

From leadership potential to leadership performance

A structured six-month programme covering communication, conflict, and team alignment

The Three Pillars of ILN

Everything we do is anchored in three areas

01

Shifting How Teams Negotiate Internally

Not negotiation as deals. Negotiation as daily behaviour.

- How decisions get made
- How competing priorities are aligned
- How leaders challenge each other
- How trade-offs are handled

02

Sustainable Relationships Built on Trust

Trust is built over time through behaviour.

- Clarity over politeness
- Consistency in how people show up
- Psychological safety without avoiding tension
- Leaving conversations with relationships intact
- Building reputations

03

Dealing with Conflict Effectively

Conflict is not the issue. Avoided conflict is.

- Surface issues earlier
- Separate facts, opinions, and emotions (FOE model)
- Have direct, structured conversations
- Resolve tension without escalation
- Manage your emotions
- Develop and awareness of the the other parties emotions and their real time effect

Executive alignment

68% of CEOs say their executive team is not effective at driving strategy forward

That number has been rising. It was 63% in 2020. The problem is not the strategy itself — it is what happens in the room when leaders have to align, challenge each other, and make hard decisions together.



68%

of CEOs say their exec team
is not effective at strategy

Up from 63% in 2020

The trust deficit

Fewer than 1 in 3 leaders trust their senior team. Those who do are 3× more innovative.

Trust is not a culture initiative. It is built or broken in individual conversations — in how leaders challenge, acknowledge, and show up under pressure. The organisations that get this right compound the advantage over time.

32%

of leaders trust their senior team

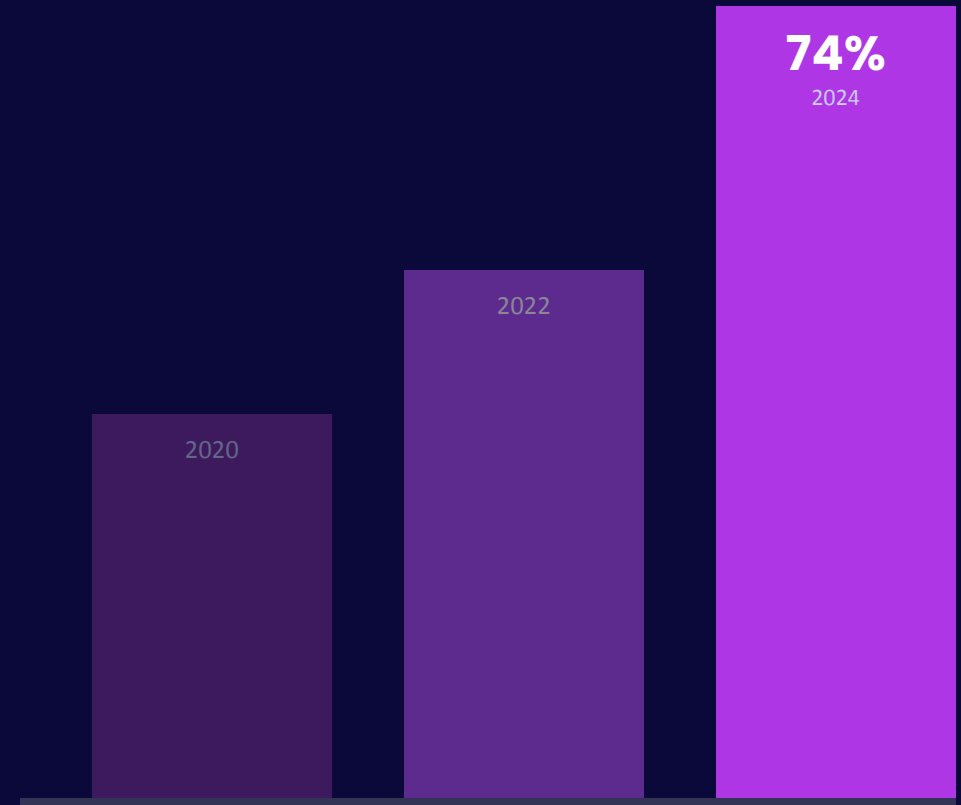
3×

more innovative when trust is present

Conflict is rising

74% of HR leaders report an increase in workplace conflict in 2024

Gartner identifies escalating conflict as one of the top workforce risks facing organisations right now. The cause is not bad people – it is the absence of structures, skills, and conversations that surface tension before it compounds.



When leaders develop

Leaders trained in coaching and conversation skills see 20–28% performance improvements and 18% higher team engagement

This is what changes when leaders learn to have better conversations — not leadership theory, but the specific capability to handle the moments that previously cost them time, trust, and performance.

