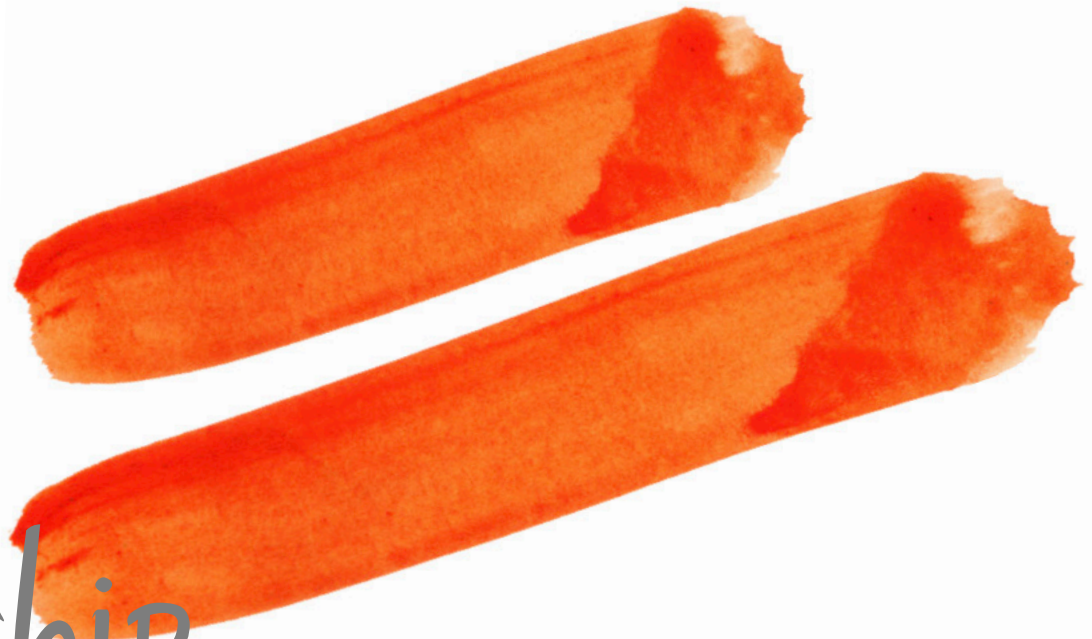


Soul of Leadership



Leave it more conscious than you found it

Lea_____p

A new way in leadership

Why the Soul of Leadership?

The Eagle and the Condor is an ancient prophecy of the Amazon that speaks of human societies splitting into two paths - that of the Eagle, and that of the Condor. The path of the Condor is the path of heart, of intuition, and of the feminine. The path of the Eagle is the path of the mind, of the industrial, and of the masculine. The prophecy says that the potential would eventually arise for the Eagle and the Condor to come together, to fly in the same sky, and to create a new level of consciousness for humanity.

- Indigenous Prophecy

The narrative of leadership in business encapsulates the path of the eagle to an extreme: it's outdated and inadequate. Dominating and controlling behaviours lead to oppressive cultures in companies and beyond.

Business now has the opportunity to change this through inviting the wisdom of the condor and evolving their leaders.

The **Soul of Leadership** is Lea_p's flagship program. The program is designed to deeply evolve you as a human and a leader to unfold profound and powerful leadership within. This is applied throughout the program to your individual teams and business needs. Through this application you will make your business more conscious.

Conscious businesses are run by conscious leaders. Through evidence and experience we know that companies that are profitable, sustainable and successful are run by deeply self-aware leaders, who have a strong sense of purpose. The **Soul of Leadership** will embark you on a journey of self acceptance, finding your purpose in work and life and expand your ability to be in real and transformative relationships.

Leaders who evolve their individual consciousness, in turn raise the collective consciousness. Future leaders must think systemically and understand the impact of each decision on not only themselves, their staff, their company, but also on the world in which we live.

