

Growing Business Leaders

Leadership development

2025

Sprout
PeopleTM





Leadership can make or break your success.

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.

The reality is that as your business scales, so must your leadership.

The Growing Business Leaders programme is designed to set leaders up to guide teams with confidence, purpose, and clarity.

Over six modules, leaders will define their own leadership styles and master foundational skills in communication, connection & people leadership.

These are the **non-negotiable skills** that leaders need if they are to build trust, drive performance, and **create a lasting impact on the business.**



70%

of variance in team
engagement is due
to the leader

Gallup, 2024, Q12
Engagement Survey



01 Define the leader
you want to be

02 Make
communication
your superpower

03 Learn how to
give effective
feedback

05 Lead through
change

04 Build
trust like a
pro

06 Put it all
into practice

The leader you want to be.
The leader your business needs.



"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."

Security Operations Manager

"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."

Servicing Team Coordinator

"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

Equipping leaders with the tools they need to succeed



1 What makes a great leader?

To be a great leader you need to know the type of leader you want to be and actively work towards it. It doesn't just happen. Today is about understanding what good leadership looks like and defining the leader you want to be.

Outcome: define the leader you want to be

2 Master communication

Get insight into your own and others response to different situations using DiSC, a powerful communication & behaviour profiling tool. Learn to prevent issues before they arise and create better outcomes for your team.

Outcome: understand & adapt to those that see the world differently

3 Navigating difficult conversations

Learn five steps for leading difficult conversations. Nobody likes giving feedback but clear is kind and you're better off doing it early and often than letting it fester. Set your team up for success with tips & tricks for giving & receiving feedback.

Outcome: get comfortable with the tough talks & nail feedback

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4 High-trust leadership

Lead with trust and watch people live up to it. Trust is essential for the success of you as a leader and your business. Learn to apply a simple, easy-to-use framework for building trust.

Outcome: define the leader you want to be

5 Leading through change

Change is inevitable, but chaos doesn't have to be. Master strategies for guiding your team through transitions and turning challenges into opportunities.

Outcome: understand & adapt to those that see the world differently

6 Leadership in action

Create a plan to put your learnings into action by completing your Leadership Development Canvas, designed to help you define your pathway from here. Leverage peer-to-peer learning and external Founder expertise to refine your plans for maximum impact.

Outcome: get comfortable with the tough talks & nail feedback

August 2025 - Jan 2026 Cohort



Module 1: **What makes a great leader?**

Module 2: **Master communication**

Module 3: **Navigating difficult conversations**

Module 4: **High-trust leadership**

Module 5: **Leading through change**

Module 6: **Leadership in action**

→ Grow your leadership through six in person sessions (Auckland)
2.5hrs each (first & final sessions 4hrs)

→ Access our online learning community with additional
resources & self-study (<30 mins per module)

Cost: \$3,500 +GST



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