



TLC LEADERSHIP ACADEMY FOR MIDDLE LEADERS

Engagement is subject to acceptance of TLC Leadership Group's standard Terms and Conditions, provided separately.

Our Global Team

TLC Leadership Group brings together a diverse team of experienced coaches and facilitators across Australia, Europe, and the United States, so we can support leaders wherever they are.



Thilan Legierse

*Founder & Principal
Coach*

Our Coaching & Facilitation Team



Annet Hoek



Jan Oldenzien



Kate McTaggart



Monique Keuning



Robyn Gifford



Sonia Singh



Vincent Eid

Our global team brings deep experience across leadership, human rights, law, HR, organisational psychology, mediation, coaching, facilitation and real-world executive roles.

Together, we partner with organisations to deliver practical, high-impact leadership development grounded in clarity, connection, and capability.

TLC LEADERSHIP ACADEMY – EMERGING LEADERS PROGRAM

Program Duration: 6 Months

Delivery Format: In-person and/or Online



Program Overview

The TLC Leadership Academy – Emerging Leaders Program is a six-month leadership development journey designed to build confident, capable and values-led leaders in times of organisational change and complexity.

This program supports individuals who may not yet hold formal leadership roles but who are increasingly required to influence others, step up in challenging situations and contribute positively to workplace culture.

The program develops leadership from the inside out – strengthening self awareness, emotional intelligence, communication capability, courage, accountability and psychological safety. Participants learn how to lead through influence rather than authority and contribute to healthy, high-trust, values-driven workplaces.

Target Audience: Emerging Leaders – individuals stepping into leadership influence, with or without a formal title.

TLC LEADERSHIP ACADEMY – EMERGING LEADERS PROGRAM



Program Objectives

By the end of the program, participants will have developed:

- Confidence in their leadership identity
- Clear, respectful and assertive communication skills
- The ability to navigate conflict and tension constructively
- Emotionally intelligent responses under pressure
- Practical strategies to contribute to psychologically safe workplaces
- Stronger accountability, boundaries and shared responsibility
- Readiness for future formal leadership opportunities

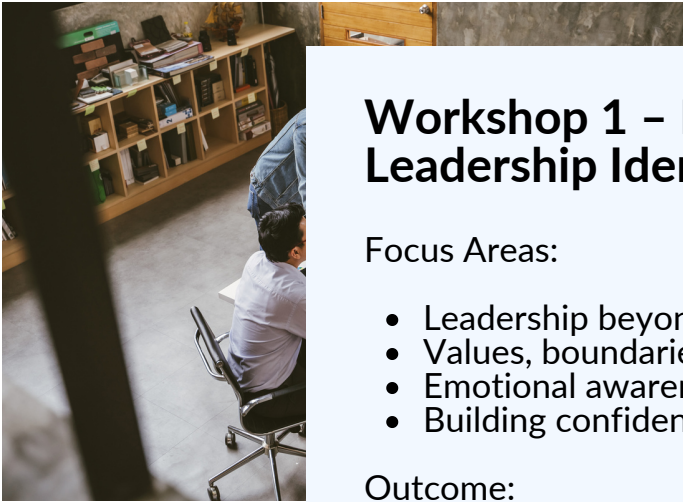
Program Structure & Approach

The program runs over six months and combines skill-based workshops with facilitated leadership reflection circles. This blended approach ensures learning is not delivered as one-off training, but is reinforced, applied and embedded over time.

Program Inclusions:

- 6 x Interactive Leadership Workshops (2 hours each)
- 6 x Facilitated Leadership Reflection Circles (1 hour each)
- Participant resources, tools and practical frameworks

WORKSHOP OUTLINES & OUTCOMES



Workshop 1 – Leading Self: Developing Leadership Identity

Focus Areas:

- Leadership beyond position or title
- Values, boundaries and personal authority
- Emotional awareness and self-regulation\
- Building confidence during uncertainty

Outcome:

Participants step into leadership with greater clarity, confidence and intention, grounded in their values and personal authority.



Workshop 2 – Communication Mastery for Emerging Leaders

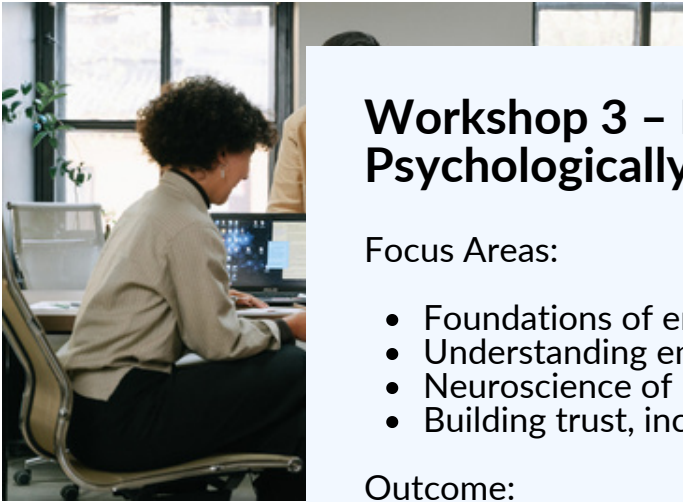
Focus Areas:

- Speaking up with confidence and credibility
- Active listening and powerful questioning
- Giving and receiving feedback respectfully
- Adapting communication styles across contexts

Outcome:

Participants communicate clearly, respectfully and assertively, strengthening influence and professional relationships.