Soul of Leadership is different to any other leadership program on the market because it is about your growth and your evolution as a leader and it is the only leadership program that weaves into your learning a systemic lens - in business terms, a cultural lens. Leadership starts with you but it ends with us. **Throughout the program you will be taught to understand the relationship and systems that comprises your culture, how to impact and adjust to this, but most importantly how to make your culture thrive.** This is not only unique it is priceless. To be able to consciously create the culture that you want and where people thrive is the biggest competitive advantage of modern times.

Why the Soul of Leadership?

Nowadays corporate leaders have to handle more and more demanding stakeholders. From clients who want products and services tailored to their specific needs immediately, to employees who want a much better work life balance as well as a purposeful job. All this makes leaders' job very hard where old corporate rules are overrated and do not provide the right solutions.

The world is evolving and we must evolve ourselves if we are to keep up. **The complexity of our times needs a new mindset, one that can transcend our current problems, creating innovative and inspired ways of thinking and behaving.**

Zenger and Folkman's research shows that extraordinary leaders can double profits through impacting employee commitment/morale, customer satisfaction and productivity. Good leaders create more economic value than poor leaders, and extraordinary leaders create significantly more (up to four times) economic value than the rest. So the question is, can we train for 'extraordinary' in leadership?

Yes, this is the *Soul of Leadership*. Research shows that there is one particular distinguishing feature of extraordinary leaders - that is to inspire and motivate others to high performance. **In order to stay on top of their game, and be the inspiring leaders that people are expecting, executives need to evolve and demonstrate new ways of leadership.** Ways where a purposeful corporate vision can be created, where everyone has a voice, feels included, collaborate and add value, where authenticity and openness is favoured.

How do we develop leaders to inspire and motivate others?

Results matter. Without action there is no point in doing business, but how often does reaching targets, ambition, success and winning create intense pressure, no time, stress and even conflict with those around you? Often results comes at the cost of our health, our sanity, and can be detrimental to our relationships.

The behaviours required in an extraordinary leader go beyond technical competence and good problem solving as taught in MBAs. Great leadership comes from radical self-enquiry into who you are, your shadows, why you are here on this planet at this time, and what your gifts are in this world. *Soul of Leadership* takes you on this profound journey. Deeply rooted in our decades of experience in interpersonal psychology, coaching, systems thinking, process coaching, and gestalt, we have created a creative and lived learning experience that you will never forget.



Conscious Leadership Model

“We live in a time of great opportunity and great peril. The next fifty years are going to be interesting. We could well bring into being a global order going beyond nationalism to serve planetary welfare. We could destroy ourselves. Certainly business, with its growing global reach, plays a major role in the world’s future and has a huge stake in the outcome.

The challenge for leadership in the new millennium is huge. Einstein makes the challenge clear: significant problems we face cannot be solved at the same level of thinking we were at when we created them. **Something in our consciousness must shift in order for us to be able to see how to act in a way that can address the challenge of the times”**

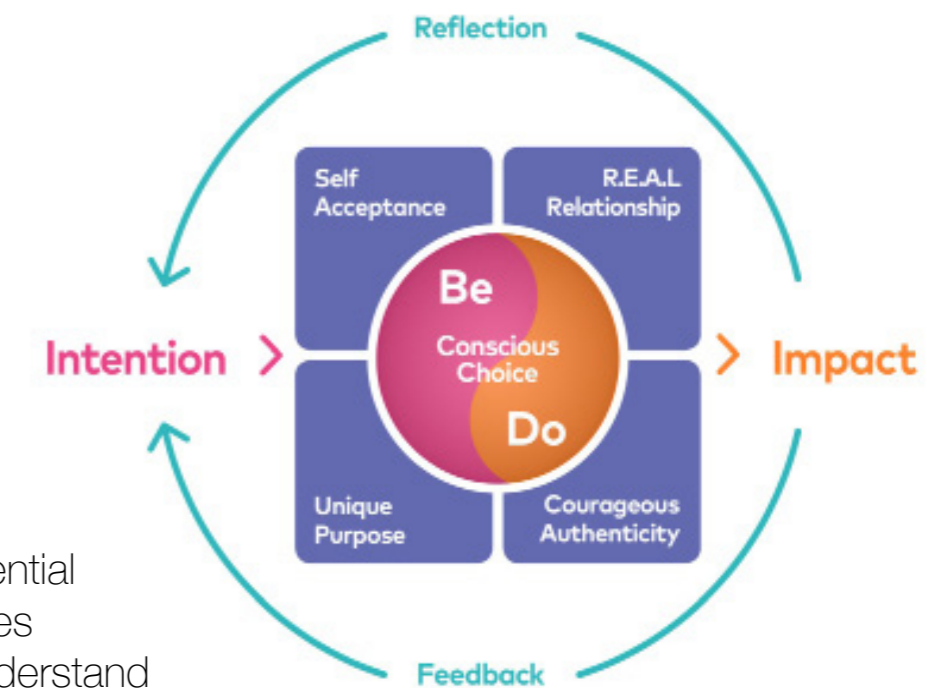
- The Spirit of Leadership, Bob Anderson

