



Leadership in flow
a flowprofiler® series

Leadershipflow® Pathway



powered by flowprofiler® assessments and reports



“Leadershipflow® has made a huge difference for us as a leadership team.

*I have seen a big shift in our leaders.
It is really hitting home.”*

-Chris Morrison, Operations Manager, Cupitt's Estate, Australia

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**Leadershipflow® Adapts to Your Leaders,
Not the Other Way Around.**

About Leadershipflow® Pathways

Leadershipflow® Pathways are **custom built, fully integrated, evidence-based** leadership development journeys designed to build the **behaviours, mindset, and skills** your organisation needs **to thrive and drive results**.

A **transformational experience**, one that meets your leaders where they are, whether they're emerging, operational, or executive level.



**Informed by Neuroscience.
Designed for Performance.
Leadership in Flow.**

Our Approach | Leadershipflow® | The 3 Stages

A Customised Pathway Aligned to Strategy, Values, and Results

Stage 1 | Discover



- Clarify organisational goals
- Define corporate messaging
- Engage leaders 1:1
- Conduct gap analysis (Goals vs. Capabilities)
- Map proposed pathway
- Create full discovery report
- Stakeholder presentation (2 hours)

“People own what they help to create”

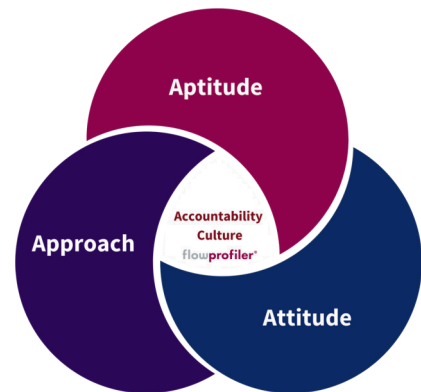


Stage 2 | Align



- Kick-off with leaders (3.5 hours)
- Align with strategic goals and messaging
- Confirm expectations
- Overview of pathway
- Sample session (e.g., Intro. to Leadership)

“ Organisations have goals. People drive those goals”



Stage 3 | Equip



- Pathway delivered over 12–18 months
- SkillSprint™ learning model between sessions
- Integrated messaging and flowprofiler® insights
- Individual and team assessments
- Coaching available
- Final journey report & presentation

**“ Leaders require competencies
across Skills + Behaviours + Mindset”**



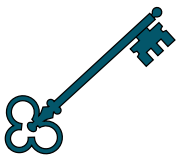
powered by flowprofiler® assessments and reports

data-driven insight for measurable, behavioural growth.

