

Foundations Of People Leadership



About

- A locally delivered professional development program designed to equip managers and emerging people leaders with the tools, insight and confidence to lead effectively in the workplace.
- The program builds peer networks and combines practical application, contemporary behavioural science, and reflective learning.
- Delivered in a paced format, the program enables participants to apply learnings between sessions and embed it in day-to-day work.

Key Competencies

- **Self-Mastery:** Building emotional intelligence, awareness and composure under pressure.
- **Relational Intelligence:** Strengthening communication, empathy and the ability to navigate difference and conflict.
- **Performance Orientation:** Creating clarity, accountability and shared focus on outcomes.
- **Change Agility:** Enabling adaptability, optimism and confidence through transition and uncertainty.

Self-Mastery & Relational Intelligence



Capacities

Day 1

- Values and Identity
- Self-Awareness and Trust
- Emotional Regulation and Resilience
- Cognitive Agility and Reframing

Day 2

- Conflict Navigation and Communication
- Coaching and Performance Development
- Team Effectiveness and Collective Capability

Post Program Online Session

- Reflection, Implementation & Peer Coaching

Learning Outcomes

- Understand personal values and leadership identity, and apply tools for self-regulation under pressure.
- Recognise how thoughts, emotions and behaviours influence leadership effectiveness and team dynamics.
- Approach difficult conversations with clarity and empathy using frameworks to maintain trust.
- Communicate with purpose and adaptability across different contexts.
- Apply coaching and feedback techniques that build confidence, capability and accountability.
- Build trust and collaboration to create conditions for performance and shared ownership.

Performance & Change Leadership



Capacities

Day 3

- High Performance Mindsets
- Creating High-Performance Environments
- Team Clarity, Trust and Accountability
- Reflection and Application

Day 4

- Understanding the Change Experience
- Communicating and Leading Through Change
- Coaching and Supporting Adaptation

Post Program Online Session

- Reflection, Implementation & Peer Coaching

Learning Outcomes

- Strengthen understanding of the mindset and behaviours that sustain high performance.
- Build capability to create team environments grounded in clarity, trust and accountability.
- Apply practical tools to shift from threat to challenge response under pressure.
- Understand the human response to change and how to support people through transition.
- Develop confidence communicating and leading through uncertainty with purpose and trust.
- Coach others to adapt, build resilience and maintain engagement during change.
- Translate leadership learning into actions that sustain performance over time.

**100% of
participants
recommend
this
program**

“This program has provided valuable insight into both my own leadership approach and the behaviours of those around me, particularly through understanding the connection between brain psychology, emotions and how people respond in the moment; and I would highly recommend it as a worthwhile opportunity to better understand where you are at as a leader.”

Rachael Dimmack, Administration Coordinator
– Municipal Operations, Indigo Shire Council

“The Foundation of People Leadership program has given me invaluable skills in self-awareness that will positively shape how I show up as a leader, co-worker, family member, and friend.

It’s helped me better understand myself, my communication, and the impact I have on those around me.”

Donna Smedley, Account Manager,
ACE Radio Network

Our Facilitators

James

Jensen



Born in regional Victoria, James' path to leadership began in the high-stakes world of military special operations. At 19, James was accepted into the Australian Army, and soon after, into the country's most elite unit - the Special Air Service Regiment (SASR). Over 20 years, James led teams in complex, high-pressure missions across the globe, where clarity, trust, and decision-making under extreme conditions weren't optional, they were survival.

After leaving the military, James turned his focus to a new challenge: helping others lead with the same level of intention, discipline, and humility. With a philosophy built on experience, James' programs guide leaders to test, refine and live their leadership daily. He believes the best leadership development happens over time - through reflection, experimentation, and the willingness to try again.

Irene

Pritchard



Irene brings experience in facilitation, training and people development through her work across the education, health prevention and hospitality sectors, and has facilitated AVCL's flagship Annual Program since 2024. Having grown up in Lima South and Benalla, she brings both local understanding and a genuine commitment to the strength and wellbeing of regional communities.

Known for her thoughtful and authentic approach, Irene is passionate about supporting people to grow in confidence, navigate complexity, and strengthen how they lead and work with others. She brings a strong focus on the human side of leadership, creating environments where people feel comfortable to reflect, contribute and challenge themselves in meaningful ways.