

Leadership & Workplace Psychological Competency

Developing Leaders Who Build Psychologically Healthy, High-Performing Teams

Leaders play a pivotal role in shaping workplace culture, employee well-being, and organisational performance. Our Leadership & Workplace Psychological Competency programmes equip managers and leaders with the knowledge, skills, and confidence to foster psychologically safe, resilient, and engaged teams. Grounded in evidence-based psychological principles and Cognitive Behaviour Therapy (CBT), these programmes provide practical strategies that leaders can apply in everyday workplace situations.

1. Psychological Safety

Learn how to create an environment where employees feel respected, valued, and confident to share ideas, ask questions, and raise concerns without fear of judgement or negative consequences.

2. Manager Mental Health Competency

Develop the skills to recognise early signs of stress, burnout, and emotional distress, respond with empathy, and guide employees towards appropriate support while maintaining professional boundaries.

3. Emotionally Intelligent Leadership

Strengthen self-awareness, emotional regulation, empathy, and interpersonal effectiveness to build trust, improve decision-making, and enhance team relationships.

4. Compassionate Leadership

Balance empathy with accountability by learning practical approaches to support employee well-being while maintaining performance expectations and organisational goals.

5. Difficult Conversations

Build confidence in addressing sensitive issues such as performance concerns, behavioural challenges, conflict, mental health conversations, and organisational change with clarity and respect.

6. Coaching for Growth

Adopt coaching techniques that empower employees to solve problems, build confidence, enhance accountability, and achieve their professional potential.

7. Building High-Trust Teams

Develop leadership behaviours that strengthen collaboration, mutual respect, open communication, and shared accountability within teams.

8. Conflict Resolution

Learn practical approaches to identify, manage, and resolve workplace conflicts constructively while preserving positive working relationships.

9. Leading Through Change

Equip leaders to guide teams through organisational change by managing uncertainty, maintaining engagement, and supporting employee resilience during transitions.

10. Preventing Team Burnout

Recognise organisational and team-level factors contributing to burnout and implement sustainable practices that promote well-being, productivity, and long-term performance.