Leadershipflow® Pathways Are Different

The 5 Principles and One Law of Leadershipflow® Pathways

Principle 1



**Self-Leadership
is Key**

If You Don't,
They Won't

Principle 2



**1 Style ≠
All Scenarios**

Adapt Your
Style to Match
Situation

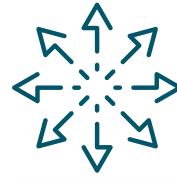
Principle 3



**Mindset
Matters**

Your Thinking
Drives Your
Outcomes

Principle 4



**Capability Over
Dependence**

Build Leaders
not
Bottlenecks

Principle 5



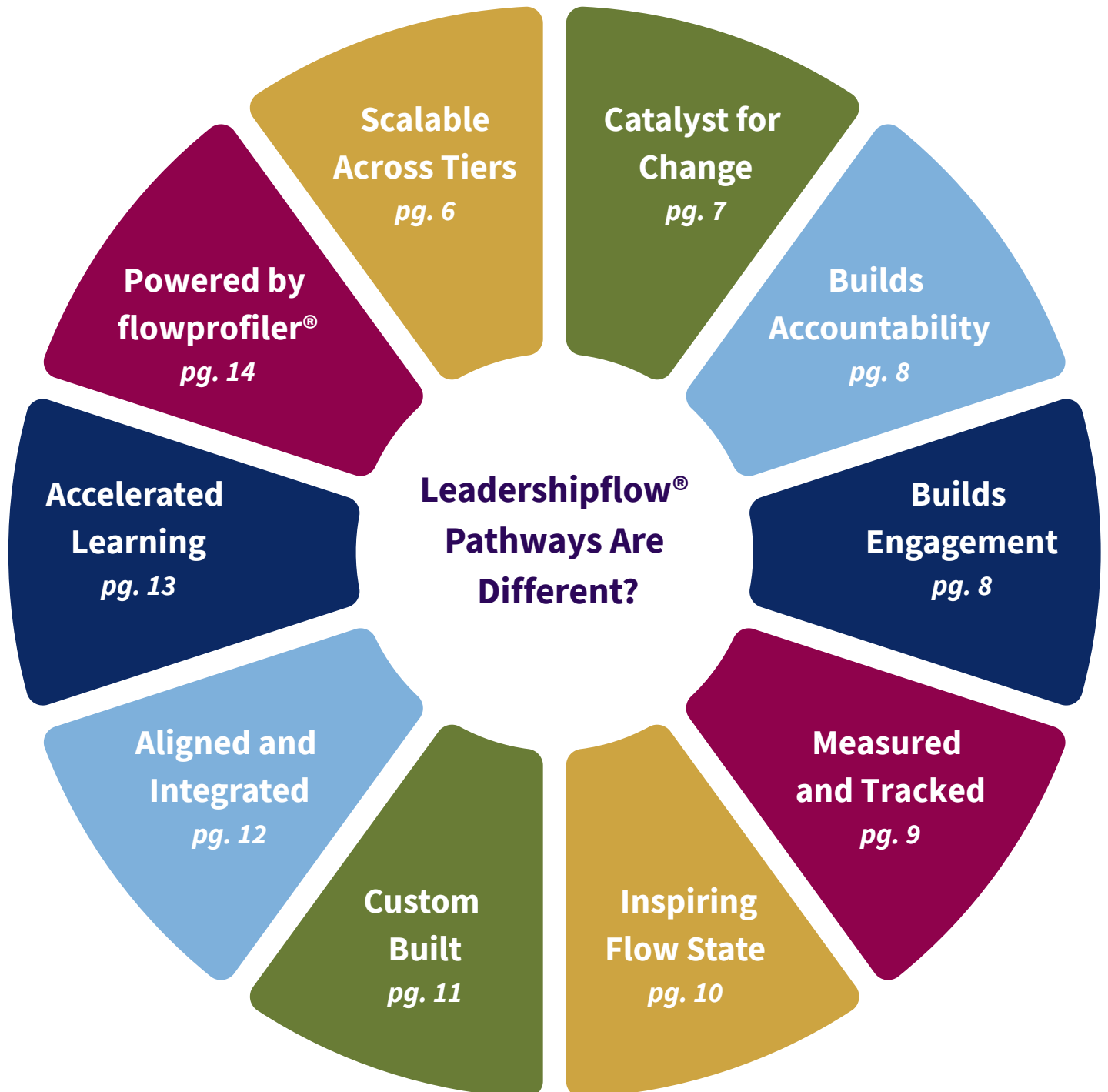
**Flow is
Optimal**

High
Performance
Built to Last

One Law

Our Choices Create Our Change!

10 Reasons Why Leadershipflow® is Different



Leadershipflow® Pathways Are Different

Scalable Leadership: From Emerging to Executive

Whether you're preparing future leaders, equipping your operational leads, or aligning your executive team to organisational transformation, Leadershipflow® meets each group where they are and equips them for what's next.



Application Across Leadership Streams

Who:

