



LEADERSHIP LEAP

# Develop leaders by doing real work.

## A leadership program that delivers twice.

Your team develops real leadership capability. Your community gains real support.

One program. Genuine outcomes on both sides.

TRUSTED BY ORGANISATIONS INCLUDING



*An experience that changes how your people lead, think and show up for others.*



### WHAT IS LEADERSHIP LEAP

## Your people lead best when the stakes are real. Leadership Leap makes that happen.

Leadership Leap is a 12-week program that pairs each of your team members with a community member working toward employment, study or independence. Your people are not told how to lead. They practice it, week after week, with a real person navigating real challenges.

That is what makes Leadership Leap different from every other leadership program on the market. No case studies. No simulations. The kind of growth that only comes from actually doing the work, in a context your people would never normally encounter.

For your organisation, the outcome is a team of leaders who have learned to adapt, listen and stay effective when things do not follow the plan. Skills that transfer directly into how they lead at work.

### WHAT YOUR TEAM EXPERIENCES

## Structured support. Real unpredictability.

Every week your team members show up for a real person navigating real challenges. They will not always know what to say or what to do next. That uncertainty is not a flaw in the program. It is the program.

JUNO facilitators guide participants through the full 12 weeks with frameworks, tools and group sessions that help them make sense of what they are experiencing in real time. The program begins with a 2-day foundation intensive, weekly sessions with their community member, fortnightly group coaching, and a graduation event that brings both sides of the program together.

Working in small clusters, your people learn to ask better questions, challenge their own assumptions and draw on the collective intelligence of the group. That is where the real leadership shift happens.

*When I signed up I brought with me a mountain of assumptions. I was wrong. I coached my community member to think about what a sustainable future means for her. The program has fundamentally changed the way I now live, learn and lead.*

**Michelle Walter, Design Operations Lead, Human Centred Design, ANZ Banking Group**

WHO IT IS FOR

## Built for organisations that take leadership seriously.

### Corporate teams and HR leaders

Who want a development experience that creates lasting behavioural change, not just a workshop certificate. Leadership Leap gives your people practice that sticks because it happens with real people, in real situations, over a sustained period of time.

### Mid-sized organisations and scale-ups

Building a leadership pipeline from within. Rather than hiring senior capability, Leadership Leap develops it, cohort by cohort, in the people you already have.

### Community and government organisations

Who want to develop leaders and contribute to their community at the same time. Leadership Leap lets your team build real skills while directly supporting people who need it.

**If you want your people to lead with more depth, not just more authority, Leadership Leap is for you.**

*It is challenging and will force you to think very differently and be adaptive in your approach. Unlike other courses that run for one to three days, with this program you get to practice what you learn over 12 weeks, so you retain more of the learning. There is also a very satisfying reward at the end to know you have helped others.*

**Darius, Chapter Lead, ANZ Banking Group**

WHAT CHANGES

## The outcomes are real because the experience is real.

### For your people

- Have difficult conversations and stay in them
- Build self-awareness in communication and style
- Think adaptively when technical solutions fail
- Grow emotional resilience under uncertainty
- Build trust quickly with unfamiliar people

### For your organisation

- Leaders who collaborate beyond their division
- A team practiced in operating under ambiguity
- Clarity of purpose carried back into daily work
- Deeper cross-functional relationships
- Leadership capability built from within

**Most programs give your people knowledge. Leadership Leap gives them experience.**

## One program. One price. Real outcomes.

Leadership Leap Core is the full experience. The 12-week program with a dedicated community member pairing for each participant, fortnightly group coaching, the 2-day foundation intensive, and a graduation event that brings both sides of the program together.

### Leadership Leap Core

**\$4,395 per person**

Minimum 5 participants.

Flexible delivery options are available to suit most team sizes and budgets.

Talk to us about what works for your organisation.

#### DELIVERY OPTIONS

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## In-house, multi-organisational or hybrid. We make it work.

In most instances programs are delivered on client sites as a face-to-face experience. Over recent years JUNO has developed expertise in designing digital and hybrid programs that can be structured for teams operating nationally or globally. In these instances we can break the learning into half-day segments to accommodate different time zones and working arrangements.

JUNO delivers at least one multi-organisational program per quarter. This gives organisations a low-risk way to pilot the experience with a small group before committing to a full in-house cohort.

*The mandate of the program is very black and white: mentor someone. But the program was so much more than that. It provided me with a safe space to allow myself to be vulnerable and develop a new set of leadership skills. I cannot recommend it enough.*

**Programmer, Banking Product and Markets Operations, NAB**

#### GET IN TOUCH

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Ready to explore what Leadership Leap could look like for your team? Book a conversation with Tim Roberts, Director of JUNO Institute. No obligation, just an honest conversation.

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**[junoinstitute.com.au](http://junoinstitute.com.au)**