Lea_p’s Conscious Leadership Model has 4 foundations that you’ll explore during the *Soul of Leadership* program.

Each retreat is based on one of our model foundations:

- Self-Acceptance
- R.E.A.L Relationship
- Unique Purpose
- Courageous Authenticity

You will embark on a 9-month program made up of 4 residential journeys, in which we deliver experiential learning that creates transformation. You will be empowered in how you lead, understand yourself and others, create and transform relationships, live with passion and really take a leap into creating huge impact in your life, leadership and business.



A conscious leader is deeply self-aware and dares to be vulnerable for the sake of authenticity and relationship, whilst firmly holds and drives a vision for common good.

Do you recognise any of these business challenges?

The cost and impact on the business of high staff turnover. 50% of employees have left a job and cited their manager as the number one reason*. The manager accounts for at least 70% of the variance in employee engagement. The cost of turnover in the workplace is extraordinary. It is reported that the cost of losing and replacing an employee may be as high as 150% of the departing employee's annual salary**.

The impact of poor conflict management on the workplace. The typical manager spends 25-40% of his or her time dealing with workplace conflicts. That's one to two days of every work week.

A lack of diversity in the workforce. 67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diverse.

Lack of purpose driven leadership. 79% of business leaders believe that an organisation's purpose is central to business success, yet 68% shared that purpose is not used as a guidepost in leadership decision making processes within their organization.

The challenge of attracting and retaining a younger workforce. Millennials who have a strong connection to the purpose of their organisation are 5.3 times more likely to stay. But the vast majority of employees remain disengaged from work, and only 33% draw real meaning from their employer's purpose.

A growing mental health and well being crisis in the workplace. A third of the UK workforce (34%) may have a health and wellbeing issue, with the most common being anxiety, depression and stress. Health and wellbeing has a significant impact on performance with four out of five workers (83%) believing that their well-being influences how productive they are.

The team at Lea_p have crafted a program to help leaders meet these challenges.

* Gallup's annual employment engagement survey

** Ernst & Young



Business Outcomes

An energised and resourceful leader

With new levels of self-awareness, improved interpersonal communications, and clarity on your place in this world, you will bring fresh thinking and new energy to how you show up as a leader.

A leader with systems literacy

With an understanding and key tools to implement systemic change you will lead with the big picture in view. You will see the delicate relationship between the organisations long-term well-being and the good of the larger community. You will search for solutions that are good for the organisation whilst at the same time good for the environment and economic sustainability of your business.

A leader who can successfully navigate conflict to create aligned and trustworthy teams

Through understanding your unconscious bias and your assumptions as a leader whilst mastering skills in co-creation and collaboration, you will be able to return to your businesses full of ideas and skills to master conflict and create teams that are truly aligned with deep trust.

A leader who knows how to create environments that build successful outcomes

In experiencing the impact of working collectively over the course of the program, you will have deeper resources and skills to build and support high performing teams.