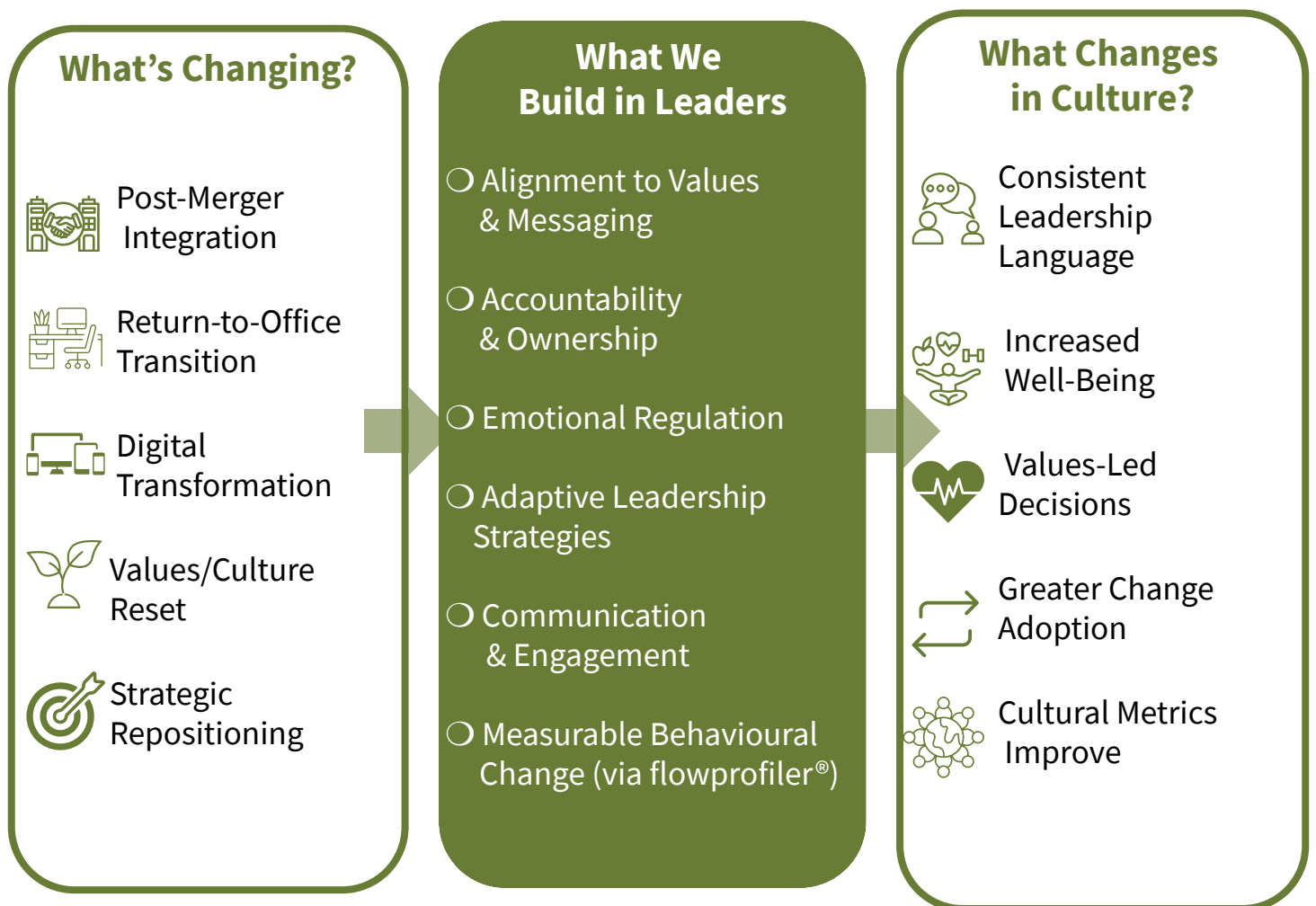
Cross-functional project leads, change and transformation managers, technical leads stepping into people roles, matrix or dotted-line managers

Discover phase identifies the strategic context, stakeholder expectations, and participant group so that the pathway is calibrated to the appropriate tier or stream.

A Catalyst for Cultural and Strategic Change

Culture is the sum of daily behaviours, attitudes and beliefs. Leadershipflow® works to hardwire the behaviours and attitudes that shift culture and drive strategy.

**Culture doesn't change because you launch a new campaign.
It changes when leaders change how they show up.**



**Leadershipflow® transforms strategy into
behaviour, and behaviour into culture.**

Leadershipflow® Pathways Are Different

Builds Accountability

Leadershipflow® builds a culture of accountability in action.

Each session is facilitated by the same experienced trainer, ensuring continuity, trust, and a deeper understanding of each leader's development journey. Between sessions, leaders complete SkillSprints™: practical, real-world applications of learning, which are then tracked, reflected on, and reviewed together.

Outputs are documented and reported back to key stakeholders, ensuring that the organisation sees how leaders are growing and how that growth is contributing to business outcomes.

