



# LEAD WITH FOCUS PROGRAM.

## PRACTICAL LEADERSHIP FOR EMERGING & MIDDLE MANAGERS.

Confident leaders don't happen by accident.

They are built through clarity, capability and consistent practice.

Lead with Focus is a practical, face-to-face leadership development program designed specifically for new and emerging managers who want to lead with confidence, clarity and impact.

The "middle" of an organisation is where leadership truly happens - in daily conversations, delegation, performance expectations and decision-making. When middle managers lead well, culture strengthens, accountability improves and performance lifts.

This program equips leaders with the mindset, frameworks and practical tools they need to succeed in their everyday leadership role.

# PROGRAM SESSIONS



## Good Leadership Habits

Build the mindset and behaviours that separate reactive managers from confident leaders.

🕒 4 hours 🧑🧑 Face to face



## DiSC for Management (Including individual profiles)

Understand your leadership style and learn how to adapt your approach to different personalities.

🕒 6 hours 🧑🧑 Face to face



## Blanchard Management Essentials

Gain practical leadership frameworks to strengthen goal setting, feedback and team development.

🕒 6 hours 🧑🧑 Face to face



## Conversational Capacity

Develop the skills to confidently navigate difficult and high-stakes conversations.

🕒 6 hours 🧑🧑 Face to face



## Managing Time, Energy & Focus

Improve personal effectiveness, prioritisation and leadership sustainability.

🕒 4 hours 🧑🧑 Face to face



## Managing Performance

Set expectations clearly, maintain accountability and manage underperformance with confidence.

🕒 4 hours 🧑🧑 Face to face



## End of Program Wrap

Reflect, consolidate learning and create a clear action plan moving forward.

🕒 2 hours 🧑🧑 Face to face

### PROGRAM DETAILS

**Duration:** 6 months

**Delivery:** Face-to-face workshops

**Format:** 7 facilitated sessions

### PROGRAM OUTCOMES

By the end of the program leaders will:

- Lead with greater confidence and clarity
- Communicate expectations effectively
- Adapt their leadership style to their team
- Delegate with intention
- Manage performance proactively
- Navigate challenging conversations with composure
- Strengthen accountability and trust within their team

### IS THIS PROGRAM FOR YOU?

Lead with Focus is ideal for:

- New managers and supervisors
- Emerging middle managers
- Team leaders
- High-potential employees stepping into leadership
- Existing leaders wanting stronger foundations and practical tools

### WHAT MAKES THIS PROGRAM DIFFERENT?

- 100% face-to-face delivery
- Practical tools
- Small cohort learning
- Immediate workplace action
- Internationally recognised frameworks including DiSC and Blanchard

Because strong leadership in the middle creates extraordinary impact across the whole organisation.

Contact Focus HR today to learn more or secure your place.

07 4765 3456 | [info@focushr.com.au](mailto:info@focushr.com.au) | [www.focushr.com.au](http://www.focushr.com.au)

