OAKRIDGE

LEADERSHIP

LEAD • DEVELOP • INSPIRE

Leadership development for a stronger tomorrow

Practical training, tailored programmes and lasting impact for individuals, teams and organisations.

WORKSHOP & TRAINING PROGRAMME GUIDE →

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PEOPLE
POTENTIAL
PERFORMANCE

INTRODUCTION

Developing better leaders for real-world impact

At Oakridge Leadership, we help organisations build confident, capable leaders through practical workshops and training programmes.

Our approach focuses on real-world application, better conversations, stronger decisions and lasting behavioural change — equipping individuals and teams to make a meaningful difference.



Practical and engaging workshops

Tailored to your people and goals

Lasting impact beyond the workshop

WHO IT IS FOR

Leadership development that meets people where they are.

We work with organisations at different stages of growth, from ambitious SMEs to established enterprises, and adapt our leadership development to real workplace realities, people's current challenges and your future goals.



01

New and emerging leaders

Build core leadership skills, confidence and self-awareness to make a positive impact from the outset.

02

Established managers

Strengthen leadership capability, improve people skills and navigate increasing complexity with confidence.

03

Team and functional leaders

Develop the skills to lead high-performing teams, improve collaboration and drive results across functions.

04

Senior and strategic leaders

Enhance strategic leadership, influence and decision-making to shape culture and deliver long-term success.

Common triggers for investment

Organisational growth or restructure

New opportunities and challenges create a need for stronger leadership.

New managers and leadership roles

Individuals stepping into leadership for the first time.

Inconsistent leadership behaviours

A need for greater consistency, clarity and alignment across teams.

Low leadership confidence

Individuals or teams need support to build confidence and capability.

Communication breakdowns

Challenges with influence, feedback or cross-team collaboration.

Change or transformation

Preparing leaders to navigate and inspire through periods of change.

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OUR APPROACH

A structured approach to leadership development

Oakridge's process is designed to create relevant, measurable, practical change.

01

Understand

We take time to understand your organisation, people and leadership goals.

02

Design

We create a tailored programme to address your specific context and challenge.

03

Deliver

We run engaging, practical and interactive sessions that build real-world skills.

04

Embed

We provide tools, resources and ongoing reinforcement for lasting impact.

From business context to behavioural change — a practical route to leadership capability that lasts.

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OUR FLAGSHIP PROGRAMME

The Leadership Fundamentals Programme

A practical, high-impact workshop programme designed to develop confident, capable and inspiring leaders at every level.

- Build core leadership skills and behaviours
- Improve communication and influence
- Develop emotional intelligence
- Create high-performing teams
- Drive lasting, positive change

IDEAL FOR EMERGING AND ESTABLISHED LEADERS →

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FLAGSHIP PROGRAMME DETAIL

Leadership Fundamentals — what participants learn

Our Leadership Fundamentals programme can be tailored to your organisation, but the core curriculum is built around the conversations, choices and behaviours managers use most often.



01

Leading with clarity

Set direction, make confident decisions and communicate a clear purpose.

02

Communication that lands

Have more open, effective conversations that build trust and influence.

03

Feedback and performance

Give and receive feedback with confidence to drive growth and results.

04

Delegation and accountability

Delegate effectively, set clear expectations and build a culture of ownership.

05

Team effectiveness

Build stronger, more collaborative teams that perform and stay engaged.

06

Leading through change

Equip yourself and your team to navigate change with resilience and opportunity.