When accountability is embedded in the process, results follow.



**Same Trusted
Trainer Every Month**



**SkillSprints™ Tracked
and Reviewed**



**Results Reported-to
Stakeholders**

**Responsibility. Ownership.
Transparency. Growth.**

Engagement

Co-Created by Leaders, for Leaders

Leadershipflow® is built with your leaders, not just for them. Every participant contributes to shaping the pathway, aligning it with the real-world challenges they face.

From day one, leaders help design content and context, increasing ownership, buy-in, and relevance. The result? Stronger engagement, deeper learning, and lasting change.

Engagement is **built in** to the Pathway from the very start.



People own what they help to create.

Measured and Tracked

What gets measured, gets improved



Objective, Transparent Insight

Every leader completes the flowprofiler® assessment suite in just 30 minutes, generating three powerful reports across Emotional Intelligence, Resilience and Motivation. These tools drive meaningful conversations and reveal behavioural agility, strengths and growth opportunities.



Insight at Group Level

Team Reports aggregate results across cohorts, showing alignment, capability gaps, and performance trends. This is essential for succession planning, cultural change and strategic focus.



Discovery-Informed Design

Quantitative and qualitative feedback gathered in the Discovery phase is fully analysed and presented. This baseline is revisited in your Final Journey Report, making the process iterative, responsive and evidence-based.

Throughout the journey:

- ✓ *SkillsSprints™* and key learning outcomes are tracked and reviewed.
- ✓ Leaders are *continuously challenged to apply* learning directly to **business priorities**.

Insight at Your Fingertips



**What your Leaders learn is not just remembered,
it's recorded, applied, and proven.**

Leadershipflow® Pathways Are Different

Inspiring Flow State

Flow is a neuropsychological state where individuals feel fully immersed, focused, and energised in an activity.

It is characterised by:

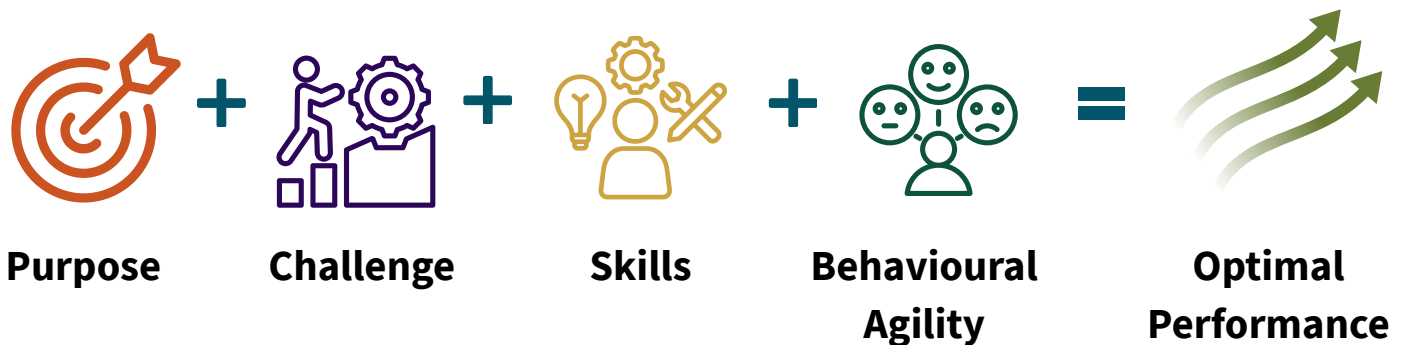
- A sense of effortless attention
- Clear goals and immediate feedback
- A balance between challenge and skill
- Loss of self-consciousness and time distortion

In leadership, flow enables clear decision-making, creative problem-solving, confident communication, and sustainable energy under pressure.

“The best moments in our lives are not the passive, receptive, relaxing times... The best moments usually occur when a person’s body or mind is stretched to its limits in a voluntary effort to accomplish something difficult and worthwhile.”

