

“Leadership is not about a title or a role - it’s about the courage to influence and the confidence to be seen.”

You don’t need a formal title to lead, but you do need presence, perspective, and the confidence to use your voice when it counts.

This session is all about owning your leadership identity. That means understanding your style, getting comfortable with influence (even upwards), and building the courage to challenge - constructively, respectfully, and with impact. Whether you lead people, projects, or ideas, this month is about turning up the volume on the leader within you.



WARM-UP PROMPT

Before your session, take 5 minutes to reflect:

“When have I felt most like a leader - and what made me feel that way?”

PREP QUESTIONS (BEFORE YOU MEET)

Take 10–15 minutes to reflect on the following:

- How would I describe my leadership style today?
- What do I believe makes someone influential in this business?
- Where am I confident leading, and where do I hold back?
- What gets in the way when I need to challenge or manage upwards?

CONVERSATION STARTERS

- “I want to be more visible as a leader, but I’m not sure what that looks like yet.”
- “I find it hard to challenge senior voices, even when I know I should.”
- “I’ve led projects successfully, but I’m ready to grow my leadership presence.”
- “What advice would you give for managing upwards with confidence?”

WATCH OUTS

- Don’t wait for permission to lead - leadership is a behaviour, not a title
- Be mindful of people-pleasing at the expense of impact
- You can challenge senior voices without being confrontational, it’s about framing and intention

REFLECTION PROMPTS (POST-SESSION OR JOURNAL PROMPTS)

- What beliefs do I hold about what a ‘leader’ should be, and do they serve me?
- What situations trigger imposter syndrome or hesitation for me?
- How do I build trust and credibility with senior stakeholders?
- What kind of impact do I want to have, and am I stepping into that fully?

ACTIONS TO TAKE

- Define 3 words that describe the kind of leader you want to be known as
- Identify one opportunity to practise upward challenge this month (e.g. feedback, an idea, a recommendation)
- Ask for feedback from a colleague or manager on your leadership presence or influence
- Journal: “What would I do differently if I fully backed myself?”

OPTIONAL RESOURCES

- **TED Talk:** Brené Brown – The Power of Vulnerability
- **LTT Personal Effectiveness Cards** - a great resource to help you develop the core skills you need to lead with confidence and impact

LOOKING AHEAD TO NEXT MONTH

Next month’s theme is **Career Acceleration & Readiness for Senior Roles**.

Start reflecting on what “next level” means for you - and what gaps you need to close to be ready for more senior opportunities.