



THE GROWING LEADER



STUCK VS GROWTH

Level 3 Modular Overview



Leading and Managing Yourself

Building confidence and managing yourself day-to-day:

The workshop teaches participants to master their personal leadership and self-management by enhancing their decision-making and emotional intelligence through interactive exercises. Lead your personal and professional story with confidence.



Connecting and Communicating with Others

Communicating clearly and working better with others:

This workshop helps rail leaders develop their communication and relationship-building skills to connect with teams and managers effectively, fostering collaboration and support in the workplace.



Delivering Safety Leadership and Operational Results

Learning practical skills to plan and support successful projects:

The workshop will enhance participants project management skills – allowing rail leaders to effectively contribute to and manage ROI-based projects, ensuring successful outcomes and valuable returns.



Leading Through Strategy and Culture

Understanding how your organisation works and where you fit in:

This workshop helps gain insights into the mechanisms, impact, and the pivotal role of a team leader in shaping organisational culture and strategy.



Managing and Developing People

Develop and Manage Your Team:

This workshop teaches participants to master the essential skills for managing and developing your team's capabilities and capacity – ensuring consistent performance and efficiency.



Leading Performance

Creating a positive team environment where people can do their best work:

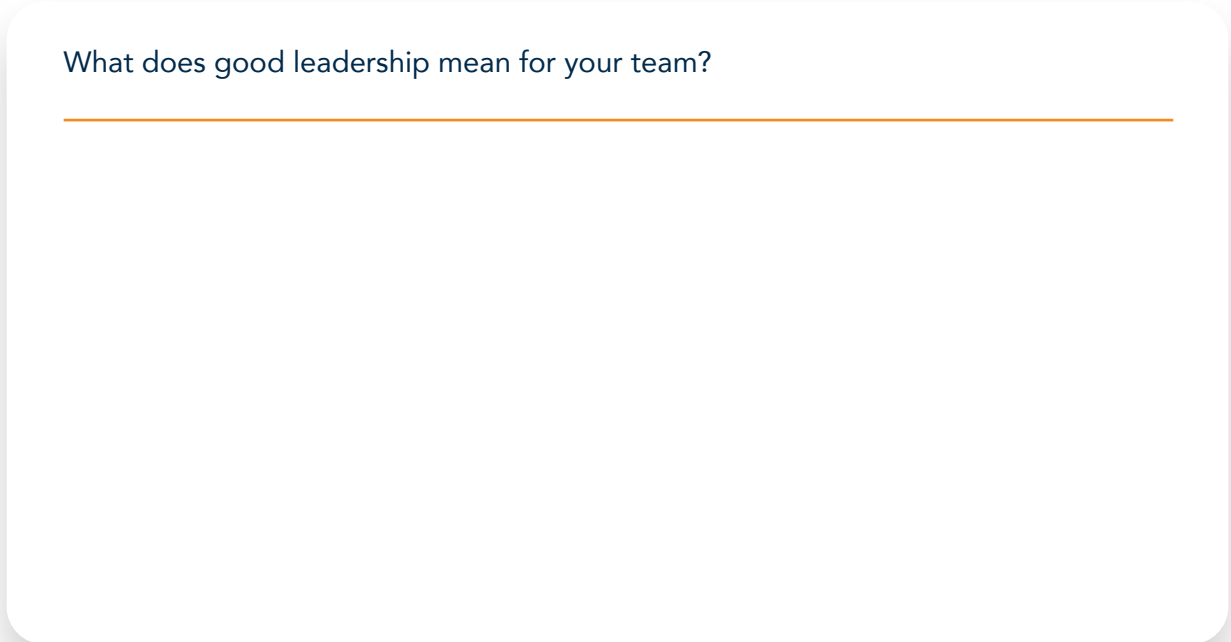
This workshop boosts team and individual performance levels and results. Using proven tools and techniques designed to drive high achievement and surpass expectations, participants will learn to develop and lead a high-performing teams.

PERSONAL REFLECTION

What does good leadership look like for you and your role right now?



What does good leadership mean for your team?



MOVING FORWARD

Example

Fixed belief: "I avoid giving feedback because I worry it will go badly."

Behaviour: "I let issues go unaddressed. I give vague praise instead of honest input. My team doesn't know where they stand."

Consequence: "My team members don't develop as quickly as they could."

First move: "I will have one honest conversation with a team member about something I've been avoiding. I'll prepare what I want to say beforehand so I don't wing it. I'll do it before Friday."

1

Behaviour: What does this belief produce in me as a leader?

2

Consequence: What does that behaviour cost/what's the impact?

3

First move: If I genuinely believed I could get better at this, what would I do next?

READING THE ROOM

My team's energy level: If you had to score it 1–10 right now, what would it be?

1 2 3 4 5 6 7 8 9 10

What's it based on?

How honest are they with me? Again, 1–10

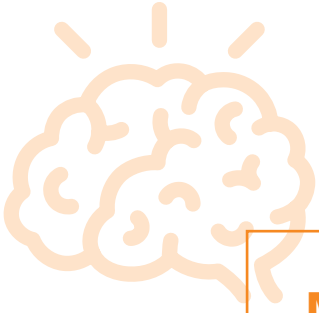
1 2 3 4 5 6 7 8 9 10

What tells you that?

One thing I'm probably missing. Something you actually suspect but haven't looked at directly.

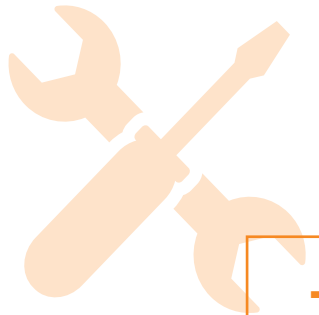
One signal I will start noticing from this week. Specific and behavioural, not a general intention.

MINDSET, TOOLSET, SKILLSET



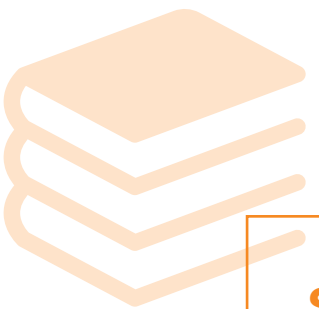
Mindset

is how you think and what you believe about yourself, your team, and the situations you face. It's the internal narrative underneath every decision you make, whether you lean into challenge or away from it, whether you take ownership or look for reasons to avoid it. Everything else starts here.



Toolset

is what you use to lead, the structures, methods and habits that help you organise, plan and respond. One-to-ones, feedback frameworks, delegation approaches. It's not just about having the right resources, it's about knowing when to use them and building the discipline to use them consistently.



Skillset

is how you show up in the moment, the practical, human skills that determine the quality of every interaction. How you communicate, listen, give feedback, manage conflict and build trust. Skills can be learned, but only if your mindset is open enough to let you try.

FUTURE ME

- Mindset: What belief about yourself as a leader do you want to challenge?
- Toolset: What structure, method or habit do you want to put in place?
- Skillset: What specific skill do you want to practise before the next session?



THOUGHTS, IDEAS AND INSIGHTS



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