

# Disruptive Leadership Programme

Building Future-Ready Leadership Capability for Modern Organisations

## AT A GLANCE



### Delivery Method: Blended

Virtual Classroom, e-Learning, Work-Integrated Learning, Masterclasses, Capstone Leadership Project



### Duration: 30 Weeks

Orientation + 10 X Masterclasses (2 Hours Each) + 30 Hours e-Learning + Weekly Discussion Forums + 20 – 24 Hours for Assignments



### Level: Adaptive Development Framework

Designed to flex across varying leadership maturity levels and organisational contexts. Open cohorts are typically aligned to emerging and mid-level managers.



### Investment: As Quoted Online

Inclusive of facilitation, learning materials and certification.



### Certification: Certificate of Completion

Certificate of Completion awarded upon successful completion of programme requirements.

## PROGRAMME OVERVIEW

Organisations today face increasing pressure to develop leaders who can navigate complexity, uncertainty, technological disruption, and **evolving workforce expectations**.

One of the greatest leadership risks exists within the organisational “**missing middle**”, operationally capable leaders who are often underprepared to lead people, influence performance, and navigate change effectively.

The **Disruptive Leadership Programme** responds to these needs by equipping leaders with the practical, future-focused capabilities required to adapt, influence, collaborate, and lead effectively within rapidly evolving organisational environments.

Rather than aiming to create “disruptive leaders” in the traditional sense, the programme develops leaders capable of **leading effectively within** environments shaped by **disruption**, change, innovation, and complexity. This creates leadership capability that is both human-centred and future-focused.

### Growth Focus

- Adapting to changing organisational realities
- Balancing people and performance effectively
- Leading through uncertainty and transformation
- Fostering collaboration, trust, and resilience
- Engaging with innovation as a strategic enabler rather than a threat



## ROI / ROV



Stronger leadership pipelines and succession readiness



Improved leadership confidence and decision-making capability



Greater alignment between people leadership and strategic execution



Increased team engagement, collaboration, and accountability



Enhanced organisational adaptability during change and uncertainty



More resilient, future-ready leaders equipped for evolving workplace realities



Improved leadership capability across critical operational and middle-management levels

## WHO SHOULD ATTEND



### EMERGING LEADERSHIP

- › Graduates and early-career professionals stepping into leadership
- › Emerging leaders transitioning into leadership roles



### OPERATIONAL LEADERSHIP

- › Mid-level managers leading teams and delivery
- › Professionals navigating complex business environments



### STRATEGIC LEADERSHIP

- › Senior leaders building adaptive leadership capability
- › Executives driving transformation and innovation
- › Entrepreneurs and business owners leading growth and change

## Admission Requirements

- › Current or aspiring leadership responsibility
- › English language proficiency
- › Basic computer literacy
- › Access to a laptop or desktop computer

## PROGRAMME DELIVERY OPTIONS



### Open Cohorts

Publicly scheduled intake dates typically aligned to emerging leaders and mid-level managers.



### Closed Cohorts

Private programme schedules with a flexible delivery model aligned to organisational and workforce requirements.



### Custom Crafted Solutions

Custom capability development solutions aligned to organisational and workforce requirements.

## Flexible Delivery Model

The Disruptive Leadership Programme is intentionally designed as a scalable and adaptable leadership development framework that can be contextualised across varying leadership levels, professional maturity stages, and organisational environments.

Programme delivery can be adapted to align with:

- › Leadership maturity levels
- › Organisational priorities
- › Industry realities
- › Strategic capability requirements

## WIL

The programme prioritises **Work-Integrated Learning** through practical application to ensure learning translates into measurable leadership capability.

Participants engage in:

- › Personal Development Planning
- › Workplace-based leadership application
- › Real-world problem-solving
- › Reflection and behavioural integration
- › Team collaboration and peer engagement
- › Leadership application assignments and projects

