THE CENTRE FOR
INNER DEVELOPMENT
HUMAN DEVELOPMENT INSIDE OUT

FOR ORGANISATIONS AND SENIOR MANAGERS

Emerging Leaders Program

Develop the leadership skills and thinking needed to lead people, navigate complexity and make sound decisions.



3- and 6-month development for emerging and developing managers. Choose self-paced learning or live group training, followed by one-to-one coaching and mentoring.

International Coaching Federation certified coaching

Master of Science Organisational Psychology

3- and 6-month development pathways

innerdevelopment.au

When the role grows, the thinking must grow too.

As leadership responsibilities grow, emerging and developing managers must coordinate people, priorities and relationships. They need practical skills and the capacity to think beyond their own task or technical expertise.

Leadership skills

Set direction, delegate, give feedback and establish accountability. Build the everyday routines that help a team work well.

Leadership Capacity

Work with competing priorities, weigh trade-offs, take different perspectives and judge when to act, seek input or escalate.

Practical capability, broader judgement



Direction & accountability

01

Translate wider priorities into clear expectations, and follow through without doing everyone's work.



Delegation & development

02

Judge what to delegate, agree outcomes and help others develop their own capability.



Feedback & trust

03

Give clear feedback, address difficult issues and build trust as working relationships evolve.



Perspective & relationships

04

Understand different needs, work across boundaries and consider how decisions affect others.



Judgement & complexity

05

Weigh competing priorities, manage uncertainty and decide when to act, seek input or escalate.



Self-awareness & reflection

06

Notice assumptions and reactions under pressure, reflect on experience and adapt your approach.

Two ways to learn. One development focus.

The same leadership skills are introduced in two ways. Both are followed by individual coaching and mentoring to connect the learning to each participant's role and development goals.



Self-paced

Learn online at your own pace

1 / Leadership courses

Start with online courses on the portal, building leadership skills at the participant's own pace.

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2 / One-to-one development

Then use one-to-one coaching and mentoring to apply the skills, examine assumptions and work with the complexity of their role.

See individual pathway pricing



Group delivery

Learn live, in person or online

1 / Initial two-day training

Begin with two days of synchronous leadership training, delivered in person or live online.

↓

2 / One-to-one development

Each participant then receives one-to-one coaching and mentoring to apply the learning and develop capacity for the demands of their role.

Group pricing is scoped

Choose the format, then the duration.

Either format can support a 3- or 6-month development pathway. We co-design the delivery approach around your participants and organisational context.

Group programmes are priced separately from the individual pathways.

Choose the depth of support they need.

The individual self-paced format starts with online leadership courses on the portal, followed by one-to-one coaching and mentoring. Choose 3 or 6 months to match the participant's goals and role demands.



3 months

Establish the foundations

Focused development to build clear goals and everyday leadership routines.

- Six 60-minute coaching and mentoring sessions
- One leadership effectiveness assessment
- Platform access, 3 months
- Optional sponsor check-in

Individual self-paced investment

from $3,500



6 months

Build depth and consistency

More time to work with complexity and build consistency in how they lead.

- Twelve 60-minute coaching and mentoring sessions
- One leadership effectiveness assessment with 360-degree feedback and in-depth debrief
- Platform access, 6 months
- Lectica skill-building optional
- Sponsor meetings at start and end

Individual self-paced investment

from $6,000

Individual self-paced prices are per participant in Australian dollars, excluding Goods and Services Tax. One-to-one sessions online or in person in Adelaide. Group delivery is scoped and priced separately.

Which pathway?

Choose 3 months for focused development. Choose 6 months when there is greater role complexity or more time is needed to practise and review.

Shared goals. Practical support at work.

Development needs to connect to the work. The organisation sets clear expectations, creates opportunities to practise and gives useful feedback. Coaching and mentoring help participants examine their thinking and build capability.



01

Co-design

Shape development goals and support around the emerging manager's role and responsibilities.



02

Practise

Use real workplace situations in coaching and mentoring, then apply agreed practices at work.



03

Review

Review progress against agreed goals and identify the next priorities for development.

Goals keep development connected to the work.

The sponsor's role

- Clarify what good management looks like in this role.
- Create opportunities to delegate, lead conversations and make decisions.
- Give timely feedback on real examples of behaviour.
- Review progress and continue support after the program.

The developing manager's role

- Bring real workplace situations and questions to one-to-one sessions.
- Try agreed practices between sessions.
- Reflect on what worked, what did not and why.
- Seek feedback, consider other perspectives and adjust.



Confidential coaching. Shared development goals.

Coaching conversations stay confidential. Sponsor discussions focus on agreed development goals and observable progress.

What to look for

Clearer delegation. Earlier feedback. Better prioritisation. More considered decisions. Review these through real examples agreed with the sponsor.

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YOUR DEVELOPMENT PARTNER

Saman Attarian

Founder, The Centre for Inner Development

Saman coaches individuals and leadership teams and designs leadership development for organisations. His work brings together professional coaching, developmental psychology and rigorous measurement, helping leaders develop both practical capability and the thinking their role requires.



International Coaching Federation certified coach

Master of Science Organisational Psychology

Leadership Circle certified (Leadership Circle Profile and Collective Leadership Assessment)

Lectica assessments and skill development

Trusted by leaders at

- Adelaide University
- Aged Care Quality and Safety Commission
- SA Water
- SA Power Networks

Support your developing managers

A free 30-minute conversation to discuss your people and co-design the delivery format and duration for your organisation.

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