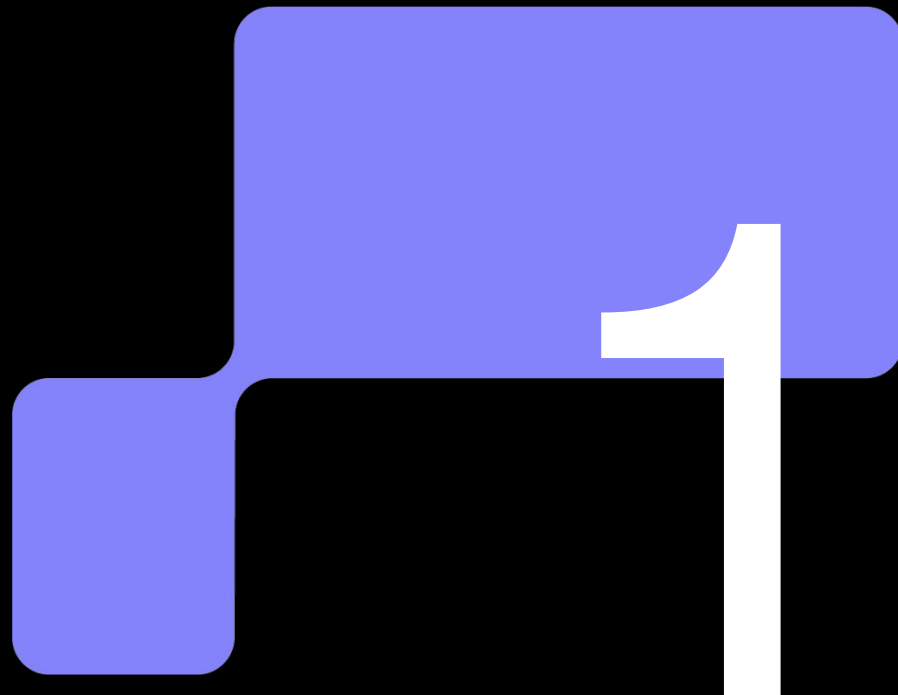


Leadership will make or break your success.

Growth exposes leadership gaps fast. As your business scales, the expectations on your leaders shift from delivering personally to enabling performance through others. Business growth depends not just on individual expertise, but on leaders who can foster

high-trust, high-performance environments.

But many high-potential leaders are promoted without the support to fully transition from 'doing' to 'leading' and this leaves teams without the cohesive, intentional guidance they need to perform at their best. At Sprout, we work with founders, CEOs, and senior leadership teams across New Zealand to strengthen leadership capability as organisations scale.





Investors don't just back opportunity, they back leadership depth.

As businesses grow and capital enters the picture, scrutiny shifts to bench strength, decision quality, and the ability to execute beyond the founder.

With 70% of team engagement variance linked to the leader* leadership capability becomes a commercial risk factor.

If you want confidence from boards and investors, your leadership strength must scale ahead of your growth not lag behind it.

**Gallup, 2024 Q12*



Scaling Business. Scaling Leaders.

