



Lead with Intent. Grow with Purpose.

INTENTIONAL LEADERSHIP SERIES • 2027



Overview

In an environment of increasing complexity, leadership is no longer defined by position—it is defined by clarity, judgement, and the ability to consistently make better decisions.

The Intentional Leadership Series is designed to develop leaders who think clearly, act deliberately, and lead in a way that strengthens not only their organisations, but also their people, families, and communities.

This is not a theoretical programme. It is practical, applied, and grounded in real-world leadership experience—designed by leaders who have built, led, struggled, adapted, and grown.

You will learn alongside a cohort of peers facing similar challenges, applying ideas directly to your own leadership context between each experience.

WHO THIS PROGRAMME IS FOR

- » Business owners committed to growth and greater impact
- » Senior leaders stepping into broader responsibility
- » Emerging executives transitioning from operational to strategic roles
- » Leaders who are technically strong but want to elevate their leadership impact
- » Individuals seeking greater clarity, confidence and consistency in how they lead
- » Leaders committed to investing in their own growth – and the growth of others

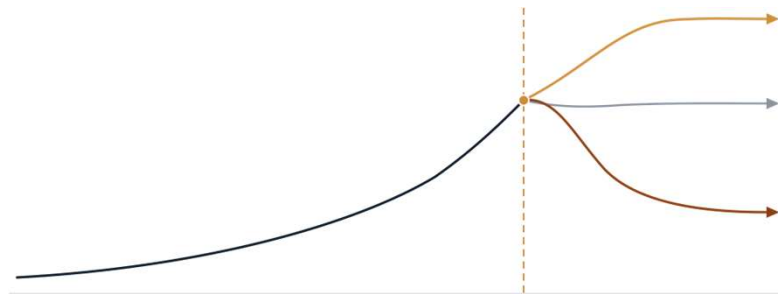


The Wall

Two versions of the same pattern. For the business owner, the wall arrives at around a dozen people — spans of control break, and the founder must come off the tools. For the career leader, it arrives at the first big leadership role — technical mastery stops being the job, and people become the work. **At the fork, the difference between the paths isn't IQ — it's EQ.**

FOR BUSINESS OWNERS

the wall hits at around twelve people — spans of control break, the founder comes off the tools

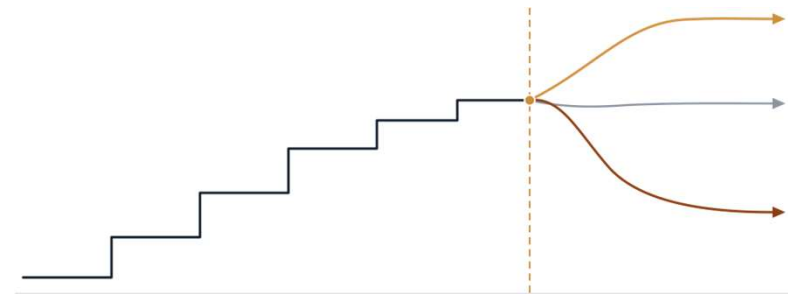


Breaks through — grows the leader first
Stays small — a good business, capped
Pushes on blind — growth breaks the business

Greiner, “Evolution and Revolution as Organizations Grow” (HBR, 1972) · Churchill & Lewis, “The Five Stages of Small Business Growth” (HBR, 1983) · Gerber, *The E-Myth Revisited* · Goldsmith, *What Got You Here Won’t Get You There*

FOR CAREER LEADERS

the wall hits past the technical role — promotion by promotion, until people become the work



Breaks through — grows into the leader
Plateaus — parked below their potential
Derails — and the team pays for it

Peter & Hull, *The Peter Principle* (1969) · Goleman, “What Makes a Leader” (HBR, 1998) · Charan, Drotter & Noel, *The Leadership Pipeline* · McCall & Lombardo, *CCL derailment research*

The Intentional Leadership Series is designed for the breakthrough.

Our Purpose

The Lead to Grow Collective exists to grow the quality of leadership in Central South Island — because better-led businesses build stronger teams, stronger families, and stronger communities.

