



Ongoing Leadership Development that Doubles as Wellbeing Support for Leaders and those they lead.

What Is the Humanature Leadership Lab?

The Humanature Leadership Lab is an **expertly facilitated, evidence-based leadership development community** designed to support leaders **as the humans behind their role**.

It brings together leadership coaching, reflective practice, and the science of workplace wellbeing to help leaders:

- Lead with clarity and confidence
- Strengthen relationships and psychological safety
- Sustain their own wellbeing while supporting others
- Create healthier, more engaged workplace cultures

This is not a one-off workshop or generic training programme.

It is an **ongoing leadership lab** - a space to pause, reflect, learn, experiment, and grow *in real time*, alongside other leaders navigating similar pressures.

Who Is This For?

The Humanature Leadership Lab is designed for:

- **People leaders and managers**
- **Emerging leaders stepping into greater influence**
- Leaders working in **complex, people-intensive environments**

Participants are grouped into **sector-aligned cohorts**, ensuring relevance, shared context, and psychological safety.

This Lab is especially valuable for organisations that:

- Recognise leadership as a key driver of wellbeing culture
- Are seeking development that is *practical, human-centred, and evidence-based*
- Understand that supporting leaders supports everyone they lead

What We Do in the Lab

Each cohort participates in a **monthly rhythm of learning, reflection, and practice**, supported by optional peer connection between sessions.

Monthly Facilitated Leadership Lab Session

Each month, leaders attend a professionally facilitated online session that blends:

- Reflective group supervision
- Practical training in Positive Psychology and PERMA
- Relational intelligence and psychological safety

Sessions are calm, structured, and psychologically safe. Leaders are encouraged to reflect honestly, learn from each other, and experiment with what helps them lead well.

Weekly Leadership & Wellbeing Experiments

Between sessions, participants are invited to trial **simple, practical leadership experiments** designed to strengthen:

- Self-leadership and emotional regulation
- Relational intelligence across the four pillars of PERMA Wellbeing (positive psychology)
- Strengths-based leadership practices
- Sustainable energy and boundaries (wellbeing at work)

These are not assignments or compliance-based tasks, they are empowering *experiments* that integrate directly into daily leadership practice.

Optional Peer Support Space

Participants have access to a moderated peer space for shared reflection, insight, and support designed to strengthen connection while maintaining clear professional boundaries.

The Approach: Leadership Through the Lens of Wellbeing

My approach is grounded in:

- **Positive Psychology** and the PERMA framework
- **Solution-Focused Practice**
- **Systems thinking**
- **Relational and emotional intelligence**
- My background as a **former EAP Counsellor and Manager**

This means leadership development is not treated as separate from wellbeing.

Instead, leaders learn how:

- Their language, attention, and behaviour shape psychological safety
- Everyday leadership micro-practices influence stress, engagement, and motivation
- Wellbeing becomes an *outcome* of how leadership is practiced, not a separate initiative or programme

This is leadership development that reconnects us *with* our human nature and what truly helps us thrive at work.

Outcomes

Personal Outcomes for Leaders

- Feel more supported, confident, and self-aware
- Be better equipped to manage pressure and emotional labour
- Experience less isolation in their leadership role
- Feel re-energised and intrinsically motivated
- More aligned with their values and purpose

Professional Outcomes

Leaders develop:

- Stronger relational and communication capability
- Greater emotional intelligence and presence
- Improved decision-making under pressure
- Increased confidence leading people through complexity and change
- Practical leadership habits that translate into daily behaviour

Systemic & Organisational Outcomes

Organisations benefit through:

- Healthier leadership cultures
- Improved engagement and retention
- Reduced burnout and psychosocial risk
- Stronger psychological safety
- Leaders who actively model wellbeing-supportive practices

Over time, this creates **positive ripple effects** across teams, culture, and performance without relying on isolated wellbeing initiatives.

Why Systemic Wellbeing Is the Way Forward

In my years working in EAP and organisational wellbeing, I saw firsthand that many “wellbeing issues” were not individual problems they were **systemic leadership and cultural issues**.

The Humanature Leadership Lab exists because:

- Leadership is one of the strongest influences on how people experience work
- Supporting leaders sustainably supports entire systems
- When leaders are well-supported, everyone benefits

This Lab provides a **practical, ethical, and human-centred way** to invest in leadership capability while strengthening wellbeing across the organisation.

A Flexible, Accessible Model

- **Monthly membership**, with a reduced rate when included as part of a broader Humanature Bundle (details available on the website).
- **Multiple cohorts running each month**, thoughtfully grouped by similar sectors or leadership contexts, and intentionally capped at **20 participants** to support trust, relevance, and psychological safety.
- **No long-term lock-in** - leaders can opt out at any time, ensuring participation remains voluntary, engaged, and value-driven.
- **Suitable as a standalone offering** or as a complementary component within a wider leadership and wellbeing strategy (see Bundles on the website).

Choosing the right support for leaders matters.

If you'd like to talk through your context and explore whether the Humanature Leadership Lab is a good fit, you're very welcome to get in touch.



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