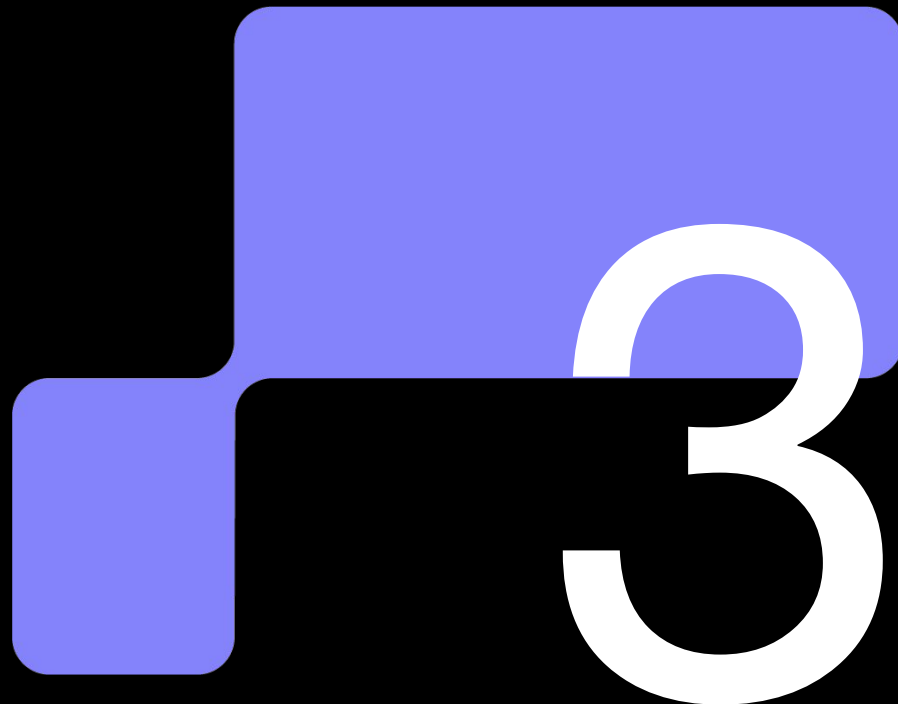


Growing Leaders is a practical leadership development programme designed for founders, CEOs, and leadership teams. We built it around a simple reality:

Growing businesses don't have time to step people out of the business for development.

We agree. Growth-stage companies can't afford leadership programmes that feel theoretical or disconnected from commercial reality. Growing Leaders is designed to build capability in the flow of work, anchored in the real challenges leaders face every day.

The programme develops the core skills leaders need: strong self-awareness, clear communication, and the ability to lead in a dynamic environment. Grounded in real business application, Growing Leaders strengthens leadership depth while the work continues - so growth is supported, not slowed.



What You're Signing Up For



Over six interactive modules, Leaders define their leadership style and build practical skills they can apply immediately.

- 1 What makes a great leader?**
Explore the mindsets and behaviours of effective leadership.
- 2 Master communication**
Learn to communicate with clarity, confidence, and intent.
- 3 Navigating difficult conversations**
Handle tension and feedback with skill and professionalism.
- 4 High-trust leadership**
Foster connection, safety and accountability.
- 5 Leading through change**
Support teams through uncertainty and disruption.
- 6 Leadership in action**
Put it all together with real-world application and reflection.

Contact us to talk to our lead coach about whether this is the right course for you.

- \$4,500 per leader
- Online resources and coaching
- Inhouse bespoke options available



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"It's clear you love what you do. The practical tools and frameworks you provide are immediate, effective and impactful. The facilitators deliver critical feedback in a way that never feels critical, so no one gets defensive. You can create an environment where everyone genuinely wants to be a better leader"

**Jotinder Singh, Co-Founder & COO,
Mushroom Materials**

We're backed by feedback with a **world-class NPS of 73** from **83+ client reviews**, we are your problem solving partners.

"I really enjoyed being a part of the Growing Leaders programme.

The resources and learning provided are ones I will always refer back to when faced with situations in a leadership role.

Working with a diverse group allowed for a range of examples and solutions to be shared. Elise and her team were incredibly helpful, offering real-life examples and strategies. Growing Leaders opened my mind in ways I didn't expect, and one key takeaway for me was the discussion around DiSC. The programme is designed perfectly, and I'm grateful for the knowledge and insights it provided."

General Manager

"There are few people who I used to bump heads with, but it's been a 180 since the course ... the biggest thing for me was learning that there are so many different personalities out there. If you can know someone's way, you can breakthrough. And it works at all levels of a business."

Operations Manager

"I am really enjoying the programme and getting good value from it. Even just the DISC profile stuff alone is really practical as a way to think about relationships and how to work more effectively with others."

Operations Manager