We are a collective of experienced local business leaders who have built, led and governed organisations across the region. We created this programme because we believe leadership development of this calibre should be available here — grounded in local experience, without the need to leave the district.

Lead to Grow operates on a not-for-profit basis. Programme fees are set to cover delivery, and any surplus is reinvested in leadership development in Central South Island.

“Leadership development of this calibre should be available available here, in Central South Island.”



The Lead to Grow Collective Founders:

Left to right: Malcolm Eadie, Justin Riley, Nicky Donkers, Nigel Reaney and Bernard Grenville-Jones

The Programme Journey

1.

Application & Selection

A carefully selected cohort of approx. 12 participants

2.

Pre-Programme Orientation

One-on-one conversations to clarify goals and readiness

3.

Personal Insights

Process to uncover “Who am I as a leader?”



4.

Four Leadership Experiences — immersive two-day sessions with structured application between each

- » **Lead Self:** Build self-awareness, resilience, emotional intelligence and leadership presence.
- » **Lead Organisations:** Develop strategic thinking, lead change, and improve organisational performance.
- » **Lead Teams:** Strengthen trust, communication, accountability and team performance.
- » **Lead Growth:** Grow deliberately — without breaking what you’ve built.



5.

Application & Reflection

Immediate use of learning in your own environment

6.

Coaching & Integration

Reinforcing behavioural change change

7.

Ongoing Network & Growth

Long-term peer relationships and leadership development



Lead *self*. Lead *organisations*. Lead *teams*. Lead *growth*.

The Intentional Leadership Series is ...

Local —

grounded in Central South Island experience

Relational —

built on trusted peer networks

Sustained —

designed to embed real behavioural change

Supported —

with ongoing coaching from experienced business leaders



OUR APPROACH

Understand → Apply → Reflect → Improve

- » Engage with modern leadership ideas grounded in experience
- » Work through your own business challenges with your coach and peer group
- » Apply learning directly in your workplace
- » Reflect, refine, and go again

PROGRAMME STRUCTURE

Lead → Grow → Lead → Grow

- » Four intensive two-day leadership experiences delivered over six months — Thursday and Friday, two full days each.
- » Beyond the classroom:
 - Coaching sessions
 - Evening speaker panels — experienced business leaders in conversation
 - Curated reading (3 books plus a growth reading pack)
 - Work on your own plan to build your career or business
 - Enduring peer network

EXPERIENCE

ONE

LEADING SELF

The foundation of all leadership.

The wall demands: letting go of the tools — leading yourself before others.

Focus areas include:

- » Leadership models and styles
- » Emotional intelligence and emotional agility
- » Resilience, energy and performance
- » Values, goals and behavioural drivers
- » Leadership presence and personal discipline

OUTCOME:

Clarity on who you are as a leader — and how you show up.

EXPERIENCE

TWO

LEADING THE ORGANISATION

From operational to strategic thinking.

The wall demands: strategy and systems that replace founder instinct.

Focus areas include:

- » Strategic thinking and planning
- » Vision, purpose and goal setting
- » Continuous improvement and performance
- » Change leadership (Kotter model)
- » Moving from “good to great”

OUTCOME:

Confidence to think strategically and lead organisational performance.



EXPERIENCE

THREE

LEADING TEAMS

Building teams that perform.

The wall demands: a management layer built on trust, not proximity.

Focus areas include:

- » Communication and leadership presence
- » Feedback, accountability and difficult conversations
- » Building trust and psychological safety
- » Delegation, coaching and mentoring
- » High-performing team dynamics

OUTCOME:

Capability to build, lead and grow high-performing teams.

EXPERIENCE

FOUR

LEADING GROWTH

Applying the Flywheel — the capstone experience.

The wall demands: growing without breaking cash, quality or people.

Focus areas include:

- » The challenges of growth — anticipating the risks before they arrive
- » Your growth strategy — the Hedgehog concept, Scaling Up and the 20-Mile March
- » The operating system — rocks, critical numbers, meeting rhythm and decision rights
- » The financial engine — the 7 financial levers, cash conversion and pricing discipline
- » Governance and risk — boards, leading under pressure, deciding with integrity

OUTCOME:

A clear growth strategy — and the financial fluency and leadership capability to execute it.

