Developing Leaders Programme

ARIA

Executive Coaching
Leadership Development Programmes

ARIA's Developing Leaders Programme is for junior and mid-level managers.

Learn to lead your team effectively. Build practical skills. Discover tools that help you lead daily. Guide your team to perform.

Why this matters

In a fast-paced world where innovation and delivery are key to growth, **middle managers are the critical link between strategic vision and day-to-day impact.** To thrive in this dynamic environment, leaders need more than technical expertise, they need the right support, mindset, and leadership tools.
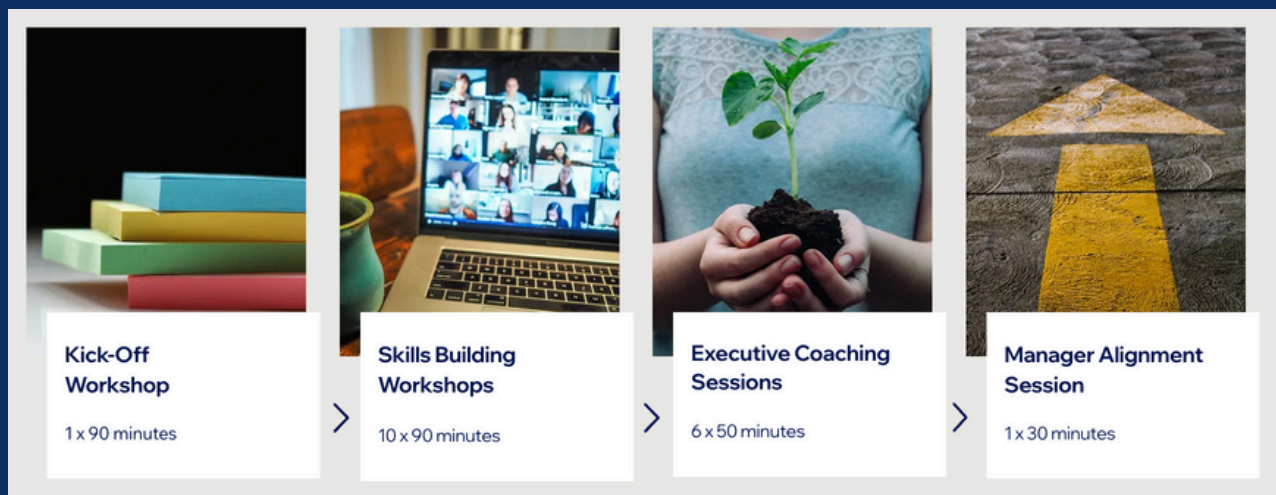
The Developing Leaders Programme is designed to equip leaders with the clarity, confidence, and practical skills to **lead high-performing teams**, foster cross-functional **collaboration,** and scale their leadership **impact** as the business grows**.**

Practical Tools

Peer Learning

Real Practice
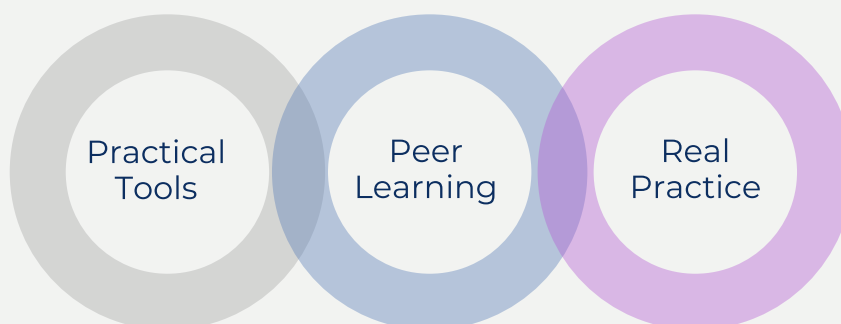
Integrated approach

ARIA will partner closely with you to ensure this is a **business context-specific** experience. The programme blends practical content with peer learning and individual coaching. This integrated approach ensures leaders are able to put what they're learning into practice in their lived leadership roles.

