
CONSCIOUS
LEADERSHIP
Better leaders. Bigger impact.
TRACE
CONSULTING

Great leaders aren't born, they're made.

Join our 4-month transformational leadership development programme, designed to equip managers and leaders with the skills, confidence, and mindset to navigate the complexities of modern leadership.

This programme builds self awareness, amplifies your leadership presence, and helps individuals master the critical competencies required to lead effectively.

This programme combines practical strategies with transformative learning. You will gain the tools to build high performing teams, instil a culture of accountability, and drive meaningful results, while being encouraged to think creatively and reflect deeply.

Participants will receive a comprehensive suite of leadership tools that they can apply for immediate results.

Expected Outcomes

- Greater confidence in your own leadership.
- Deeper self awareness and developed emotional intelligence skills.
- Stronger team culture — practical ways to build trust, safety, and accountability.
- A lift in performance — for you, and the people you lead.
- Improved communication and interpersonal skills.



Leadership isn't something you wait to become ready for,
it's something you build, practice, and grow into.

Conscious Leadership 2027

Your Leadership Journey



Leadership Foundations and Mindset

Discover the principles of effective leadership and how mindset shapes the way you lead. Define your leadership goals, values and vision.

24 FEB

Self Awareness and Emotional Intelligence

Discover your strengths, recognise your blind spots and develop the emotional intelligence to lead yourself and others effectively.

25 FEB

Leading Teams and Culture

Discover how great leaders shape culture. Learn how to create environments where people perform at their best.

17 MAR

High Impact Communication

Develop the mindset and skills to communicate effectively, navigate challenging conversations and give meaningful feedback.

14 APR

The Power of Coaching

Learn how coaching unlocks potential and lifts performance. Build the skills and confidence to become a great coach.

5 MAY

Leadership Blueprint and the Way Forward

Create your personal Leadership Blueprint. Set clear goals and commitments to guide your growth as a leader beyond the programme.

26 MAY

Online Group Coaching: takes place after Module 3 and 6 weeks after Module 6

Programme Outline

Module 1 **Leadership Foundations and Mindset**	Module 1 establishes the foundation for the programme, welcoming participants into the space where connections begin to form. During this session, expectations will be set, and participants will commit to the learning process. Participants will: • Explore key leadership principles and philosophies, and how mindset shapes the way they think, lead and respond to challenges. • Reflect on their personal aspirations as a leader and set meaningful leadership goals. • Develop their leadership vision and identify the core values that will guide how they lead.
Module 2 **Self Awareness and Emotional Intelligence**	Module 2 explores the inner work of leadership, helping participants better understand themselves, recognise their strengths and blind spots, and develop the emotional intelligence to lead with confidence, courage and empathy. Participants will: • Discover their natural leadership style and strengths, while building awareness of their blind spots and how these influence their leadership. • Explore the role of emotional intelligence in effective leadership and develop practical skills to strengthen self awareness and relationships. • Understand the importance of vulnerability, courage and empathy in building trust and connecting with others.
Module 3 **Leading Teams and Culture**	Module 3 explores how leadership behaviours influence team dynamics, organisational culture and performance. Participants will discover how to create an environment where people feel valued, take ownership and thrive. Participants will: • Explore how leaders shape culture and influence team and organisational performance. • Understand human behaviour and team dynamics to build stronger, more cohesive teams. • Learn how to foster psychological safety and create a trusting team environment. • Learn how to build a culture of accountability that gets results.
Module 4 **High Impact Communication**	Module 4 explores how mindset shapes the way we communicate, connect and navigate challenging conversations. Develop the skills to communicate with greater confidence, strengthen relationships and approach feedback conversations with a win-win mindset. Participants will: • Explore different communication styles and how they influence relationships and outcomes. • Develop effective communication skills, including empathic listening. • Learn techniques for navigating challenging conversations and delivering constructive feedback. • Build the confidence to give and receive feedback with openness and a win-win mindset.
Module 5 **The Power of Coaching**	Module 5 explores how adopting a coaching mindset can unlock potential, build confidence and lift performance. Develop practical coaching skills to support the growth and success of others. Participants will: • Explore the principles of effective coaching and how a coaching mindset empowers others to grow and take ownership. • Develop practical coaching skills and apply proven frameworks to guide meaningful coaching conversations. • Learn how to delegate effectively, creating clarity and opportunities for others to develop.
Module 6 **Leadership Blueprint and the Way Forward**	The final module brings the leadership journey together, creating space to reflect on personal growth, celebrate achievements and look ahead with purpose. Participants will consolidate their learning and create a personal Leadership Blueprint, with clear goals and commitments to guide their continued growth beyond the programme.

Feedback

FROM THE 2026 COHORT

Understanding that being different, or thinking differently, is actually a strength, and how I can bring that to leadership in my workplace, has been life-changing.

"This programme will give you more than just the practical ins and outs of leading a team and organisation. It will give you a blueprint that you can always come back to."

"The impact this course has had on my team is that we've been able to complete projects a lot faster. We're a lot more cohesive, and it's thanks to the tools I've learnt on this programme."

