



FREE TASTER

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Organisational Leadership Academy

A sample from the academy: a leadership levels map to place yourself and your team, and name the next shift

About 40 minutes on your own, or an hour with your team or HR partner. You will need a list of the people you lead.

Name

Date

STARBUCK & ASSOCIATES

COACHING & LEADERSHIP DEVELOPMENT

Leadership development for every level

The Organisational Leadership Academy supports leaders at every level of an organisation, from people stepping into their first leadership role to the board.

It helps organisations with familiar problems: new managers promoted without support, senior teams that stay too operational, development programmes that fade once the workshop ends, and no shared language for what good leadership looks like at each level.

The academy is online and organised by audience. Each level has its own hub and tools set, with structured pathways by role. It is designed to be used before, during and after development programmes, so learning carries on back at work.

What is inside

AREA	WHAT YOU GET
Hubs for six leadership levels	Emerging Leader, People Manager, People Leader, Senior Leadership Team, Executive Leadership, Board and Governance
Structured pathways by role	A clear route through the material for each audience
Toolkits, templates and worksheets	Practical resources to use on the job
Coaching conversation resources	Support for managers coaching the people they lead
Diagnostics and self-assessments	Ways to see where people are and what to work on
Coaching Culture and Team Effectiveness hubs	Tools for building coaching habits and stronger teams
Change and Transformation hub	Support for leading people through change
Wellbeing, Resilience and Sustainable Performance hub	Keeping people well while performing
Tools for HR, People and L&D teams	Help to launch, embed and evaluate development

The leadership levels map

Each step up in leadership asks you to let go of something that made you successful at the level below. Most struggles at a new level come from carrying the old habits up with you. The map shows the shift at each level.

LEVEL	THE MAIN FOCUS	THE SHIFT IT ASKS FOR
Emerging leader	Leading yourself and influencing peers	From doing good work to helping others do good work
People manager	Getting work done through a team	From being the expert to setting expectations, delegating and giving feedback
People leader	Leading managers and a wider function	From managing tasks to developing managers and building capability
Senior leadership team	Running the organisation together	From championing your own area to owning shared, cross-functional results
Executive	Setting direction and culture	From running the business to shaping strategy, culture and the future
Board	Governance and oversight	From leading to supporting, challenging and holding to account

EXAMPLE

Ravi was promoted to lead three team managers. He still reviews every piece of work himself, because that is what made him a good people manager. His managers feel bypassed and he is working late every night.

On the map, Ravi is a people leader behaving like a people manager. His next shift is to stop checking the work and start developing his managers to check it.

HOW TO USE THIS TASTER

Page 4 helps you place yourself and your team on the map. Page 5 shows the full academy journey, and page 6 how HR and L&D teams use it across an organisation.

Place yourself and your team

Exercise 1: Where am I?

Which level is my role? Which level do I behave at on a busy day?

What am I still holding on to from the level below?

Exercise 2: Map your team

List the people you lead, their level, and the shift each one is working on or avoiding.

NAME	LEVEL	THE SHIFT THEY ARE WORKING ON	HOW I CAN HELP

Exercise 3: My next shift

What is the one shift I most need to make in the next six months, and what will I stop doing to make room for it?

What the full academy adds

This taster gives you the map. The full academy gives every level the tools to make its shift, with pathways, diagnostics and resources to use at work.

- 1 Assess.**
Diagnostics and self-assessments show where each person and team is now.
- 2 Choose a pathway.**
Each leader follows the structured pathway for their level and role.
- 3 Learn and practise.**
Toolkits, templates and worksheets turn ideas into everyday habits.
- 4 Coach.**
Coaching conversation resources help managers support the people they lead.
- 5 Go wider.**
Coaching Culture, Team Effectiveness, Change and Transformation, and Wellbeing hubs support the whole organisation.

Who gets most from it

- Organisations wanting one shared approach to leadership at every level
- Leaders stepping up to a new level
- HR, People and L&D teams running or planning development programmes

HOW PEOPLE USE IT

Leaders often start by placing themselves on the map, then follow the pathway for their level. Many come back to the level above as they prepare for their next step.

Using the academy across an organisation

The academy gives HR, People and L&D teams the tools to launch, embed and evaluate leadership development, rather than relying on one-off events.

WHEN	HOW HR AND L&D TEAMS USE IT
Before a programme	Use diagnostics and self-assessments to understand needs and set a baseline. Share the leadership levels map so everyone has the same language.
During a programme	Point participants to the pathway and tools for their level between sessions, so learning is practised at work.
After a programme	Keep the learning alive with toolkits, coaching conversation resources and follow-up self-assessments.
Across the organisation	Support wider priorities through the Coaching Culture, Team Effectiveness, Change and Transformation, and Wellbeing hubs.

A PRACTICAL STARTING POINT

Choose one level where the need is clearest, often new people managers. Run the levels map with that group and their own managers, agree the shift you want to see, and use the academy to support it before widening out.

What I am going to do

Two or three small changes that you actually make will do more than a long list you never start.

My three actions

WHAT I WILL DO	WHEN	WHO I WILL TELL

Coming back to this

Put a date in your diary about a month from now and answer these three questions.

What has changed since I did this taster?

What did I not get to, and what got in the way?

What am I carrying forward?

READY FOR THE FULL HUB?

Organisational Leadership Academy

Leadership development for every level of your organisation, with pathways, toolkits and diagnostics to use before, during and after programmes.

£999 per person, per year, inc. VAT

Enrol at academy.starbuckassociates.com/courses/organisational-leadership-academy

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