



Leading Stronger

A Leadership Development Program
for Performance under Pressure

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THE LEADERSHIP GAP

Today's leaders are being asked to deliver results in tougher conditions than ever before.

Constant change. Increasing uncertainty. Rising expectations. Declining engagement. And pressure to realise gains from AI and new technology.

Leaders are expected to grow performance, keep people engaged, and lead through disruption - often with less time, capacity and resources.

At the same time, leaders are being squeezed from every direction: balancing expectations from above, customers, and teams, and constant operational demands. Many capable leaders are working hard but feel stretched, fatigued, less confident, and unable to create the impact they know is needed.

This is a leadership capability problem. Most leaders were developed for a different environment. Today requires a new leadership playbook - one that builds clarity, capacity, confidence, and sustainable performance under pressure.

When leadership capability doesn't keep pace, the business pays for it:

- Slower execution
- Lower engagement
- Leadership burnout
- Loss of talent and customers
- Missed growth opportunities
- Inconsistent performance.

Leadership capability is one of the most important, yet underdeveloped, performance levers in most organisations.

Leadership capability is one of the biggest performance levers in any organisation.

Up to 70% of engagement is influenced by leaders (Gallup).

THE SOLUTION

Leading Stronger is a practical, evidence-based leadership performance system designed for the conditions leaders are operating in today - not the ones they were originally trained for.

It equips emerging and senior leaders to unlock growth, lead through uncertainty, and sustain high performance over time.

Grounded in the *STRONGER Framework*, it develops the capabilities that matter most right now:

- Clarity in complexity
- Confidence under pressure
- Deeper engagement and accountability
- Adaptability through change
- Sustainable performance without burnout.

Delivered through three core pillars:

Engage - drive team performance through uncertainty and change

Achieve - create clarity, alignment and direction

Thrive - sustain high performance over time.

This is leadership development designed to change how leaders perform day to day.



THE IMPACT

Leading Stronger builds the leadership capability that drives execution, engagement, retention and sustainable performance.

Where leaders start	Where leaders finish
Firefighting	Leading
Directive	Empowering
Reactive	Strategic
Inconsistent	Aligned
Stretched	Adaptable
Task focused	People + performance focused
Fatigued	Energised

Results you can expect

Within 3 - 6 months:

- Greater alignment and clearer priorities
- More confident, consistent leadership
- Deeper engagement and ownership
- Faster decision-making and execution
- Increased resilience and capacity.

Over time:

- Reduced burnout risk
- Improved retention and attraction of talent
- Stronger customer experience
- More consistent team performance
- Better execution of growth opportunities.

WHAT'S COVERED

Module 1: Achieve

What do we need to do, and how do we get there together?

Create clarity, alignment and direction in a more demanding environment.

This module helps leaders understand what has changed in leadership including rising expectations, changing team needs, and the impact of AI and technology on how work gets done. Leaders align on what matters most, where to focus, and how they will lead individually and together.

Leaders will:

- Understand what leadership now requires to perform
- Clarify priorities and strategic focus
- Gain deeper insight into their individual and collective strengths
- Define a shared purpose and success measures
- Agree on leadership behaviours and accountability standards.



WHAT'S COVERED

Module 2: Engage

How do we lead and inspire teams to perform especially through disruption?

Build the conditions where people stay engaged, accountable and perform through change.

High performance doesn't come from pressure. It comes from people who feel trusted, motivated, and equipped to do great work even in uncertain environments.

This module focuses on how leaders create the conditions where people step up, take ownership, and continue to grow when expectations are rising and change is constant.

Leaders will:

- Build trust, ownership and a culture of learning that drives growth
- Lead people through change and uncertainty
- Identify and leverage the strengths of their people
- Drive accountability and motivation without relying on control
- Lead inclusively across diverse and dispersed teams.

Module 3: Thrive

How do we sustain high performance - not just spark it?

Embed the habits, capacity and leadership rhythm required for lasting performance.

Many teams can create short-term momentum. Far fewer know how to sustain it. This module helps leaders build the systems and ways of working that support consistent performance without burnout, overload or overwhelm. Leaders learn how to create more capacity, use AI and technology more effectively, and lead in a way that lasts.

Leaders will:

- Increase capacity and focus
- Build sustainable habits that protect performance
- Use AI and technology to create time and efficiency
- Recognise early signs of burnout, fatigue and disengagement
- Create space for strategic thinking, connection, learning and continuous improvement.

HOW IT WORKS

Designed for behaviour change not just learning.

Leading STRONGER is delivered over 3 - 6 months through a combination of workshops, coaching and diagnostics. This integrated approach helps leaders turn insight into action, and action into measurable results.

DISCOVERY

Create clarity on where to focus

Participants complete the *STRONGER Team Performance Diagnostic* to identify the conditions driving (or limiting) performance. Insights shape program priorities and create a benchmark to measure progress. Additional inputs may include engagement data and Strengths Profiles.

WORKSHOPS

Build capability and align leadership

Three high-impact interactive workshops develop the *STRONGER Framework* and its practical application. Leaders apply concepts directly to their role, team, and current challenges.

GROUP COACHING SESSIONS

Turn insight into action

Peer coaching groups meet between workshops to embed learning, strengthen accountability and maintain momentum.

1:1 COACHING (Optional)

Accelerate individual impact

Selected leaders can access personalised coaching to deepen learning, navigate challenges and fast-track growth. *Fees are separate and agreed in advance.*

WHAT CLIENTS SAY

Ash Capp

State Manager, Bendigo Bank

"Anna's engaging style and relevant content resulted in this Program really hitting the mark with our team. Many of the participants have commented that this was one the most valuable leadership training programs they have ever been involved in!"

Miranda Dunlop

HR Manager, HQ Group

"Anna brought out a different side of our leaders, who have also spoken about the impact of training and what they've applied in their everyday life - at work and at home. I really do believe, and I'm very positive, that the changes we've committed to will be for the betterment of our business, our culture, our teams, and our customers."

Tully Lyster

Restaurant Owner, McDonald's

"Our Senior Leadership Team drew important skills from Anna, and were challenged in the way we approached situations. The following weeks and months, our Leaders elevated their energy and optimism, which reflected in positive outcomes for all our business. Anna connected well with the broad range of participants with her engaging and insightful sessions."

WHY ME



I built *Leading Stronger* because I've sat in that seat.

I spent years leading sales teams, under real pressure to deliver results, retain talent, and keep people engaged through constant change. I know what it feels like to be handed a team, a target, and very little else. I also know what it feels like to lead well, when the right capability meets the right conditions, and a team genuinely thrives..

That experience sent me looking for better answers. I completed a Masters in Applied Positive Psychology at the University of Melbourne and have spent over a decade translating research into strategies leaders can actually use.

My work sits at the intersection of leadership, psychology and performance. Because sustainable high performance isn't something you push harder for. It's built through how leaders think, how they show up, and the conditions they create for those around them.

Alongside this program, I'm the author of *STRONG*, a keynote speaker, and a coach to senior leaders across industries.

I've been trusted by organisations including:





Ready to build Stronger Leadership?

If your leaders are being asked to deliver more in tougher conditions, the capability behind performance is where to start.

I'd love to hear what's happening in your team and work out whether *Leading Stronger* is the right fit.

You can reach me at:



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