



Well-Led Workplaces Coaching

Your Language of Leadership Coaching Program

Discover, Define, and Activate Your Leadership Voice

Why Your Language of Leadership Matters

Leadership isn't just about strategy and systems—it's also about self-awareness, presence, and the ability to speak with clarity about who you are and how you lead. Whether you're stepping into greater responsibility or recalibrating your leadership identity, this program helps you own your voice and lead with confidence.

The Business Case for Communicating Differently

According to DDI, only 28% of leaders feel they're effective at leading through complexity—and fewer still feel confident speaking to their own leadership strengths. That's a problem.

When leaders can't clearly express who they are and how they lead, it's harder for others to trust, follow, or align with them.

- Clarify Leadership Presence: Leaders who know how to articulate their leadership voice show up with intention and consistency.
- Build Strategic Influence: Confident communication improves trust, decision-making, and alignment.
- Prepare Future-Ready Leaders: When leaders understand themselves, they navigate complexity with clarity and resilience.
- Reignite Engagement: Rediscovering their voice often brings leaders back to life—and brings energy to their teams.

What the Coaching Covers

Your Language of Leadership Coaching Program is a 5-session (face-to-face or online), 1:1 coaching experience designed to help mid-level leaders, executives in transition, and subject matter experts:

- Discover their unique leadership patterns
- Define their natural strengths and resilient habits

- Activate a leadership identity they can communicate and embody with confidence

This is not a one-size-fits-all experience. It's a personalised leadership journey that unlocks your story, strengthens your presence, and sets you up to lead with clarity in every conversation.

- ✓ **Session 1: Your Leadership Lens** – DISC + EIQ Profile Debrief
Explore how you naturally show up under pressure, how others experience you, and what drives your decisions.
- ✓ **Session 2: Your Strengths in Motion** – Strengths Profile Debrief
Identify what energises you, where your strengths are overplayed or underused, and how to align them to your leadership behaviours.
- ✓ **Session 3: Your Capacity & Resilience** – Resilience at Work (R@W) Profile Debrief
Explore the protective habits and mindset you need to sustain your leadership in high-pressure environments.
- ✓ **Session 4: Crafting Your Leadership Story** – Narrative Coaching Session
Uncover defining moments, values, and turning points to shape your personal leadership story.
- ✓ **Session 5: Story in Action** - Activation Coaching Session
Translate your story into everyday leadership behaviours. Learn how to speak to your identity with confidence and impact.

Why Choose This Program

At Well-Led Workplaces, we don't believe leadership development should be theoretical. This coaching experience is designed for real-world leaders navigating real-world complexity. It brings:

- **Personalisation:** No generic feedback—your profiles, your story, your growth path.
- **Integrated Frameworks:** We combine DISC, EIQ, Strengths Profile, and Resilience at Work to give you a complete view.
- **Narrative Activation:** Go beyond insights to craft and confidently use your leadership voice.
- **Sustainable Support:** Optional monthly coaching keeps the momentum going long after the final session.

What You Walk Away With

- Three in-depth profiles with debriefs: DISC + EIQ, Strengths Profile, and R@W
- A Strengths Stack aligned to your leadership behaviours
- A written/reflected Leadership Storyboard
- A renewed sense of confidence and clarity in your leadership identity

Your Program Partner – Julie Gillespie

I help leaders get ready for anything—not everything.

As the founder of Well-Led Workplaces, I work with executive teams, people leaders, and frontline supervisors to build practical leadership systems that drive performance, accountability, and care—without burning people out.

This program exists because I've lived the cost of not knowing how to lead yourself well. My own experience of mental ill health—and the work it took to return to clarity, confidence, and sustainable wellbeing—shaped every part of this coaching journey. I created it so others don't have to wait until they're in crisis to find their leadership voice.

With an Executive MBA and a background in business operations, I understand the pressure leaders face. That's why this program cuts through the noise and focuses on what matters: giving leaders tools they can actually use—in conversations, in complexity, and in moments that count.



Take the Next Step

Ready to Lead with Clarity?

Let's build the leadership language that makes you future-ready.

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