"Tracey has unlocked a whole new way of thinking inside my brain. It's given me more confidence in my leadership."

"Do it. It is so worth it. As a small business it's sometimes hard to justify these kinds of opportunities, but it's had such a big effect, not only on my personal life but in the workplace."

"We've become a much closer team. We communicate better and give and receive feedback better. It's been life-changing for our workplace, as well as for me as a person."

"I really loved meeting like-minded people who wanted to understand a lot more about leadership, and the tangible tools and resources you get that you can implement in your workplace."

This course challenged me to look at the impact my communication style had on my team. Tracey helped me navigate these challenges and build my skills and confidence in this space. It's made a real difference for me and my team.

What to Expect

The Learning Process

Accountability is a fundamental aspect of effective leadership. This programme emphasises the importance of participants actively engaging in their own development.

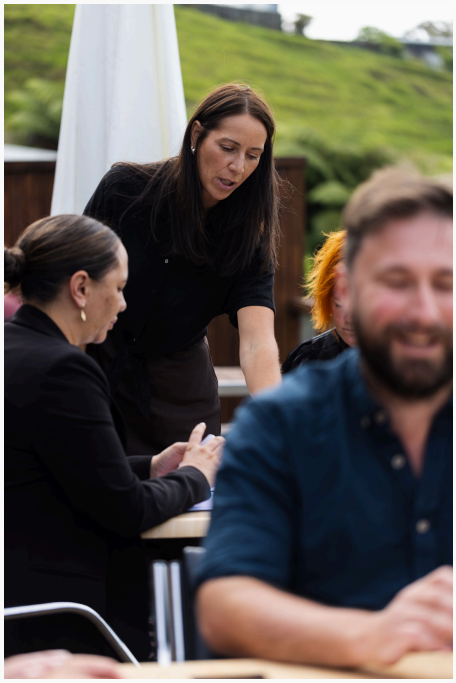
Every 3 weeks, participants come together to engage in interactive learning alongside their peers. During these workshops, participants set specific leadership goals and are supported to achieve these through consistent action and application of their learnings.

The programme includes online group coaching to support focused personal growth beyond the workshops.

Participants receive a comprehensive Leadership folder and journal to use as a guide in the workplace and to refer back to in the future.

Profiling and/or 360 Feedback tools to gain deeper insights into participants' strengths and areas for growth.

Workshops are facilitated in person and run from 9am - 3pm. Participants are encouraged to attend every workshop, as this is where the real learning takes place.





Your Facilitator

Growth begins beyond your comfort zone.

Great leadership starts with understanding yourself, challenging how you think and being willing to grow.

Wherever you are on your leadership journey, my goal is to help you see what's possible, build confidence in your abilities and develop the skills to lead well. I'll challenge your thinking, encourage you to step outside your comfort zone and support you as you discover the leader you're capable of becoming.

Ko Tracey tōku ingoa. I'll be your guide, coach and facilitator throughout this journey.

As the founder of Trace Consulting, developing better leaders is at the heart of what I do. I love creating opportunities for people to learn, grow and realise their potential, both personally and professionally.

This programme is designed around experiential learning. It's not just about what I teach; it's about what you discover, practice and take away. You'll learn alongside a small group of peers, sharing experiences, challenging perspectives and gaining insights that will stay with you long after the programme ends.



"Tracey's passion and skillset was so influential that this course enabled us to not only become better leaders, but better people too."

Investment

2027 Programme Outline

Module 1 - Leadership Foundations and Mindset
Module 2 - Self Awareness and Emotional Intelligence
Module 3 - Leading Teams and Culture
Coaching - Online Accountability Coaching Call #1
Module 4 - High Impact Communication
Module 5 - The Power of Coaching
Module 6 - Leadership Blueprint and the Way Forward
Coaching - Online Accountability Coaching Call #2

Investment

- $4,500 + GST per person. This includes 36 hours in-person development time, two 1-hour online group accountability coaching sessions, peer-to-peer learning, comprehensive learning materials, a leadership journal and a strengths-based self-assessment tool.

Early Bird Rate

- $3,950 + GST per person when you register by Friday 4 December 2026, with payment due 31 December 2026.

Team Rates

- $4,275 + GST per person for 2 to 3 leaders
- $4,050 + GST per person for 4 or more leaders

NB: *Early bird and team rates don't combine. We will apply whichever saves you more.*

Funding

- This programme is approved under the Regional Business Partners (RBP) leadership capability training. Eligible businesses could receive up to 50% off the course fee.

In-house Offering

- For organisations wanting to develop a larger group of leaders, this programme can be delivered in-house. Fees, delivery mode and timeframes are tailored to you.

Payment options

- A deposit secures your place. Flexible payment options are available for the balance.

Location

- In-person workshops are held at Stadium Taranaki in New Plymouth.

To explore whether this programme is the right fit for you or your leaders, email trace@traceconsulting.co.nz to arrange a 20-minute video call or conversation over coffee.


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