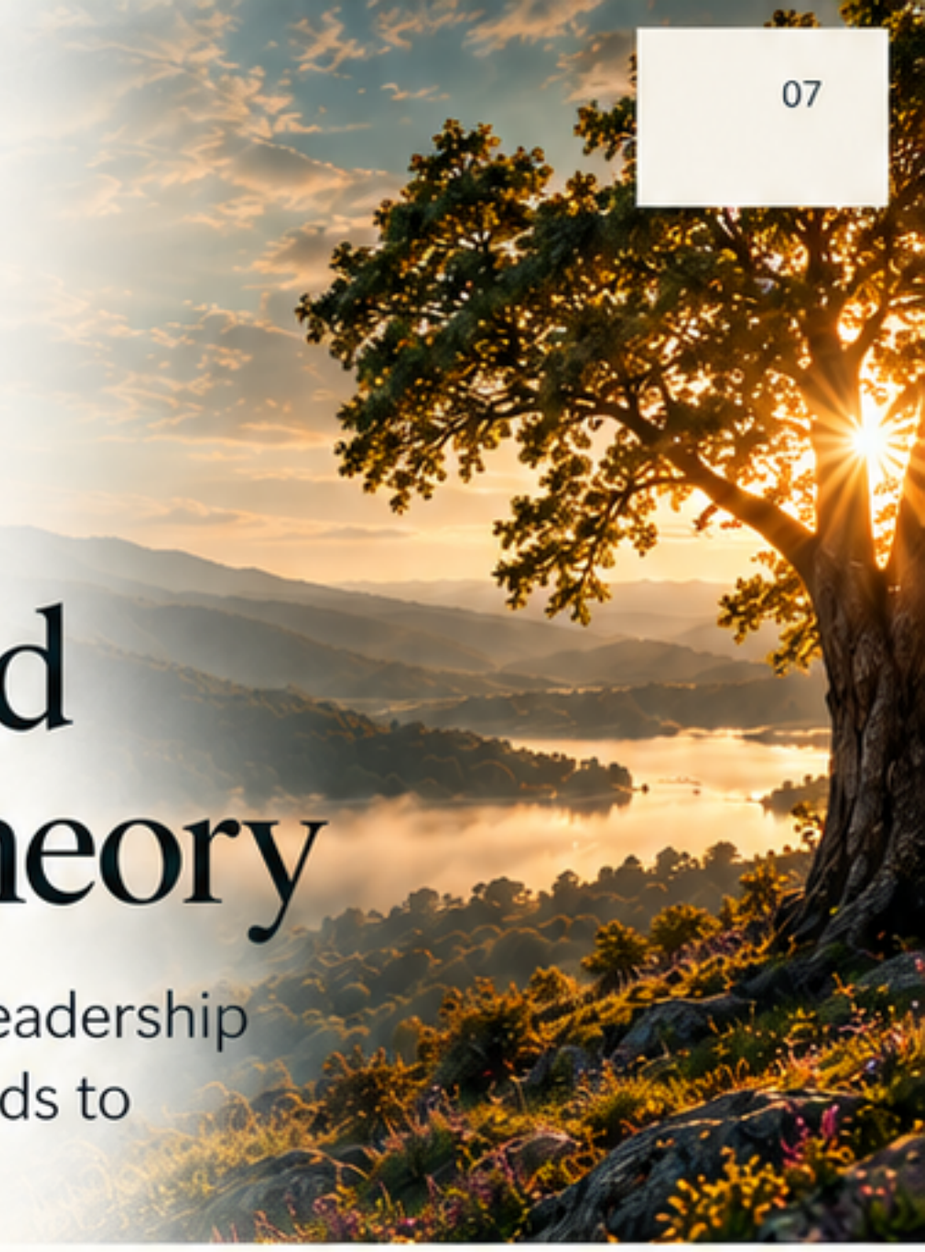
What participants leave with

- Practical conversation guides
- Reflection prompts
- Role-specific action plan
- Manager follow-up questions
- Digital workbook and reusable tools

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THE LEARNING JOURNEY

A programme designed around transfer, not theory

We help participants understand, practise and apply leadership behaviours in real workplace situations, so learning leads to measurable, lasting change.

01

Discover

Explore your leadership goals and real-world challenges.

02

Diagnose

Build insight through assessment and personal feedback.

03

Build

Develop practical skills and behaviours through experiential learning.

04

Apply

Put learning into practice in real workplace situations.

05

Reflect

Review progress, share insights and refine your approach.

06

Embed

Sustain new behaviours with ongoing support and a next-step plan.

PROGRAMME RHYTHM

WEEK 0
Discovery and goals

WEEKS 1–8
Workshops, application and practice

WEEKS 9–12
Reinforcement, review and next-step plan



"Real change happens when learning is reinforced, practised and applied in the flow of work."

PROGRAMME FACILITATOR

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REAL-WORLD IMPACT

Turning potential into performance

Our programmes help individuals and teams build confidence, improve conversations and achieve measurable results.

BEFORE	AFTER
Inconsistent leadership behaviours	Confident, consistent leadership
Low team engagement	More engaged and motivated teams
Communication breakdowns	Clearer, more effective communication
Limited confidence in decision-making	Stronger decision-making skills
Reactive rather than proactive	Proactive, solutions-focused behaviour

> *"The programme gave me the tools and confidence to lead my team through a period of significant change. The impact has been transformational."*
>
> — Programme Participant

SAMPLE MEASURABLE OUTCOMES

+42%
Increase in manager confidence

-30%
Faster decision-making

+50%
Clearer team expectations

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ENGAGEMENT OPTIONS

Flexible options to suit your needs

We offer a range of engagement options, from one-off workshops to comprehensive development programmes, all tailored to your organisation's goals.

SINGLE WORKSHOP

Focused development for immediate impact

- Target a specific topic or challenge
- Half-day or full-day sessions
- Ideal for team or leader development

PROGRAMME SERIES

A structured journey for lasting change

- A series of workshops built around key themes
- Builds leadership capability over time
- Creates measurable and sustainable impact

BESPOKE PROGRAMME

Tailored solutions for your organisation

- Designed around your goals and culture
- Addresses your specific challenges
- Includes ongoing support and resources

ADD-ONS

- **One-to-one coaching**
  Personalised support to accelerate individual growth.
- **Leadership assessments**
  Insights to unlock potential and inform development.
- **Follow-up sessions and resources**
  Continued support to embed learning and sustain progress.

DELIVERY FORMATS

FLEXIBLE DELIVERY TO SUIT YOUR TEAM

In-person workshops

ENGAGING, FACE-TO-FACE EXPERIENCES

Virtual cohorts

INTERACTIVE AND HIGHLY FLEXIBLE

Blended programmes

A COMBINATION FOR MAXIMUM IMPACT

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Let's build stronger leaders together

Get in touch to discuss how we can help your organisation develop emerging talent, strengthen leadership capability, or create a bespoke programme.

GET IN TOUCH →

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