— Mihaly Csikszentmihalyi (1990)

The Flow State Equation for Leaders



**Informed by Neuroscience.
Designed for Performance.
Leadership in Flow.**

Custom Built for Your Business

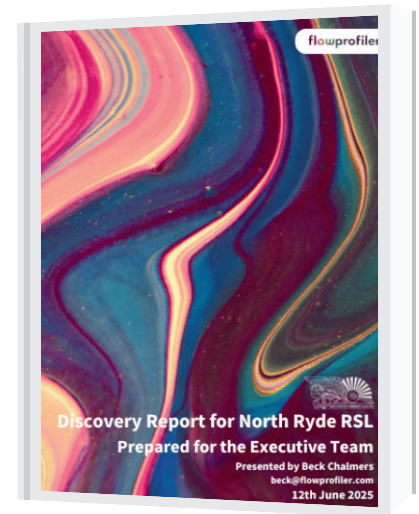
Designed with your goals.
Delivered with our expertise.

Whether launching a new vision, driving transformation, or elevating performance, Leadershipflow® meets you exactly where you are.

Through discovery conversations and needs analysis, we identify what leadership success looks like in your world, and we build the pathway to match.

All materials are co-branded and contextualised to reflect your tone, culture and aspirations. Whether you're embedding a new vision, navigating transformation, or lifting team performance, Leadershipflow® meets your leaders where they are.

With flowprofiler® assessments at its core, the pathway delivers measurable, behavioural change aligned to the outcomes you care about most, ensuring every session, SkillSprint™, and insight drives measurable change.



Stage	Discover and Align		Equip Your Leaders	
Supported by flowprofiler® Assessments + Reports				
Topic	Accountability Culture	Accountability Culture	Communication	Accountability Culture
Objectives	<ul style="list-style-type: none">• SkillSpire® + Model 2• Topic A Framework + Attitude• Creating a baseline + Org. objectives	<ul style="list-style-type: none">• SkillSpire® + Leadership Aptitude• Model 3 Aptitude• Creating a baseline + Org. objectives	<ul style="list-style-type: none">• SkillSpire® + ThinkSpeak® workshop	<ul style="list-style-type: none">• SkillSpire® + Model 4 Program• Mapping behavioural competencies + Org. objectives
SkillSpire®	<ul style="list-style-type: none">• Create a baseline + Adaptive strategies	<ul style="list-style-type: none">• Application + Adaptive strategies	<ul style="list-style-type: none">• Application + Adaptive Strategies	<ul style="list-style-type: none">• Application
Duration	1/2-day	1/2-day	1-day	1/2-day
Stage	Equip Up Your Leaders			
Supported by flowprofiler® Assessments + Reports				



**Your Goals are Unique.
Your Leaders Should be Too.**

Leadershipflow® Pathways Are Different

Aligned and Integrated

We don't just train, we embed.

Leadershipflow® is not an isolated training event, it's a fully integrated development Pathway that aligns leadership behaviour with your organisational goals, culture, and outcomes.

We work with your team to define what leadership success looks like in your organisation, then design a pathway to build that capability.

Each session, SkillSprint™, and assessment is anchored in the outcomes that matter most to you. flowprofiler® assessments provide every leader with deep insight into their strengths, blockers, and behavioural agility, fuel for sustainable performance.

We reinforce accountability through shared ownership, role clarity, and embedded expectations.

We don't just align leadership to your goals, we hardwire development into how your leaders deliver them.

Leaders Require Competencies Across Skills, Mindset and Behaviours.



Accelerated Learning

Leadershipflow® is designed around how adults learn best, through experience, reflection, and real-world application.

Each session is high-impact and highly interactive, built on an adult discovery learning model that engages leaders to think, practise and apply, not just sit and listen.

Between sessions, leaders complete SkillSprints™: focused, practical actions linked to their roles, supported by flowprofiler® Learn, our flexible learning platform that reinforces key concepts in bite-sized, accessible formats.

Every module includes consistent recap and review, making learning stick and helping leaders track their own growth over time.

**This is not passive learning, it's applied development
that accelerates both insight and performance.**



Because knowing is not the same as doing.

Leadershipflow® Pathways Are Different

Powered by flowprofiler® Assessments

Leadershipflow® is powered by flowprofiler®, a validated assessment suite that provides objective insight into how leaders show up under pressure, engage with others, and stay motivated over time.