A leader with clarity of vision and purpose

Reconnecting to the purpose of the business and aligning to your own sense of purpose within will bring new energy and vision to your leadership and how you bring the people in your organisation along with you.

A leader with a revitalised network of peers at the C-suite

This journey will forge connections and bonds that will last long beyond this program and continue to bring support and inspiration to your leadership in the years to come. You will learn from and inspire your network as you embark on this transformational journey.

Leadership is a life-stance... [Leadership] is a higher level of character development. We notice in great leaders the highest of human qualities and values. What distinguishes them as a leader goes far beyond their technical skill, market knowledge, and managerial competency. They are creators. **They are creating themselves into soulful renditions of their true nature, doing the work they most love, and creating futures worthy of their own commitment and the full commitment of others**

- Mastering Leadership, Bob Anderson

Individual Outcomes

You will learn how to **develop your leadership competencies, skills and qualities**. Having a big range is important in leadership so that we can connect with multiple people in different ways. Throughout the program, we will explore your natural range, expand this, push yourself to places that are uncomfortable and help you to fully express your genuine self.

You will **gain a deeper and more profound sense of who you are**. You will acknowledge and accept your strengths and limitations for the sake of acceptance and growth. Only when we truly accept and understand ourselves can we accept and understand others.

You will **unleash your full potential**, accessing new resources. Based on our years of experience in the field of leadership, we have created a unique profiling tool that will give you a new perspective on your personality, how other people see you and a deeper understanding of why you act the way you do. Unlike other assessments it uncovers the impact you are having as a leader, consciously and unconsciously and then gives clear steps of how to expand your behaviour to address a wider range of situations.

You will learn to **read and understand the complexity of organisations** and how they operate, relationally. With this knowledge you will be able to address and respond in creative ways to complex issues. You will be able to intentionally design a culture that you desire.

You will **develop self-confidence, compassion and deep trust in others**. Leaders have to get comfortable being uncomfortable and this program will constantly encourage you to do that. You are going to expand, be pushed, fight back, grow, give up and come back a stronger and more resilient leader, taking all this new knowledge back to your world and helping the people around you grow and do the same.

You will **master your emotions to create powerful connections and relationships**. Due to how we have been brought up, our belief systems and our environment, we have a plethora of assumptions which constantly get in the way of genuine connection. Creating R.E.A L relationship takes courage, vulnerability, compassion and empathy. It creates relationships that are honest, can withstand conflict, respectful and trustworthy.

You will **gain the courage to be true to yourself**. This is about being grounded and having absolute faith in your decisions and choices as a person and a leader. It's about unlearning old patterns that no longer serve you. You will have more impact in the world with less effort as you show up naturally with gravitas and humility.

You will leave with a **richer toolbox to support your new way of leading**. You will be exposed to a wide range of thinking, frameworks, and tools - from systems thinking, psychology, process coaching, leadership models - in order for you to grow personally as a leader, and to expand your own set of skills and tools that can be applied in your organisation and your life.



Journeys

Journey of Self Acceptance

Location: Wiltshire, UK

Days: 4

Self-acceptance is a huge part of personal and leadership development. It is about being honest, with ourselves and others about who we really are, showing up authentically with all our range and owning our light (our 'good' side) and our shadows (our 'bad' side) whilst understanding the paradox that there are gifts and limitations in each.

Systems awareness is your ability to understand your culture, the impact you have on it and how to influence it. When we can understand this, we can lead with the big picture in view and look for root cause of issues rather than focusing on symptoms.

This journey is 4-days of deeply exploring yourself to become aware of your behaviours, values, patterns, triggers and the energy you give off as a leader. It also an introduction to develop your systems intelligence. We will be exploring dimensional leadership using a magnificent source and how to show up much more authentically.

Leadership always starts with self; we must understand ourselves in order to understand others.

Our promise after these 4 days is that you will have a deep awareness of who you are, your impact, a connection to yourself and those around you. It will also give you a deeper understanding of the interconnectedness of systems and therefore be an agent of change in your business.


