

Emerging Leaders Program

Designed for individuals stepping into leadership for the first time or preparing to move into greater responsibility.

The Emerging Leaders Program develops future leaders with the skills to lead people, not just tasks. It supports high-potential team members to build confidence, communicate with influence and manage performance through a structured, practical learning journey grounded in real-world application.

Key Details

DURATION: A ten-month development program with facilitated workshops, practical application tasks and continuous growth support.

DELIVERY:
Online, In-Person or Hybrid

INCLUSIONS:

- Interactive workbook for each module
- Facilitator for ten workshop days across the program duration
- Access to facilitator via phone or email for guidance between sessions
- Post program evaluation survey with outcomes reported back to the business
- Epiphany Welcome Pack for all participants

Overview

LEADERSHIP FOUNDATIONS & IDENTITY

For emerging leaders learning what it means to lead rather than do. Ideal for employees who need clarity on expectations, leadership responsibility and how their role impacts the broader organisation.

COMMUNICATION & INFLUENCE

For individuals who need to develop presence, confidence, stakeholder communication and the ability to navigate difficult conversations constructively and respectfully.

PEOPLE DEVELOPMENT & TEAM PERFORMANCE

For leaders who will be responsible for guiding others, providing feedback, managing behaviour and building a positive, accountable team environment.

STRATEGIC UNDERSTANDING & BUSINESS ALIGNMENT

For participants who need to understand how daily actions connect to organisational goals, and how their decisions influence outcomes across customers, performance and culture.

Program Framework

REFLECTION

Leadership begins with knowing yourself. Participants learn to reflect, reset and challenge old patterns so growth becomes conscious rather than accidental.

KNOWLEDGE

The concepts, frameworks and commercial understanding that explain how businesses operate and how leadership decisions create impact.

EXPERIENCE

Learning through doing. Participants practise real conversations, make decisions in safe environments and trial leadership approaches before applying them on the floor.

SKILL

The behaviours, tools and techniques that support effective leadership on a daily basis. Skills become the bridge between intention and outcome.

Program Outline

MODULE 1



Your Personal Effectiveness

Participants build foundations that support productivity and leadership capacity - time management, focus, accountability and structure. They learn to prioritise what matters, reduce noise and operate with intention.

MODULE 2



Communication and Conflict Management

Leaders learn how to communicate with clarity, navigate tension constructively and influence outcomes. The focus is emotional intelligence, persuasion and difficult conversations handled with confidence.

MODULE 3



Coaching People's Performance

Participants learn how to guide performance, develop others and coach through challenge. They build capability in feedback, improvement planning and unlocking potential rather than simply managing tasks.

MODULE 4



High Performance and Team Culture

This module strengthens understanding of how teams operate — not as individuals doing work, but as interdependent contributors driving outcomes together. Leaders learn how to set expectations, motivate performance and build a high-trust team culture.

MODULE 5



Achieving Results with Business Alignment

Leaders learn how to link daily actions to organisational goals, plan effectively, manage delivery expectations and monitor progress. The connection between strategy and execution becomes visible and actionable.

MODULE 6



Innovation and Continuous Improvement

Participants explore improvement mindset, problem-solving and experimentation. They learn how to identify opportunities, test ideas, collaborate for better solutions and embed improvements that stick.

MODULE 7



Risk, Health and Safety

In this module, Risk, Health and Safety Leaders build practical capability to manage risk across operations, commercial decisions, culture and safety. Participants learn how to identify and assess risk, apply effective controls to reduce it, and communicate risk clearly to support safe, sustainable performance.

MODULE 8



Managing Change

Change becomes something participants can lead, not something that happens to them. Leaders learn how to navigate resistance, engage teams, measure impact and support people through transition.

Ready to take the next step?

Let's talk about how our Emerging Leaders Program can support your organisation and its people. Contact us to arrange an initial conversation and explore the right approach for your context:

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THE
Epiphany
GROUP