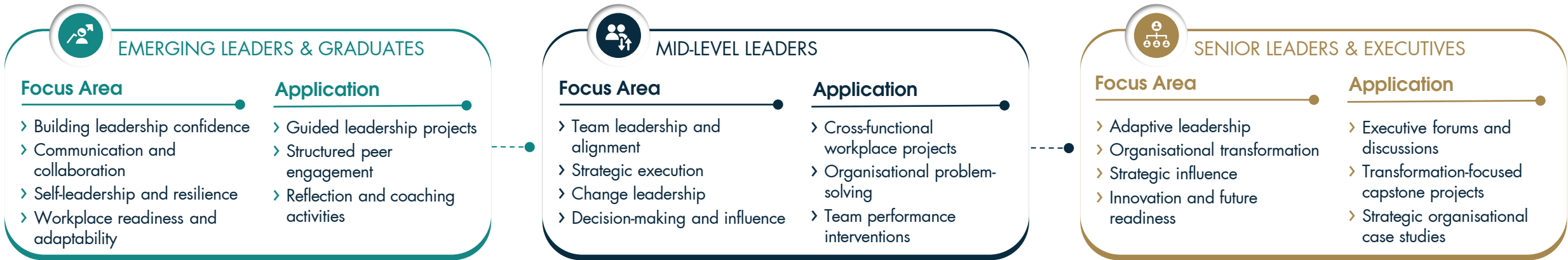


## LEADERSHIP CAPABILITY FRAMEWORK

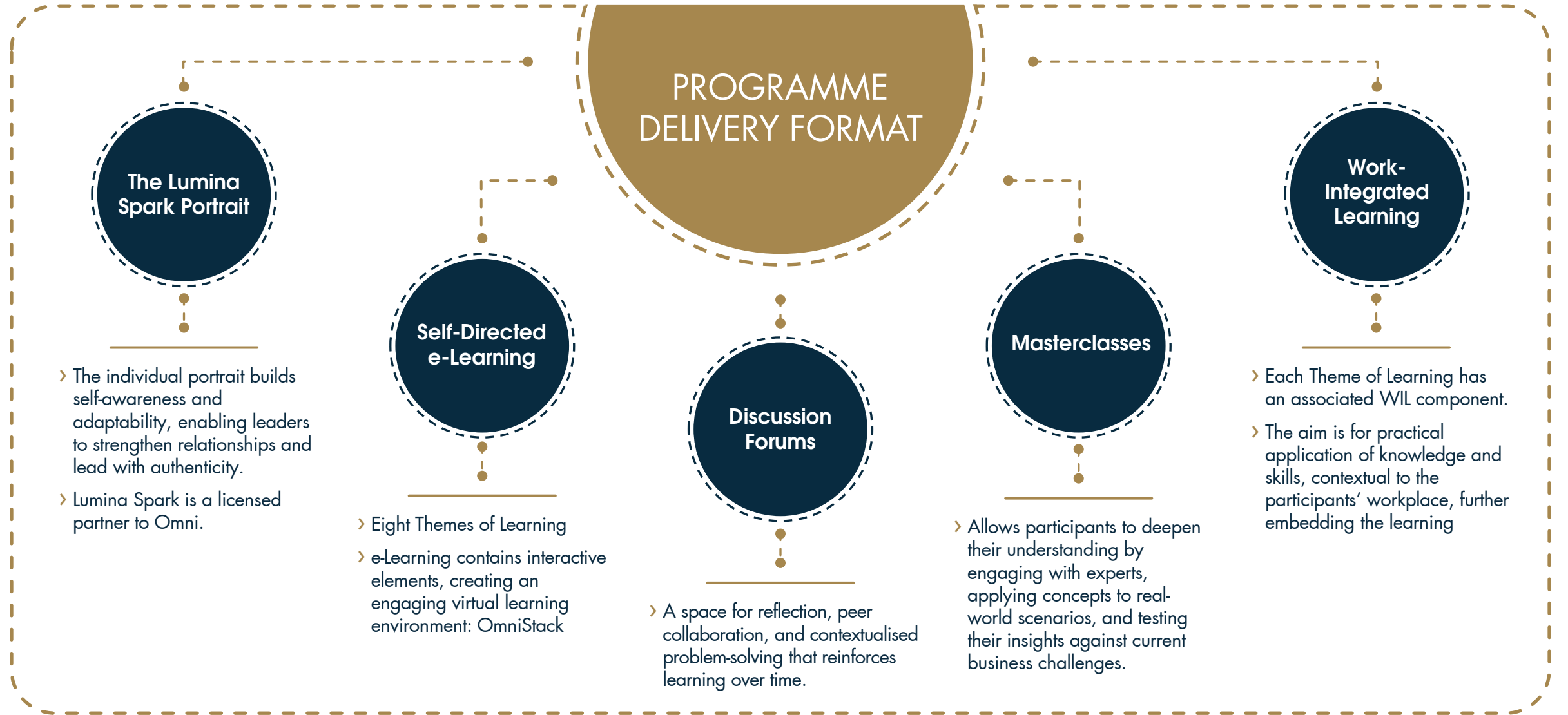


The Disruptive Leadership Programme is structured around the development of core leadership capabilities required in modern organisational environments.

## EXAMPLE PROGRAMME APPLICATIONS



**ONE FRAMEWORK. | THREE LEADERSHIP LEVELS. | ENDLESS IMPACT.**





**01** Introduction to Disruptive Leadership

Key Focus Areas:

- > Programme orientation and expectations
- > Lumina Spark psychometric profiling
- > Personal Development Planning
- > Understanding modern leadership realities

**02** Building Your Leadership Identity

Key Focus Areas:

- > Emotional intelligence
- > Self-awareness and regulation
- > Ethical leadership practices
- > Authentic leadership behaviours

**03** Developing Key Leadership Skills

Key Focus Areas:

- > Innovation and creative thinking
- > Complex problem-solving
- > Analytical and strategic thinking
- > Data-informed decision-making

**04** Leading Collaborative Teams

Key Focus Areas:

- > Collaboration and team alignment
- > Communication and influence
- > Conflict resolution and negotiation
- > Cross-functional teamwork

**05** Leading Change & Decision-Making

Key Focus Areas:

- > Organisational change frameworks
- > Resilience and adaptability
- > Decision-making models
- > Leading through uncertainty

**06** Leading People with Diversity

Key Focus Areas:

- > Inclusive leadership approaches
- > Situational and servant leadership
- > Diversity and people dynamics
- > Human-centred leadership practices

**07** Leading the Future World of Work

Key Focus Areas:

- > Future-of-work leadership capability
- > Technology and AI awareness
- > Critical and computational thinking
- > Customer-centric leadership

**08** Authentic Thought Leadership

Key Focus Areas:

- > Challenging conventional thinking
- > Organisational influence
- > Leadership communication
- > Innovation and transformation leadership



OPEN COHORT INTAKE DATES

31 Jul 2026 | 25 Sep 2026 | 20 Nov 2026

Lead with clarity. Navigate complexity. Build organisations that thrive through change.

Get started