OUR EXPECTATION OF YOU

- » Be honest — with yourself and with others
- » Commit fully — read, prepare, show up and engage
- » Lean in — make use of your coach and peer group
- » Apply the learning — be intentional
- » Lead beyond yourself — find a way to contribute to your community or organisation

What Leaders Are Saying

“

I've reviewed the material the Intentional Leadership Leadership Series plans to deliver. I love the basis of the basis of the programme — and it's exactly what I would what I would have recommended for developing leaders developing leaders in our Region.



Person 1

Company 1

Draft wording — pending approval

“

Growing leaders is the hardest part of growing a a business. A programme of this quality — practical , practical , local, and delivered by people who have have genuinely led organisations — is exactly what our what our region has been missing.



Person 2

Company 2

Draft wording — pending approval

PROGRAMME SUPPORTERS

**South Canterbury
Chamber of Commerce**

logo — paste over this frame

Venture Timaru

logo — paste over this frame

YOUR BUSINESS COACHES

The programme is designed by experienced business coaches who have led organisations, made decisions under pressure, and understand the realities of understand the realities of leadership.

Malcolm Eadie

Business advisor, leadership and strategy coach and trainer, with deep experience supporting owner-led and growth-focused organisations. Malcolm has run several businesses and serves as a board member and advisory-group member for local companies.



Justin Riley

An experienced CEO with over 30 years of leadership across manufacturing, infrastructure and primary industries. Justin serves as an independent director on several boards and advises on strategy, M&A, financial management and helping businesses in change.



Nigel Reaney

Senior leader from Toyota's global manufacturing operations who went on to build an international consulting business from the ground up, Nigel is passionate about developing the next generation of high-performing leaders.



Nicky Donkers

An accomplished commercial leader and company director, Nicky spent 28 years at Barker's of Geraldine — spanning innovation, sales and marketing roles and helping grow one of New Zealand's best-loved food brands. A member of the NZ Institute of Directors, she now brings that commercial instinct and modern governance to boards across food manufacturing, health, veterinary services, sport and community — known for the clarity, alignment and momentum she creates in organisations navigating growth and change.



Bernard Grenville-Jones

An experienced Chartered Director and Fellow of the IoD in the UK for over 20 years, Bernard has extensive leadership and governance experience across multiple sectors and countries, and has started, grown and sold multiple businesses as well as chaired a variety of profit and not-for-profit entities.



COURSE CALENDAR & INVESTMENT

Key Dates:

- Candidate profiling 18 Jan – 1 March 2027
- Enrolment closes 14 Feb 2027
- Cocktail evening 18 March 2027

Leadership Experiences — two full days each:

- Experience 1 Lead Self - March 25 & 26
- Experience 2 Lead the Organisation - May 6 & 7
- Experience 3 Lead Teams - June 17 & 18
- Experience 4 Lead Growth - July 29 & 30
- Graduation Oct 21

Programme Investment:

- Coaching \$ 1,200 + GST
- Meals & resources \$ 2,400 + GST
- Programme cost \$11,300 + GST
- **Total investment*** **\$14,900 + GST**

Get 9 days training for \$1,655 per day

*Regional Partnership Funding may be available

What your investment delivers:

- Nine contact days
 - Four experiences: Lead Self, Lead Teams, Lead Organisations, Lead Growth
 - A year-long case study, worked with your peer group
 - Coach-led case clinics and hot-seat sessions
 - Evening dinners and panels with the region's leaders
 - Venue and all meals across every experience
 - A carefully selected cohort of twelve
 - A one-to-one orientation conversation before you start
 - Four one-to-one coaching sessions across the year
 - Personality profile and a 360-degree feedback session
 - Your Growth Blindspot Indicator review
 - Three books, a curated reading pack and your workbook
 - Your own growth, career or business plan
 - A peer network that outlasts the programme
-

You don't become a better leader by accident.

You become a better leader through awareness, discipline, and deliberate action.

This programme gives you the structure – and the environment – to do exactly that.



Lead with intent. Grow with purpose.

Start by understanding yourself. Take the free Growth Blindspot Indicator at leadtogrow.co.nz