RISING VIBE®

Elevating Success
Leadership Development Programme

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Culture Consultants

To support and challenge leaders and mangers at all levels to have the conversations that matter to enable a high performing culture

Bringing organisational goals and human needs together

Feeling safe, secure and able to work without the fear of negative consequences

The Conversation Is The Culture

Our Vibe

We keep it simple and make it practical.
We work with psychological and neuroscientific theories and concepts, but we make sure that you can use them back in the workplace. We adopt the less is more approach to enable application and avoid overwhelm.

We're not afraid to challenge and say what we mean.
You're paying us for results, which sometimes means the client isn't always right! An alternative perspective from outside your organisation can be powerful.

We practice what we preach.
We expect you to dig deep to get to the heart of the issue, rather than staying surface level. We're committed to doing the same, alongside supporting you.

We're OK with not being OK.
Being positive all the time is impossible, so we acknowledge and own our real emotions. Without a true start position, we can't move forwards.

We know judgement is inevitable.
Being mindful of our verbal language and internal narrative will make all the difference to how we respond.

We're warm, welcoming and make meaningful connections.
We're open to learn about you. We listen to hear. We're right in it with you without any preaching or assumptions made.

We love a laugh.
We appreciate the power of humour when learning, without using it as a deflection tactic.

Our 5 Pillars

CHANGE

Impacting change at an individual level to enable collective change.

PERFORMANCE

Ongoing performance management, not just when there is under-performance.

FEEDBACK

Learning how to receive feedback, to enable feedback to be given.

ALLYSHIP

Supporting and challenging the majority to be allies, so that those who are marginalised feel like they truly belong.

EMOTIONAL INTELLIGENCE

Every leader must have emotional intelligence first and foremost.
By supporting and challenging your leaders to raise their self-awareness, and holding them accountable.

Programme Modules

Module 1 - **Emotional Intelligence** in Leadership

- How to further develop self-awareness and emotional regulation
- How to gain insight into the emotions of others and respond to enable and inspire high performance
- How to recognise the impact of behaviour and personal contribution within every interaction and/or relationship

Programme Modules

Module 2 - **Performance** Leadership

- How combining an organisational goals focus with human needs principles impacts performance
- How to create a sense of purpose, bring explicit clarity and enable connection for high performance
- How to remove the barriers that limit holding others accountable and therefore prevent proactive performance management

Programme Modules

Module 3 - Leading a **Feedback** Culture

- How to role model a feedback mindset
- How psychological needs, social pain and psychological safety underpin a feedback culture
- How to lead on both giving and receiving feedback to enable transparency and trust

Programme Modules

Module 4 - Change Leadership

- How to adopt a coaching approach to remove barriers and lead through change
- How mindset impacts our ability to connect and influence others to engage with change
- How to deliver 4 key concepts to enable change to happen at an individual level to enable collective results

Programme Modules

Module 5 - Leading with **Allyship**

- How to lead on 4 allyship types that can make immediate positive impact within your organisation
- How to be an upstander and role model intervention to enable you to lead with allyship
- How to create space for self-reflection and accountability as part of the allyship journey

Investment and Approach

Investment dependant on delegate numbers and agreed approach.

We recommend 15-18 delegates per cohort.

Each module has follow up check-in sessions with smaller group numbers of 3-5.

Each module can be delivered over 1.5 through to 3 days depending on your specific organisational logistical needs, outcomes and budget.

We can provide Facet5 profiling and 121 coaching as part of the programme.

“The Elevating Success Programme has truly been one of the most impactful leadership development experiences I’ve ever had. The Rising Vibe team masterfully creates an environment that is both deeply challenging and profoundly safe - encouraging you to go beyond surface-level thinking and explore who you are as a leader. It reignited skills I had forgotten I possessed and, more importantly, reshaped the way I think about how I show up as a leader. Through powerful insights from the team, meaningful peer connections, and honest self-reflection, I’ve grown in ways I didn’t expect. In short, it was - brilliant, bold, and beautifully human.”

Natalie Parnell - Infrastructure and Investment Planning Director

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