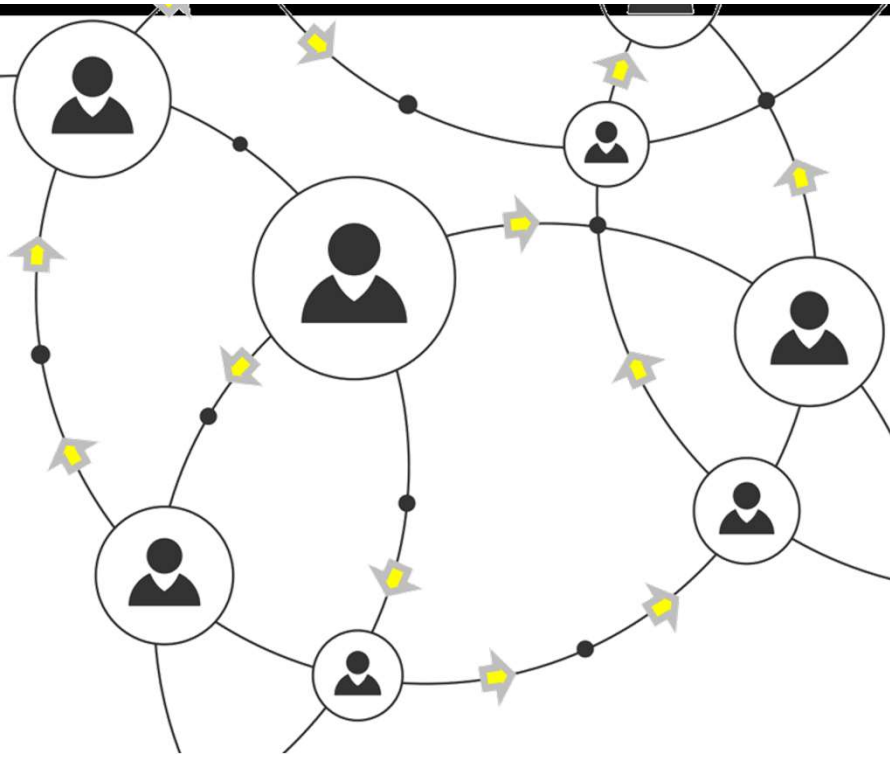




HUMAN learning at work



THE LEADERSHIP LENS

A space to explore your story, rediscover
what matters, - and lead from who you are.

The Leadership Lens: A Human Space to See What Really Matters.

Even the most capable leaders reach moments when the relentless pace of work demands one thing, but their human instinct whispers another. You know the pressure — the pace, the expectations — yet beneath the strategic distance, a truer conversation is waiting.

You might be wondering:

☞☞ *I'm at a crossroads – what are my choices, what am I not seeing, what may be stalling my growth?*

“Amid a busy agenda, how do I create the space to gain the perspective and clarity I need?”

“How can I bring more of myself – my values and purpose – into a role that often requires strategic distance?”

“How can I improve the quality of my relationships and conversations – with my team, my leaders, or myself?”

“How do I ensure my development creates lasting change, not just another temporary fix or toolkit?”

These aren't problems to solve. They're signals — invitations to pause, look closer, and rediscover what really matters. That's where The Leadership Lens begins.

It's a human space — a purposeful pause to step back from the reactive noise and **re-examine the story** that defines your leadership. Through thoughtful reflection and guided insight, you stop doing and **start seeing differently**: not just what you do, but how and why you do it.

You begin to notice the patterns beneath your actions, **uncover blind spots** that limit growth, and make better-informed decisions about what comes next. This isn't about frameworks or quick fixes. It's about learning to notice — to listen to yourself as deeply as you listen to others — and finding freedom in the clarity that follows. Each conversation becomes a lens: **revealing insight**, refining purpose, and **reconnecting you** to the confidence that comes from leading with integrity.

Through The Leadership Lens, you can expect to: ☞☞

Gain Radical Clarity and Perspective: See yourself and your context with renewed awareness and depth.

