

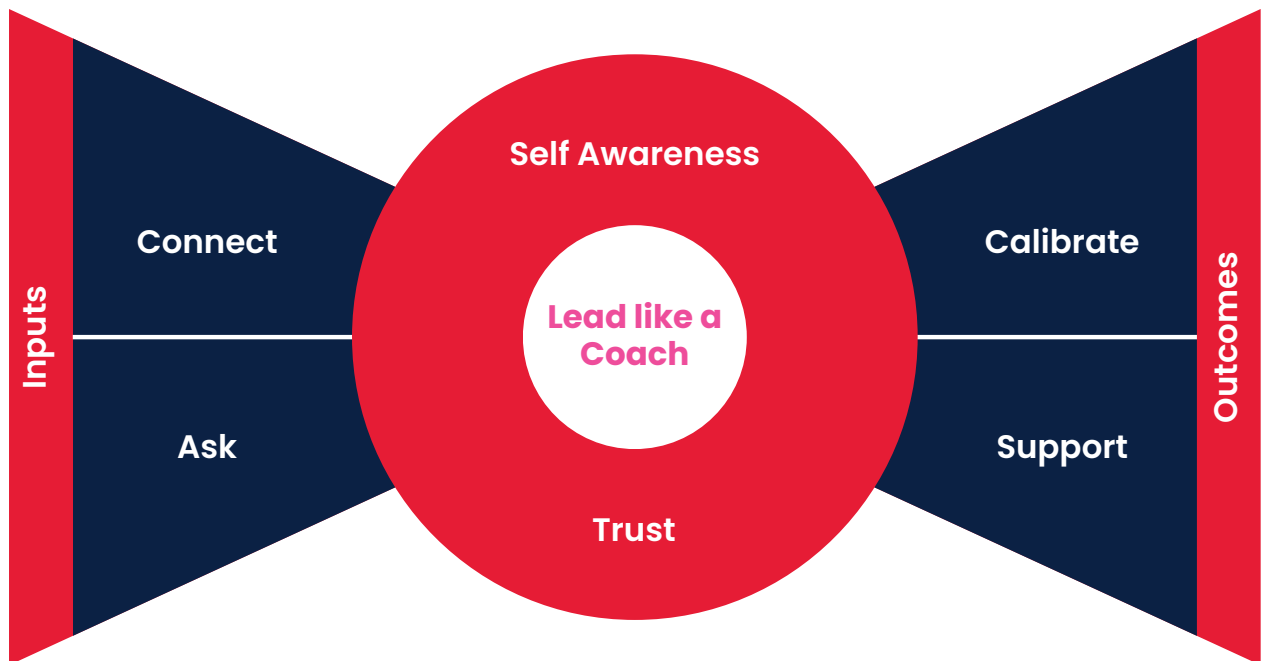
# LEADER AS COACH

A PROGRAM TO SUPPORT LEADERS  
TO LEAD LIKE A COACH.



# The Role of the Leader as Coach

In the Leader as Coach model, four key modes are utilised



When a leader takes on a coaching style, leadership does look different. Firstly, leadership in this mode is more collaborative. The leader will ask more than tell. In asking they will seek to explore rather than direct. The leader demonstrates a genuine curiosity when seeking to understand, rather than seeking to prove a point. There is a focus on collaboration, guidance, and support.

The leader seeks to bring out the best in the team at a team and individual level. Development is based on individual, and team needs and is explored and enabled regularly.



# Let's explore the Leader as Coach Program





1

## Leading with Empathy

Leading with empathy is about knowing how to best support your team based on their needs. It's about knowing what empathy looks like in leadership, and how you can use it to build interpersonal relationships.

2

## High impact communication

High impact communication is about communicating effectively in a variety of settings and using different modes. We can't rely on gathering everyone in the tearoom, but equally, we don't want to only offer a one-way zoom box as our primary communication tool. This is about attentively listening to others and encouraging open expression, diverse ideas, and opinions which promotes psychological safety.

3

## Be an evolution champion

Change is slippery and hard to contain in a nice, neat box and "manage" it. The best way to help people with change is to acknowledge that change can be hard, emotional, surprising, and unexpected. Leaders can be Evolution Champions by approaching the uncertainty of change with confidence. Working through the various stages of change and the best support to provide increases trust and connectedness in teams.



## Collaboration in a new way of working

Many people tell me that what they miss most about being in a physical workplace all the time with their colleagues is the chance encounters where ideas would spark. The 10am dash to grab a coffee where you could walk and talk and solve an issue quickly and instantaneously. This can still be done now, by encouraging cooperation to achieve shared objectives and by building trust in the team.

4

## Developing resilience

I am surprised at the number of times I hear people say, "I hate that word (resilience)." I disagree. I love the word resilience. For me, it reminds me of a piece of elastic and ensuring that the elastic has enough give to withstand movement, without abruptly bouncing back and snapping on my fingers (ouch that hurts!). For Leaders this is about maintaining confidence under pressure, handling difficult situations effectively and bouncing back from adversity.

5

## Building team spirit

The various ways we are working can challenge the way we build team spirit. It's about establishing common objectives and a shared mindset, creating feelings of belonging and strong team morale. This is supported by fostering open dialogue and collaboration among the team.

6





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# Your Program Outline

## Inclusions:

- Two day in person program
- Printed workbook
- Copy of "You Are How You Lead"
- Networking opportunities with other leaders
- Accountability Partner throughout the program and beyond
- 1:1 coaching session with Rita scheduled after the program

## Program Details:

**Melbourne CBD  
location (TBC)**

4 -5 June 2025

*Cost: \$1399  
per person*



We partner with leaders to cultivate purposeful leadership, empowering them to build engaged teams, drive successful organisations, and foster meaningful connections within their communities.

At The Deliberate Leader, we specialise in delivering human-centred solutions that empower individuals and businesses to truly thrive. Because when we prioritise people—both in business and in life—we focus on what truly matters: the humans behind the work. Our passion and expertise lies in enhancing individual and team performance – helping people live better, work smarter, and embrace their authentic selves. After all, being true to yourself not only takes less energy but also fosters genuine trust – a value at the very core of everything we do.

Clients often describe us as both innovative and grounded –approaching challenges with fresh ideas while maintaining a practical focus. Our strength lies in creating a people-first approach to solutions that support authenticity, trust, and growth at every level. We're driven by curiosity, and our team is constantly exploring new perspectives to deliver impactful results that align with the needs of modern teams.

If you're seeking to unlock potential and create meaningful success, we invite you to book a discovery call. Let's chat about how we can support you, your team, and your organisation on this journey.



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