Each participant completes the flowprofiler® assessment and receives reports in Resilience, Emotional Intelligence, and Motivation, gaining personalised feedback that drives awareness, growth, and performance. The reports are introduced throughout the pathway to build on the learning journey.

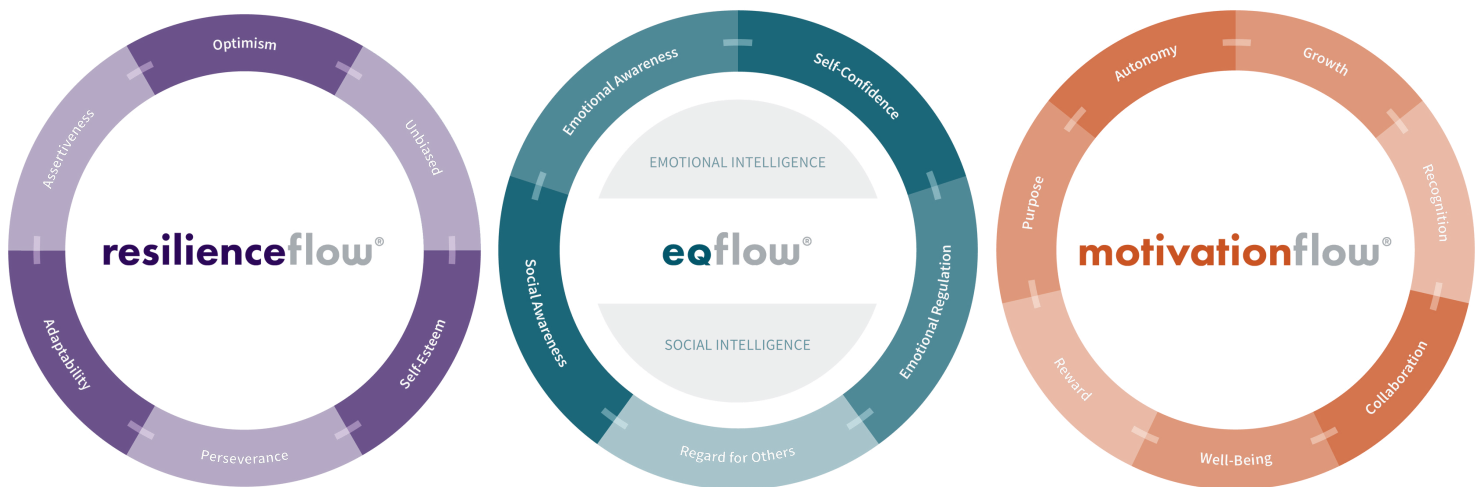
Stakeholders receive copies of flowprofiler® team reports showing aggregated results.

Unlike traditional programmes that focus only on skill acquisition, Leadershipflow® develops the behavioural strategies that leaders need to adapt to different people, pressures, and priorities. Whether leading through change, conflict, or complexity, adaptability is key.

This data-driven approach ensures that every leader can measure their progress, reflect on their development, and build capabilities that stick.

Because great leadership isn't just about what you know, it's about how you behave.

A focus on adaptive behavioural strategies.





“It’s really had an impact on morale because we’re really investing in our people. As a leader, you must adapt. You can’t have the same leadership style for all of your team. We’re all different.”

-Kim Crump, HR Business Partner, OneServe, UK



“Get off the fence and give it a go!”

-James Cummings, CEO, JC&S, Australia



“I think it is brilliant! flowprofiler® is a journey not just a one-off training session.”

-Vivian Zhang, HR Director, Langham Hotel, Sydney



“flowprofiler® helps leaders understand how to regulate specific behaviours and identify stress areas. They have become more resilient by becoming self-aware of how well they regulate their behaviour and are able to lead more effectively.”

-Lesa Levett, Head of Administration & Finance ,
Department of Women's and Reproductive Health Oxford University Nuffield, UK



“We increased our retention of candidates in the first 6 weeks from 50% to 80% using flowprofiler®.”

-Brendt Evenden, CEO, Gistlens, Australia



“It is amazing!”

-Reub Miranda, Customer Service Trainer, Kuala Lumpur, Malaysia



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