

LEADERSHIP DEVELOPMENT PROGRAMS

PROGRAM INFORMATION

Structured leadership interventions exclusively curated for your Organization

A workshop is a moment. A leadership development programme is a transformation. SYNQIT designs and delivers structured, multi-month programmes that take leaders through a deliberate arc from self-discovery to Team and Business Leadership embedding new ways of leading that stick long after the programme ends. Our niche is also in designing Simulations and Business specific programs to enable deep learning and high impact on the Organization

Each programme is shaped around your organisation's context, culture, and capability gaps not borrowed from an off-the-shelf catalogue

3-12 Month Journeys | Bespoke Design | Blended Learning | Measurable Impact | Simulation-Based Learning

THE CHALLENGE ORGANISATIONS FACE

Most organisations promote people into leadership because they excelled as individual contributors then leave them to figure out the leadership part alone. The result is managers who manage tasks, not people; leaders who default to doing rather than enabling; and high-potential talent that plateaus or walks out the door

The SYNQIT approach

We build programmes that develop leaders in the flow of real work not in a classroom divorced from it. Through a mix of facilitated learning, peer cohort experiences, applied projects, and coaching, participants build capability that is immediately relevant and sustainably applied



Hi - Potential Leaders Programme

For Mid –Senior Leaders Including C-Suite Executives : 3–9 months journey with spaced out interventions

An accelerated development journey for leaders identified as ready for greater scope deepening strategic thinking, influence, and the capacity to lead at the next level

Core modules

- Strategic thinking and business acumen
- Leading through influence without authority
- Executive presence and stakeholder impact
- Business Storytelling
- Leading change and navigating complexity
- Building and leading high-performing teams
- Action Learning Projects

Emerging Leaders Programme

For Young Managers & Aspiring Leaders · 3–6 months

Designed for individuals moving from individual contributor to people leader for the first time — building the mindset, language, and tools of effective management

Core modules:

- Making the mindset shift: from expert to enabler
- Foundations of people management
- Having conversations that matter
- Building trust and credibility quickly
- Managing performance and giving feedback
- Personal effectiveness and prioritisation

First-Time Leaders Programme

For New Leaders Stepping Up · 6–12 months

A structured, supported transition programme for leaders newly appointed to their first significant leadership role — building confidence, clarity, and capability from day one

Core modules:

- Leader identity and values in practice
- Assimilation, relationships, and early wins
- Setting direction and creating clarity
- Delegation, empowerment, and accountability
- Managing upwards and across the business
- Resilience and sustainable leadership