Team performance improvement



24%

Team engagement increase



18%

Manager thriving with training and support



50% vs 28% baseline

A continuous partnership in three depths

01 — ENTRY POINT

Introductory Teaser

1h

Experience the work before you commit.

Difficult Conversations

4h

Three frameworks. Live practice. Real situations.

02 — LEADERSHIP DEPTH

Team Leadership Journey – 6 months

1

Immersion

2-day workshop + Leadership Circle Profile debrief

2

Individual Coaching

6 sessions x 60 min

3

Group Coaching

4 sessions x 60 min

4

Capstone Workshop

1 day, 6 weeks after final group coaching

03 — CULTURE EMBEDDING

Quarterly Alignment

Quarterly · 2-4 hours

A quarterly session to review progress, address what's surfaced, and keep the team's practice sharp.

Targeted Interventions

Live Support On demand · 2-4 hours

When something specific comes up, we step in fast — no onboarding needed, no time wasted getting up to speed.

01 Entry Point

Deepening organisational engagement

1-Hour Workshop · Executive Talk

What You Get

- An introduction to handling conversations with emotional intelligence
- Awareness of how you are influencing the outcomes of your interactions with others
- A role play to determine your natural style of high-stakes communication
- A practical framework to begin handling difficult conversations differently

Who this is for?

Senior leaders and executive teams exploring whether this is the right investment

½ Day Workshop · Managing Difficult Conversations

What You Get

- Examine your conflict style and how you handle high-stakes conversations
- Identify the patterns that show up under pressure and what drives them
- Introduction to 3 practical models for navigating difficult conversations
- Live practice — applied to real situations you are facing
- Leave with skills and tools you can use immediately

Who this is for?

Senior leaders and executive teams who want to develop practical skills immediately

02 Leadership Depth

6-month programme | Two-day kickoff | Online Group sessions | Individual coaching

Before the Kickoff

- LCP 360 assessment completed individually
- Personal debrief — arrive knowing your data

2-Day Kickoff

- Go deeper into LCP results as a team
- Personal user manual — triggers, values and communication style
- Surface collective strengths and blind spots
- Practise the 4 core EI skills through real situations
- Build a common language and personal development plan

4 Group Online Sessions

- 4 × 90-min team structured sessions
- Skills: *Giving great feedback, Asking good questions, Asking with assertiveness, Handling difficult conversations*
- Accountability, real case work, peer challenge

Capstone Workshop – Full day

- Review individual and team progress against LCP baseline data
- Assess where the four core skills have embedded into leadership behaviour
- Surface what still requires attention and agree a plan
- Each leader takes ownership of a cultural priority with accountability to the group

Individual Coaching

- 4 sessions × 60 minutes per leader
- Focused on real situations each leader is navigating
- Builds on LCP data and kickoff insights
- Supports the work between group sessions
- Creates space for honest reflection and personal development

The outcome

The outcome is a leadership team that functions at a higher level, clearer in how it communicates, more aligned on priorities, and better equipped to handle the situations that previously slowed it down.

Influence & persuasion

03 – Culture Embedding

Ongoing Partnership

What You Get

- Quarterly leadership reviews, track what has changed, what is stuck, and what needs attention
- Targeted interventions as new challenges emerge eg: restructures, conflicts, transitions
- Coaching continuity as leadership team members grow into their roles

Why this matters

- Embedding EI leadership into how your organisation hires, promotes, and holds people accountable
- A long-term thinking partner who knows your team, history, and blind spots
- Most development fades within 6 months. This stage exists to prevent that

Who this is for?

Organisations that want the work to outlast the programme. This is not a retainer — it is a commitment to making the capability permanent.