Reclaim Your Authentic Self: Align your values and purpose with your daily actions and decisions.

Deepen Relationships and Presence: Lead with empathy, trust, and calm, human authority.

Renew Your Energy and Direction: Return to what matters most — and lead from there.



Because leadership isn't about having all the answers — it's about learning to trust the insight only your human perspective can reveal.

When was the last time you gave yourself permission to see differently?”

The Leadership Lens: The Core Idea.

The difference is HUMAN.

A space for **clarity, reconnection, and renewal** that lasts. Because leadership isn't a technique or a toolkit — it's **a human conversation** rooted in awareness, curiosity, and connection.

In a world where leaders are expected to have the answers, the Leadership Lens **begins with better questions**. It's not about frameworks, formulas, or fixing — it's about slowing down long enough to **notice what's really happening**: inside you, around you, and between you and others.

A different kind of coaching.

Most coaching starts with what you need to *do*: targets to hit, behaviours to fix, outcomes to achieve. **The Leadership Lens begins somewhere quieter, with who you are.**

It begins with story.

We **explore your story** of where you've come from — the experiences and choices that shaped you — and your story of where you are now, noticing what's working, what's not, and what's asking for attention. Finally, we look toward where you'd like to go next: not as a title or destination, but as a way of leading and living that **feels more whole, more intentional, more true.**

This is not a transactional process; it's **a reflective practice**. We don't rush to advice or action plans. We create space — to think, feel, question and experiment.

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The HUMAN difference.

Conversation becomes the medium for learning. Awareness becomes the outcome. Where many coaching approaches focus on *doing*, **we focus on being**. Because how you show up — **your presence, your attention, your self-understanding** — shapes every conversation, decision and relationship around you.

Our **coaches bring depth and experience, but also humility** — the willingness to think *with you*, not *for you*. The work is structured yet fluid, guided by inquiry and shaped by what emerges.

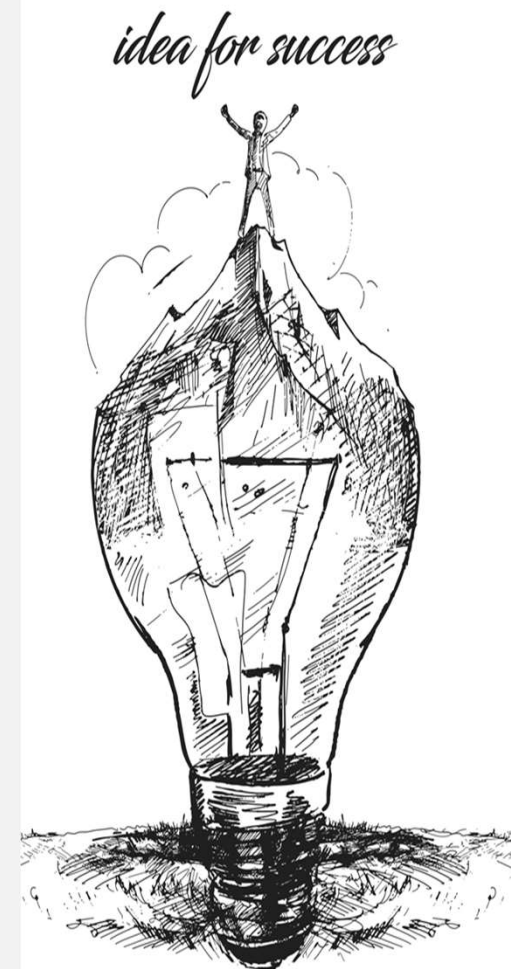
Each session is a conversation: a **moment of clarity**, a space for noticing patterns, testing insight, and finding your next step.

It's professional, yes. But it's also **profoundly human**. It's not a process of performance, but of presence.

The format.