The Process

Kick-Off Workshop		Skills Building Workshops		Executive Coaching Sessions		Manager Alignment Session
1 x 90 minutes	>	10 x 90 minutes	>	6 x 50 minutes	>	1 x 30 minutes

It begins with a **kick-off workshop to identify key leadership challenges** in your organisation and tailor the content accordingly.

Leaders then take part in **ten interactive workshops** held every two weeks, covering **essential leadership skills** such as setting team objectives, clarifying roles, managing performance, coaching, effective communication, and handling tough conversations.

Alongside this, **each leader receives six individual executive coaching sessions**, providing space for reflection, insight, and real-world application. Halfway through the programme, a **manager alignment session** helps strengthen support and reinforce development.

By the end of this programme, leaders walk away with:

- **enhanced leadership skills**
- **stronger relationships**
- **a practical toolkit**

Workshop Topics - Design Your Own Programme

Once we've explored the challenges your leaders are experiencing, we will suggest which topics below to include in your Developing Leaders Programme. We're always creating new content, so we can tailor our content to address any leadership development needs your team has.

Who am I as a leader?
Explore your leadership strengths, challenges and values, understanding how they shape your leadership style and impact.

Managing myself: triggers & blindspots
Strengthen self-awareness, manage your reactions, and stay grounded in challenging moments.

Listening & psychological safety
Develop deep listening skills and create a culture of trust where your team feels safe to contribute.

Defining team vision, purpose & objectives
Align your team around a compelling shared direction and measurable goals.

Setting roles, goals & expectations
Clarify responsibilities, build ownership, and drive focused execution.

Team rhythms & culture
Create consistent habits (meetings, reporting, connecting) that build cohesion and performance.

Effective 1-2-1s
Use 1-2-1s as a key leadership tool to strengthen connection, and align on performance and priorities.

Coaching your team
Learn to lead with curiosity and empower others through effective coaching conversations.

Feedback & tough conversations
Build your confidence in giving and receiving feedback. Lean in to tough conversations.

Managing poor performance
Know how to take a team member through a performance improvement process.

Conflict Resolution
Build skills to address and resolve disagreements constructively, fostering a collaborative work environment.

Delegating with clarity and trust
Let go without losing touch; delegate clearly and build accountability.

Time management and prioritisation:
Enhancing leaders' abilities to manage their time effectively and prioritise.

Communicating beyond your team & influencing upwards
Speak the language of your stakeholders, communicate deliberately to influence with impact.

Leading through change
Preparing leaders to guide their teams through organisational changes smoothly and effectively.

Facilitating productive meetings
Learn how to run engaging, focused meetings and workshops that achieve clear outcomes and make the best use of everyone's time.

Supporting growth & development
Support your team's growth by setting clear expectations and encouraging ownership.

Team wellbeing & preventing burnout
Learn how to support team wellbeing, spot burnout early, and foster a healthy, sustainable work culture.

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Six Month Leadership Journey

Learning is most effective when there is am opportunity to **learn, reflect, adjust and experiment**. Once-off workshops are often found to be inspiring, but because the practice and reflection is missing, they fade into a distant memory and don't deliver the shift in behaviour needed.

We have found s**horter workshops, more often, combined with coaching deliver the best results.** We co-create this programme with our clients to ensure timings work with your business operations.

Manager Check-In
Workshop 5
Coaching 3
Workshop 6
Workshop 4
Coaching 4
Workshop 7
Workshop 3
Workshop 8
Coaching 2
Coaching 5
Workshop 2
Workshop 9
Coaching 1
Coaching 6
Workshop 1
Workshop 10
Kick-Off Session
six month journey
Close-Out Celebration

Client Testimonials

We've developed a stronger sense of unity and care. We feel more connected as a team. I've grown in my leadership, and my team is thriving because of it.

Old Mutual Leader

We've seen a clear improvement in how our leaders are communicating and collaborating - it's helped us to ship faster and more effectively.

Paystack Leader

Maria was able to cut through the noise and create something incredibly practical and impactful for our leaders. It's been a game-changer.

Shell Leader

Let's Connect!

If you're curious about how we can support
your leaders to develop, we'd love to connect.

You can email Maria, send a WhatsApp,
or book a free discovery session by
visiting www.arianetwork.co.za.

We're looking forward to the conversation!