

LEADERSHIP

LABS & INTERVENTIONS



Program Information

Half-day up to 5 days semi-structured advanced labs on specific leadership challenges - designed for immediate application

Sometimes the challenge is specific, the window is tight, and the team needs to move now

SYNQIT's Leadership Labs and Interventions are high-impact, targeted sessions that meet leaders exactly where the pressure is: a team in conflict, a manager struggling to delegate, a leadership group that needs to align before a major change.

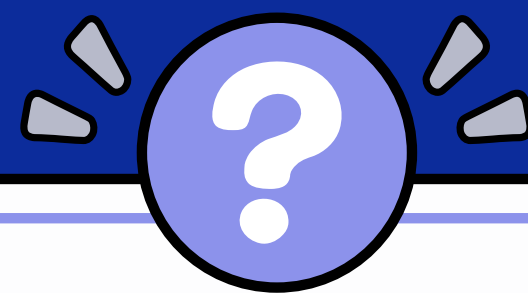
Each lab is designed around a single, clearly defined leadership challenge focused enough to go deep, practical enough to walk away with tools you can use tomorrow

Immediate Application | Targeted by Challenge | In-person



When is a Lab the right call?

- A specific challenge has surfaced that needs immediate attention. You need to build a highly cohesive and unified Leadership quickly across the cross functional group
- A team or function is misaligned and needs a reset
- You're preparing leaders ahead of a significant change or transition
- You want to complement a longer programme with targeted skill sprints



What makes a Lab different

- Built around one challenge, not a curriculum - no filler content
- Participants work together as a group; not hypothetical case studies
- Every session ends with a clear, committed action; not just reflection
- Facilitated by practitioners with real leadership and OD experience
- Can be standalone or sequenced as part of a broader development journey

Labs Format

Half-Day Lab

3–4 hours · Up to 12-14 participants

A focused, fast-paced session targeting one leadership skill or challenge. Minimal theory, maximum practice.

Participants leave with a tool, a commitment, and clarity on the next step

3-5 Days Advanced Lab

Up to 10 participants

A deeper dive into a complex leadership challenge combining frameworks, skill practice, peer challenge, and action planning. Suited to senior leaders or high-stakes situations requiring more sustained exploration

Targeted Intervention

Flexible duration · Custom group size

A bespoke facilitated session designed for a specific team, moment, or crisis such as a team reset, a conflict mediation, a pre-change alignment session, or an away-day with a clear development focus

Lab Catalogue — Topics We Specialise In

Leading Through Change

One-day

Equips leaders with a practical framework for guiding their teams through uncertainty — addressing the human side of change, managing resistance, and communicating with confidence.

Walk away with: a stakeholder communication plan and a personal change leadership action commitment

Feedback That Actually Works

Half-day

Moves leaders beyond the feedback models they've been taught but never use — into real, practiced conversations that build trust, shift behaviour, and don't damage relationships.

Walk away with: a practiced feedback structure and a live conversation they've committed to having within 48 hours

Delegation & Letting Go

Full-day

Tackles the root cause of why leaders hold on — and builds the mindset and tools to delegate with clarity, develop their people, and reclaim time for the work only they can do.

Walk away with: a delegation audit and a concrete plan for three pieces of work to hand over this week

High-Performing Team Reset

Full-day

A facilitated intervention for teams experiencing friction, misalignment, or stagnation — surfacing what's really going on, rebuilding trust and shared purpose, and agreeing a new way forward. Walk away with: a team charter, named working agreements, and a set of commitments the whole team has signed up to

Difficult Conversations Lab

Full-day

Gives leaders the language, structure, and confidence to initiate conversations they've been avoiding — from underperformance to interpersonal conflict to delivering hard truths upwards. Walk away with: a personal conversation preparation tool and one difficult conversation mapped and ready

Influence Without Authority

Full-day

An advanced lab for leaders who need to move stakeholders, shift decisions, and create momentum without direct control — mapping their influence landscape and building a targeted approach. *Walk away with: a stakeholder influence map and a 30-day strategy for a live influence challenge they're navigating*

Don't see exactly what you need?

The catalogue above represents our most frequently requested labs but every leadership challenge is different. SYNQIT designs bespoke labs and interventions from scratch, shaped entirely around your team's specific situation, the challenge you're navigating, and the outcome you need. Tell us what's happening and we'll design the session around it

From brief to delivery, How We Bring a Lab to Life...

1. Brief & Discovery

We start with a conversation understanding the challenge, the audience, and what success looks like for your organisation

2. Design & Customise

We tailor the lab content, activities, and facilitation approach to your context referencing being in the here and now and real scenarios where possible

3. Facilitate & Challenge

We run the session with energy, rigour, and psychological safety — pushing participants to go further than they would on their own

4. Embed & Follow Through

Every lab ends with clear individual and team commitments. Optional follow-up touchpoints ensure the shift sticks beyond the room

Book a lab or intervention

Tell us the challenge - we'll design the session that cracks it