- **A typical Leadership Lens journey unfolds over a series of six to nine sessions.**
- **Spaced across three to six months.**
- **Each conversation builds on the last, weaving together reflection, experimentation and real-world application.**

Between sessions, leaders are encouraged to *pause, observe, and notice* — to treat everyday moments as opportunities for insight and practice. **It becomes a rhythm, not a quick fix.** This practice of awareness continues long after our sessions end, allowing you to **lead your own ongoing development.**



The Leadership Lens: Core Idea.

Why it matters now.

We live and work in a world that's fast, complex, and constantly shifting. Information is everywhere, but **wisdom feels harder to find**. In this environment, the leaders who thrive are those who can **pause amidst the noise**—who can **stay grounded, relational, and self-aware**. Who understand that leadership isn't about certainty, but about presence, inquiry and connection.

That's what The Leadership Lens develops—not just new skills, but **new ways of seeing, sensing and responding**. It helps leaders **rediscover their own humanity as the foundation for how they lead**.

Why this works.

This approach isn't built on wishful thinking; it's grounded in **decades of research on how adults truly learn and change**. We know that you don't grow into a better leader just by following instructions. **Real transformation** happens when you:

- **Evolve How You See:** We focus on developing your leadership maturity, your ability to make deeper meaning and see complexity.
- **Trust the Conversation:** We treat our dialogue as the learning tool itself, because the most powerful insights often emerge between people.

Why this works Cont'd

- **See the Whole Picture:** We help you see yourself not in isolation, but in relation to your team and organisation, understanding that **who you are shapes the entire system**.

Put simply, we're helping you **look under the bonnet** at the core assumptions that guide your actions. Once you see them clearly, you can **choose to lead differently**.

The Bigger Picture: HUMAN Learning at Work.

The Leadership Lens is part of HUMAN learning at work's suite of experiences:

The Leadership Lens: Deep personal reflection for leaders.

The Journey to Team: Team development through conversation.

The Inside Edge: Embedded partnership for sustainable change.

Together, they bring learning back to its most natural form — *conversation* — **where connection becomes learning, and learning becomes change**.

Start a Conversation:

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Wisdom
feels
harder
to find.



The Leadership Lens: 6 Step process.

Invitation & Intent



Clarify purpose for engaging:
What's drawing you to pause,
reflect, and explore?

Create the Space



Establish trust and psychological
safety. Slow down. Build connection
before direction.

Explore Your Story



Reflect on three dimensions:
O Where you've come from
(influences, experiences)
O Where you are now (challenges,
opportunities)
O Where you want to go next (how
you want to get there)



Reconnection & Renewal



Revisit learnings, strengthen
alignment between self, work,
and purpose. Close with
renewed clarity and
confidence.

Experiment & Integrate



Translate insights into small,
intentional experiments in real work
contexts. Reflect, adjust, and refine.

Sensemaking & Reflection



Identify emerging patterns, values, and
tensions. Gain insight into what
matters and why.

Time to Talk. Space to Grow.

In today's fast-paced world, it's paradoxical that **real progress often begins by slowing down**. We understand that time is precious—so **when you do pause, it should count**.

HUMAN learning at work helps you make the most of that time. **We maximise its impact** by providing the space to unlock new ways of thinking, **connect more meaningfully, and learn in ways that spark real change**.

Our work is grounded in the belief that human connection is the catalyst for transformation. Through intentional conversations and reflective experiences, **we help individuals, teams, and organisations grow in ways that are sustainable, authentic, and aligned with purpose**.

We help create the space to slow down. To listen.

To learn. To lead with greater awareness and humanity.

HUMAN learning at work brings learning back to its most natural form: conversation.

HUMAN learning at work

Ready to step back and gain perspective?
Start a conversation:

Our work takes three forms – Each is a different but an aligned way of creating space for thinking, learning and real change. Together, they form a suite of experiences that put people back at the heart of how work happens – **where learning isn't separate from the day-to-day, but lives inside it**.

Leadership Lens → Deep personal reflection (1:1)

Journey to Team → Team learning through conversation

Inside Edge → Embedded partnership for lasting change

**Where connection becomes learning,
and learning becomes change**



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