



FHRD 2025

Elevate Your People:

Your Leadership

Impact Toolkit

Prepared for

Lead with Impact: Inspiring & Engaging Teams for
Success - A TYS Coaching Workshop

October 2025

Lead with Impact: Inspiring & Engaging Teams for Success

Turns out, inspiration doesn't need a title - it just needs intention. This toolkit is your next step. It distils the stories, strategies, and sparks from our session into practical actions you can take right now.

The Power of Intention: Two Client Stories

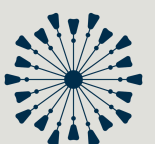
Client 1 – Clear, Aligned, Confident.

Clear vision. Confident leadership. Quick decisions. Working with them felt like driving with Waze - smooth, direct, and energising.



Client 2 – Unclear, Reactive, Disconnected.

Delays, detours, no clear ownership. It felt like using a proper old map - confusing, reactive and draining.



The Mirror

The way leaders treat suppliers often reflects how they lead their own teams.

Your Turn

Which style sounds closer to your recent supplier interactions - or your internal leadership approach?

The 5 Pillars of Elevated Leadership

Grounded in research and coaching practise, these five pillars help you reflect and act with impact.

1. Presence

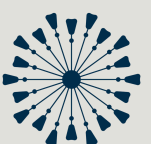
Theory: Authentic leadership presence builds trust and inspires confidence - people follow leaders who are real, not perfect.

Reflection: What's one small change that helps you lead more authentically, starting tomorrow?

2. Motivation

Theory: Motivation thrives when people's strengths align with meaningful goals - unlocking energy and commitment.

Reflection: How might you shift one task so it leans into someone's strengths - and ties to purpose?



3. Communication

Theory: Open, honest dialogue fuels collaboration and innovation - great leaders listen as much as they speak.

Reflection: In which meeting or interaction this week will you invite honest dialogue?

4. Accountability

Theory: Empowerment grows when people own their contributions - balancing autonomy with clear expectations.

Reflection: Which role or task needs clearer ownership - and how will you spotlight wins?

5. Resilience

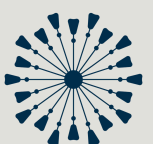
Theory: Resilient teams adapt and thrive through change - leaders set the tone for optimism and flexibility.

Reflection: In what next challenge will you model adaptability and optimism for your team?

Use it to reflect, share with your team, or report back on your leadership journey.

Want to Go Deeper?

Here are a few resources if you'd like to explore leadership impact further.



Presence

Herminia Ibarra's Act Like a Leader, Think Like a Leader shows that leadership presence grows when you step into stretch roles and practise authenticity in action.

[Act Like a Leader, Think Like a Leader | Summary, Quotes, FAQ, Audio](#)

Motivation

Daniel Pink's Drive explains that people are most motivated by autonomy, mastery, and purpose, not just rewards.

[Dan Pink - Drive](#)

Communication

Active listening and open dialogue are at the heart of effective leadership.

[What Great Listeners Actually Do – HBR](#)

Accountability

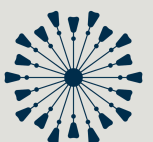
Patrick Lencioni's The Five Dysfunctions of a Team unpacks how clarity, trust, and ownership fuel results.

[The Table Group overview](#)

Resilience

"8 Practices for More Resilient Leadership" from the Center for Creative Leadership – gives concrete practices to build resilience in leadership roles.

[More Resilient Leadership](#)





Let's keep the conversation going!



Thank you for investing in your leadership.
Keep sparking growth - starting now.

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