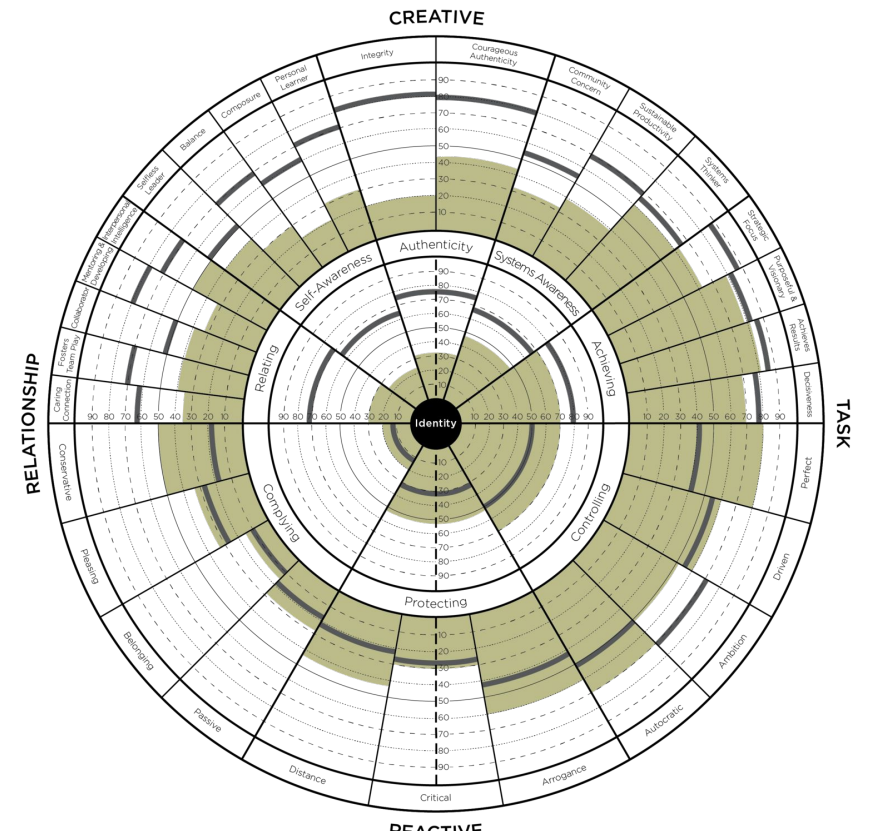
What is the LCP Assessment?

The Leadership Circle Profile (LCP) is an integral part of the 6 month programme, it is a 360-degree leadership assessment that measures both what a leader does and the underlying beliefs and assumptions that drive their behaviour. It gives each leader a clear picture of how they are seen by the people around them; their manager, peers, and direct reports alongside their own self-perception. The gap between the two is often where the most important development work begins.

What makes the LCP different from most leadership tools is that it connects outer behaviour to inner mindset. It does not just tell you what to work on – it helps you understand why certain patterns show up under pressure, and what is driving them. That is why we use it as the foundation of the programme. Every leader arrives at the 2-day kickoff already holding their data, which means the team can go deeper, faster.



LEADERSHIP CIRCLE PROFILE™



How We Deliver the Work

Every engagement is designed around what the team needs



One-to-one Coaching

Individual leader development focused on real situations and behaviour change



Team Coaching

Working with the team as a system – surfacing dynamics and building shared capability



Facilitated Workshops

Structured sessions applied to real team tensions and live challenges



Mentoring

Long-term support drawing on experience to guide leaders through complex decisions



Online

90-minute virtual sessions with accountability, peer challenge and real case work



Face-to-face and Blended

In-room presence combined with online continuity designed around the team's rhythm

Pricing — Internal Reference

Entry Point · 1-Hour Talk

€1,500

Purpose: open the door. Not a revenue event.

Half-Day Workshop

€6,000 – €8,000

Per session. Scales with group size and organisation.

6-Month Programme · 6–10 Leaders

€65,000 – €95,000

— LCP assessments: €200–300 per leader (cost)

Includes: kickoff, 4 group sessions, individual coaching, Capstone

Price as one programme investment, not itemised

6-Month Programme · 10–15 Leaders

€85,000 – €120,000

LCP assessments: €200–300 per leader (cost)

Includes: kickoff, 4 group sessions, individual coaching, Capstone

Consider associate support at this cohort size

Culture Embedding · Ongoing Partnership

€3,500 – €6,000 per month

Retainer with defined deliverables. Quarterly reviews, targeted interventions, ongoing coaching continuity.

Programme Investment

Each stage is priced as a single programme investment — not itemised by component

01 · Entry Point

**Experience the
work before you
commit**

€1,500

1-hour executive talk

**Half-day
workshop**

€6,000 –

€8,000

Per session

02 · Leadership Depth

**Six-month
programme**

6–10 leaders

€65,000 –

€95,000

10–15 leaders

€85,000 –

€120,000

*Includes LCP assessment, kickoff, group sessions,
individual coaching, and Capstone*

03 · Culture Embedding

**Ongoing
partnership**

€3,500 –

€6,000

per month

*Quarterly reviews, targeted interventions, and
ongoing coaching continuity*

Scope agreed at point of engagement

The capability your leadership team needs already exists. The work is building it.

To explore whether this programme is the right fit for your team, contact Tony directly

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