From this 4 day program you will learn:

- Awareness of your impact and how to be more conscious of the impact you want
- Understanding what systems literacy is and start to apply it
- Awareness of dimensional leadership and your default position
- A connection to your body – mind leadership
- Awareness of your 'shadow' behaviours and the impact of these on your leadership
- Application of your learning to your business needs

Journey 1: 15th - 18th September 2020. Location: Bedfordshire, UK

Cost per participant: £4950 + VAT

A conscious leader has deep awareness and acceptance of their behaviours, patterns, strengths and limitations, and how to develop these.



After completing Journey of Self-Acceptance, if you want to commit to the rest of the program you can sign up for £13,045 + VAT.



Journey of R.E.A.L Relationship

Location: Wiltshire, UK

Days: 3

Relationship First | Empathy | Assumption Clearing | Love over Fear

This 3 day journey explores how you show up in relationships. The people around us are a reflection of our owned and unowned behaviours, they are our teachers revealing where we need to grow. You will use your group and some intense exercises to overcome self-limiting beliefs, grow true compassion and overcome your deep-rooted assumptions of the world, others and yourself to give you a new lens in which to see.

A conscious leader has a positive intent towards others and is committed to engage with others in a compassionate way, without making assumptions to create true collaboration.

Journey to Unique Purpose

Location: Quito, Ecuador

Days: 6

There are 7 billion people on the planet and no one is the exact same as you. Each person has a completely unique set of skills and life experiences, even when brought up in the same household. Understanding what is unique about you and combining this with your own skills set, life experience and your passions is key to owning your unique purpose. Having the courage to pursue this purpose and share it with the world gives us greater fulfillment a bigger impact and help those around you

This journey truly is a once in a lifetime opportunity to be submerged in one of the most remote places on earth, in nature, with indigenous wisdom, traditions and shamanic experience that will help you connect deeply to your soul and gain clarity on your purpose. It is also an amazing opportunity to see the impact we can have on the planet, to see our true connection with our magical home- the earth, and really start to think in terms of the whole. This really is bringing the wisdom of the condor back to your leadership.

A conscious leader truly makes a difference to the world by having a purpose, a mission, and fulfilling this purpose by sharing it with the world.



Journey into Courageous Authenticity

Location: Wiltshire, UK

Days: 3

The final journey is 3-days of stepping into the future and making your leadership real in the world. We will bring everything that you have learnt to make a giant leap towards your future. You will expand your range as a leader, flip your narrative, own your truth, claim your future and make big commitments, in one of the most exhilarating ways known to man!

A conscious leader has the courage to be who they really are and dare to leap and share their leadership with the world.



Locations

Journeys 1, 2 and 4 are based in Bedfordshire, UK

We will be based in Bedfordshire at the magical Tofte Manor, a beautiful 17th century country house. The magic is held in its gardens, its labyrinth, its history and the lovingly restored interiors. What makes Tofte Manor different is the harmonious holistic environment they provide, as well as the fact that the Manor House still retains its purpose as a home. This gives it a unique atmosphere of privacy and comfort whilst still delivering top quality service, accommodation and catering.

As well as hard work this will be a time of connection, detox and calm as each workshop will be in the peaceful surroundings of a magical landscape.

The venue is in the village of Sharnbrook in Bedfordshire, within easy by car or train. Just 8 miles from Bedford, 24 miles from Milton Keynes, 60 miles from London, 71 miles to Birmingham, 34 miles from Luton. Nearest railway station is Bedford, 15 minutes from Tofte Manor.



Journey 3 is based in Quito, Ecuador

A journey into the Amazon rainforest offers a rare privilege to have a profound immersion with nature and an indigenous tribe called the Achuar Tribe. You will be invited into their ancestral culture, providing direct experience to learn from an uninterrupted lineage of wisdom amongst the vibrant forest.

You will be welcomed at indigenous-owned lodges and village that offer the unique opportunity to engage in intimate conversations and activities such as interpretive rainforest hikes, river trips in canoes and kayaks, cultural practices and rituals, and shamanic ceremonies.