WORKSHOP OUTLINES & OUTCOMES



Workshop 3 – Emotional Intelligence & Psychologically Safe Workplaces

Focus Areas:

- Foundations of emotional intelligence
- Understanding emotional triggers and responses
- Neuroscience of psychological safety
- Building trust, inclusion and safety at work

Outcome:

Participants contribute to emotionally intelligent, psychologically safe cultures that support engagement and performance.



Workshop 4 – Courageous Conversations & Conflict Navigation

Focus Areas:

- Understanding individual conflict responses
- Reframing conflict as a leadership responsibility
- SNAP Conflict-Mapping Framework
- Practising real workplace scenarios

Outcome:

Participants address tension early, navigate conflict constructively and build confidence in courageous conversations.

WORKSHOP OUTLINES & OUTCOMES



Workshop 5 – Accountability, Boundaries & Shared Responsibility

Focus Areas:

- Accountability without authority
- Setting clear expectations and boundaries
- Moving beyond avoidance and people-pleasing
- Consistent follow-through

Outcome:

Participants model responsibility, professional boundaries and consistent leadership behaviour.



Workshop 6 – Coaching Mindset: Supporting Growth in Others

Focus Areas:

- Coaching as a leadership capability
- Asking better questions instead of fixing
- Encouraging ownership and reflection
- Preventing burnout and over-functioning

Outcome:

Participants build capability, resilience and ownership in themselves and others.

TLC LEADERSHIP ACADEMY



Leadership Reflection Circles

Six facilitated Leadership Reflection Circles are held throughout the program to support reflection, learning integration and accountability.

These sessions:

- Reinforce leadership concepts and tools from each workshop
- Support real-time application to day-to-day leadership challenges
- Provide structured peer learning, insight and support
- Build confidence, accountability and consistency in leadership behaviours

Outcome:

Participants embed sustainable behaviour change and strengthen leadership capability over time.

TLC Leadership Academy



Outcomes for the Organisation

At an organisational level, this program supports:

- Strengthened leadership capability and confidence
- Improved communication and trust
- Increased psychological safety
- Reduced conflict escalation and avoidance
- Improved engagement and morale
- A strong and sustainable leadership pipeline

Value & Return on Investment

This program represents a strategic investment in leadership capability at a critical stage of development.

By supporting emerging leaders early, the organisation reduces the risks associated with unmanaged conflict, disengagement, burnout and future leadership gaps. The six-month structure, combining workshops with facilitated reflection circles, ensures leadership learning is embedded, applied and sustained over time.

The return on investment is reflected in healthier workplace relationships, stronger communication, increased psychological safety, improved retention and a resilient pipeline of leaders equipped to lead through complexity.

INVESTMENT

Investment and delivery details to be confirmed based on group size, delivery mode and tailoring requirements.

Inclusions:

Program design and facilitation

6 x two-hour leadership workshops

6 x one-hour leadership reflection circles

Participant resources, tools and frameworks

Total Investment

To be discussed





CLIENT REVIEWS

We are confident in the quality and impact of our leadership development and coaching work. We also encourage you to do your own due diligence: you can read what our clients say about working with us through our 50+ five-star [Google reviews](#).

"I highly recommend Thilan Legierse as an outstanding leadership coach. I recruited Thilan to work with and develop our whole leadership team, and the impact has been exceptional. Thilan's coaching was professional, insightful and carefully tailored to both individual leaders and the collective needs of the team. She created a safe, challenging and highly purposeful space that strengthened leadership capability, confidence and alignment across the college. Each session was focused and practical, with clear actions that translated directly into our day-to-day leadership practice. Thilan is an exceptional coach who delivers meaningful and lasting impact at both an individual and organisational level."

Kerry

Our site engaged with Thilan to support the development and capacity building of our leadership team. Her enthusiasm, experience and approachability has allowed our leaders to explore their personal growth and work collaboratively towards supporting our shared vision and values. This included workshops where Thilan led our leaders through how to engage in critical conversations, and self-reflection focused on their own actions as leaders.

Michael

NEXT STEPS

To discuss the Leadership Academy for your team, contact:



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