

Foundations of Intentional Leadership

Equipping professionals to lead with confidence, clarity, and impact.

At the Institute of Managers and Leaders, we provide industry-leading solutions that shape professionals into exceptional managers and leaders, unlocking the potential of individuals and teams.

Whether advancing your own leadership journey or developing your team, our courses deliver real, practical growth. Designed to create impact from day one, they empower you and your organisation to lead with purpose, drive performance, and thrive.

institute of
**MANAGERS
AND LEADERS**
australia | new zealand

This course is designed for professionals stepping into leadership roles or looking to transition into more intentional, high-impact management.

You'll gain practical tools and strategies to lead teams that are motivated, productive, and engaged, while building the confidence to make decisions that drive results.

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Running the training internally has allowed us to build a more cohesive team across all three businesses. IML ANZ has been professional with its approach, very engaged along the way to make sure that they were delivering what we needed. They were also interested in who was attending, their roles and management experience, and tailored the training accordingly.

Carolyn Barrett MIML
General Manager, People & Safety, Rawson Group

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The course really helped to change the way I think and behave. Because the session is spread across 3 months it allowed me to share learnings with my team immediately and then discuss outcomes with my peers in the next session. I would say because of this, it's probably the best course I've ever attended.

Penny Millgate MIML
Manager, UAC Connect

Course structure

The Foundations of Intentional Leadership course runs over six sessions, delivered face-to-face or virtually over three months (one session every two weeks). This structure ensures learning is applied and embedded in the workplace.

The course includes:

- Two one-on-one coaching sessions
- Three diagnostic reports (including DiSC)
- Harvard Business Review Manager's Handbook
- 1 - 2 hours of online study per fortnight
- Access to IML ANZ's online learning portal and Mentoring Program
- A 12-month membership with IML ANZ
- An e-learning module on managing team mental health and resilience
- Gain recognition for the skills you've developed in the course by completing the assessment to become a Certified Practising Manager (CPMgr) - a professional accreditation recognising expertise and excellence for managers and leaders in Australia and New Zealand

The participant's line manager receives ongoing email updates after each session including:

- Learning focus and key takeaways
- Work-based activities to reinforce learning
- Coaching prompts to guide participant progress
- Insights from session discussions

Learning outcomes

This course drives real behavioural change by focusing on learning, practicing, and reflecting on core leadership skills.

Participants are challenged to question and refine their leadership style for lasting impact.

On completion of the course, participants will:

- Better understand their role as a manager and leader
- Make more effective decisions using enhanced analytical, communication, and problem-solving skills
- Increase self-awareness and understand how it shapes leadership style
- Lead teams that are productive, engaged, and motivated
- Ability to connect role to the wider goals of team and organisation
- Promote mental health, safety, and resilience within the workplace
- Have access to business tools to inform strategic analysis and decision making

Course modules

Day 1 The Intentional Leader™

The first module introduces participants to the concept of becoming an intentional leader, rather than an “accidental manager”. We explore the transition into leadership, managing different priorities and, in some situations, moving from “mate-to-manager”. We explore the importance of trust and credibility while living our values in action. We look closely at the role of a leader and using emotional intelligence as part of our natural process. The IML 360 Feedback Survey, DiSC and Five Factors of Emotional Intelligence diagnostic tool reports will be debriefed during this module.

Day 2 Lead Self

In order to effectively manage a team, leaders must first know how to manage and lead themselves. Building on Module 1, we take participants through a process of self-discovery and reflection, understanding how their individual leadership and behavioural preferences impact their leadership style and effectiveness. We will focus on key areas such as professional development, time management and decision making and problem solving. Importantly, this module also covers managing health, safety and wellbeing.

Day 3 Communication

This module is focused on providing participants with the communication skills needed to effectively work with people at all levels of the organisation – their staff, manager and executive leadership team. We look at improving listening and questioning techniques and how we can communicate effectively with different communication and personality styles. We also explore the concept of psychological safety and creating engaging, positive work environments.

Day 4 Lead Teams

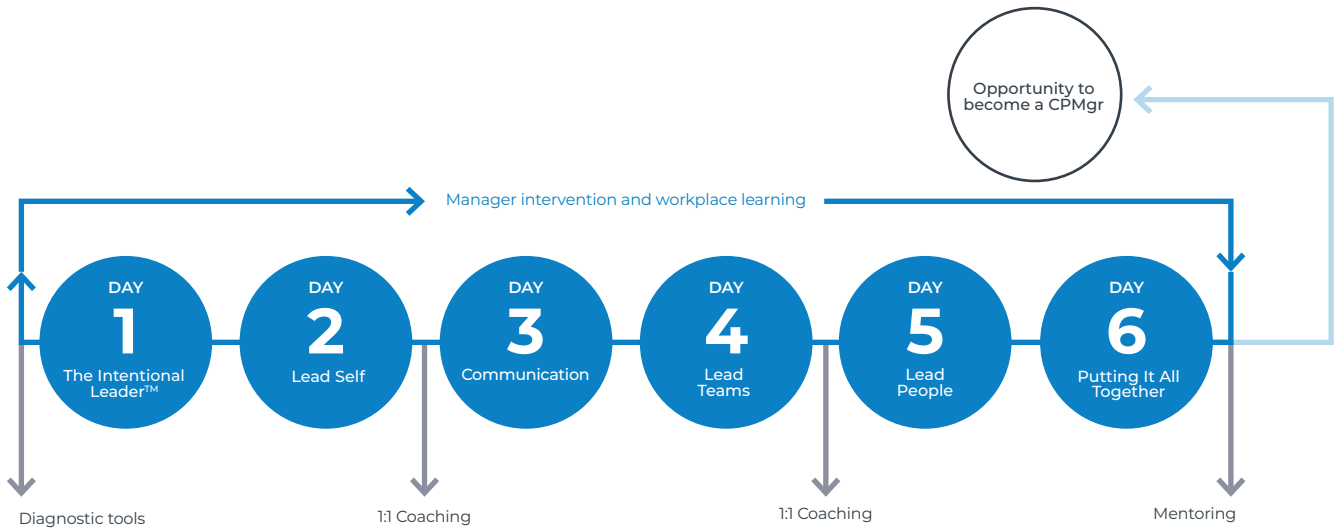
Building on the key concepts in earlier modules, this module centers on using these key concepts to effectively manage teams. We focus on motivation and engagement and nurturing different personalities. We also explore situational leadership, coaching for success and building cohesive, engaged and high-performing teams. We will also explore frameworks to better understand and create team development cycles and how to delegate productively.

Day 5 Lead People

The most difficult shift from specialist to leader is the management of people. This module provides practical skills and knowledge on how to manage an individual's performance and behaviour in the workplace. There is a focus on setting effective individual development plans and performance expectations along with providing the skills to identify and address conflict within the workplace.

Day 6 Putting It All Together

The final module summarises and reviews the first five modules in order to put it all together. We focus on developing a growth mindset and creating a personal brand as we build out a practical development plan to help continue the learning journey. On this final day, we hone professional presentation skills as we share our plan with the cohort and reflect on the learning journey we've been on.



Enrol online

Enrol online directly using the links below.

[Foundations of Intentional Leadership](#)

Register or check out our other leadership courses [here](#).

Or

Visit [**managersdandleaders.com.au**](http://managersdandleaders.com.au)

We're here to help!

Call us on:

1300 661 061

Or email us at [**corporate@managersandleaders.com.au**](mailto:corporate@managersandleaders.com.au)