Logistics

Cost of the Program:

Journey 1 is only £4950 + VAT. If you then decide to sign up for the full program after this it is £13,045 + VAT.

The full program has 3 different payment plans to support your needs.

Payment option 1: £15,995 + VAT

We are offering a £1000 + VAT discount to those who pay in full.

Payment option 2: £16,995 + VAT

Pay a 30% deposit of £5100 + VAT and then 4 instalments of £2973.75 + VAT.

Payment option 3: £16,995 + VAT

Pay 12 monthly instalments of £1416.25 + VAT.

Please note that travel to all the retreats, including flights to Quito, are not included in the cost of the program.

Accommodation and subsistence are included.

Journey Dates (subject to change):

Journey 1: 15th - 18th September 2020

Location: Bedfordshire, UK

Journey 2: 9th - 11th December 2020

Location: Bedfordshire, UK

Journey 3: 16th - 21st March 2021

Location: Quito, Ecuador

Please note the journey will start on the morning of the 16th so you need to be in Quito for then.

Journey 4: 26th - 28th May 2021

Location: Bedfordshire, UK

The entire program will include physical fitness at a moderate level so please contact us directly if you wish to discuss this. We will send you a packing list for each journey to let you know what to bring.

“There is the true joy of life; to be used by a purpose recognized by yourself as a mighty one; to be thoroughly worn out before being thrown on the scrap heap; to be a force of nature instead of a feverish, selfish little clod of ailments and grievances complaining that life will not devote itself to making you happy”

- George Bernard Shaw



Why You?

Are you up for the challenge?

What is the mark you want to leave on the world?

How much are you willing to play BIG and live your fullest life?

We will only accept leaders onto this program who:

- Have a team, are at c-suite level, own a business or have a vision to change the world
- Will commit to the full program
- Who are passionate about their development, the development of others and who want to help impact the good of the world
- Who are prepared to work to become their best self

Now is the time to evolve your leadership and raise your consciousness to be the best you can be.

Now is the time for business to be hugely profitable create fulfilled employees and respect our world.

If you think you are ready to deep dive into a year that will change your life please contact us for more information and to volunteer for an interview process to see if you are ready to embark.

“The two most important days
in your life are the day you are
born and **the day you find out why**”

- Mark Twain



Who is Lea_p?

Lea_p Leadership are an experiential learning and development company based in London. From leadership programmes to coaching, **behavioural transformation is at the core of what we do in order to create conscious leaders and conscious companies.**

Lea_p create a new space for individuals up the entire organisation to become fully self-aware and then utilise their whole, unique self to achieve success and fulfilment. We enlighten our clients to a way of leadership that is in tune with the dynamics of modern life, supporting them and offering new ways to respond to the challenges of an increasingly complex and changing world.

RACONTEUR
in
THE SUNDAY TIMES



"The journey you take will be unlike anything else, but it is this type of deep and profound work that is required to create a new leadership, one the world needs"

**As seen on The Future CEO
in The Sunday Times**



Emmanuelle Langlois

Emmanuelle brings a wealth of corporate experience enabling her to understand, connect and positively impact executives she trains, facilitates and coaches. She has a long-standing track record of success in driving individual and collective engagements through authentic and effective human interactions.

Lauren Robinson

Lauren combines the experience of a decade in high pressured corporate sales and her knowledge of business, with her passion for leadership and desire for people being their best. She is passionate about personal transformation and truly believes that everyone has a unique purpose in their life.

Catherine Stagg-Macey

Catherine brings over two decades of corporate leadership experience to her team and executive coaching clients. She's passionate about bringing systems thinking to her clients so that they can make the connections beyond the personal. She believes in developing our capacity for hard conversations and seeing our interconnectedness as key steps to solving the world's biggest challenges.

Ronnie Clifford

Ronnie is a Master Certified Coach and Leadership trainer. Former 30 year IBM employee and an existing senior faculty of The Coaches Training Institute she weaves her corporate and leadership roles together beautifully, thus enabling her to bring the benefits of both roles to each part of her professional life.

