ADVANCE: FocusU Manager to Leader Development

Many organisations invest heavily in developing managers, yet still find gaps when it comes to leadership depth. Senior leaders today are expected to shape culture, guide transformation, and take decisions in environments that are uncertain and fast moving.

This journey is **built for managers who are stepping into broader leadership responsibility** and need to think and act beyond their immediate function.

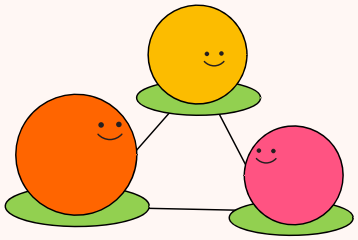
What we focus on

1. Becoming a Leader

- Embedding leadership behaviours into everyday life
- Building a culture of trust and safety

2. Leading Under Ambiguity

- Strategic and analytical thinking
- Decision making under uncertainty



3. Inspiring Transformation

- Strengthening leadership presence and storytelling
- Leading change through collective wisdom

How the journey works

- 6 facilitated workshops
- 3 group coaching sessions
- Self paced workplace application modules hosted on LMS
- Psychometric assessment for self-awareness

What changes?

Leaders begin to look beyond their function and take ownership of broader outcomes. They approach uncertainty with greater steadiness, creating conditions where teams feel safe to contribute and adapt. Over time, this strengthens trust and readiness for change.

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