Why Lea_p?

96% of Lea_p participants have reposted that their leadership has improved in the following areas:

- Increased their self awareness
- Enabled behavioural change required to improve performance
- Gained huge self confidence
- Became aware of their impact
- Deepened their relationships

Gauge Leadership Lab, Lea_p's 12 week programme outcomes:

- 98% of participants felt they had resolved work conflict more effectively
- 79% of participants believed they learnt to capitalise their strengths in the workplace
- 35% of participants got promoted after completing Gauge
- 100% of participants felt they had been more authentic completing Gauge

Authentic Leadership Programme:

Adopted as the UKI Behavioural change strategy, the focus was on retaining and developing Leaders of the future;

- Increased revenue over the time period by 700M USD circa 1.5%
- Increased retention in the Top Talent by 30%
- 73% of attendees have been promoted



“Just writing Lauren a testimonial doesn't seem enough; not if I'm to judge her on **the impact she has had on my career and my life**. I sit writing this on the verge of some very exciting developments and I honestly know that I wouldn't have been in this position if it hadn't been for the coaching time I've had with her”

- Owner, The Spark

“With a great sense of empathy, intellect and humour, Catherine helped me increase my level of self-awareness. As a result, **I have more clarity, purpose and confidence** in my decisions-taking, and I am tapping my intuition much more strategically – like an asset”

- CEO at Fitsense

“The conversations I had with Emmanuelle have helped me tremendously...it was very easy for me to be true, authentic and open because I felt she was too. She inspired me to higher levels of reflection, always being encouraging and positive. **I felt strengthened and now a few months later I can also underline that the path I took, really is my way**”

- Program Director at Capgemini NL

“Ronnie brings all of herself to her coaching. By that I mean her brilliant common sense and down to earth approach. **Mix a razor sharp mind with warmth and compassion and a wealth of experience in the corporate world and watch your inner world change for the better**”

- Anonymous



Conscious Company

Lea_p's stake is to awaken conscious leaders in all of us. And conscious leaders create conscious companies which in our definition, are awake to the impact on the broader social and economic systems in which we operate. We are passionate about ensuring that we have as little impact on the planet as possible. The planet is getting hotter, scientists speaking through the well-respected body of the IPCC shows this very clearly. We have committed to each other to be more aware and awake to our personal and our collective impact.

Don't get us wrong, we are not perfect. But this isn't about perfection, **it is about progress.** It is so easy to think "Well, I don't do that so what's the point in doing this." Being a conscious citizen of this planet is complex and fraught with paradoxes. This isn't an easy or simple journey but it's one we've committed to.

Pachamama Alliance

We are supporting the Pachamama Alliance in 2020 and are donating a percentage of our profits to them, from the *Soul Of Leadership*. For 20 years, Pachamama Alliance have worked in solidarity with their indigenous partners in the Ecuadorian Amazon rainforest to protect their land and culture, and has inspired individuals everywhere to bring forth a thriving, just and sustainable future.

Currently they have saved over 10 million acres of the rainforest- the heart and lungs of our planet and their current project is to save 60 million acres of the sacred headwaters. As a supporter, we have travelled to see their work in the amazon which is not only inspiring but truly connects us back to our essence and what is important. To find out more, head on over to their website: www.pachamama.org.



Scholarships

Every year we will offer a scholarship to *Soul of Leadership* to those who need additional financial support and are leading and positively impacting others some way in the world. Over the last few years we have supported charities such as Save the Children, Diana Award and The Prince's Trust. If you'd like to see how we can help you or an individual in your company, please get in touch.

“By participating in business, people are creating prosperity and lifting people out of poverty. They are creating stable conditions for families to be raised, they are helping build communities that can create schools, they are creating places for people to exchange value, find meaning, build relationships and experience intimacy and trust. **When people realise that they are part of the largest force for positive social transformation in history, their self-perception changes**”

- Marc Gafni

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A new way in leadership

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