



TRUE NORTH EFFECT

The Leadership Essentials Program

Leadership usually arrives because you were good at the work. Then the work changes. It becomes people, pressure, and decisions no one prepared you for, and the strengths that carried you here are not the ones that carry you up. The Leadership Essentials Program is built for that step: the move from doing the work to leading it, and from leading a team to being ready for more.

WHO IT IS FOR

For the person growing into more.

- The newly promoted manager who was never taught the people part.
- The strong individual contributor now responsible for a team.
- The mid-level leader already doing the bigger job, waiting for it to be made official.
- The experienced manager entering a new company or industry, and proving themselves again.
- The steady leader who wants to be ready before the next thing lands.

THE FOUR CORE AREAS

Together they cover what changes when you step up, and they are what a director-level leader is measured on.

- 01 Managing Yourself**
Focus, capacity, and staying steady when the pressure is on.
- 02 Leading People**
From individual contributor to leading others: delegating, feedback, and the hard conversations.
- 03 Leadership Presence**
Leading up and across: presenting to senior leaders, framing your work around the metrics that matter, and reading how decisions get made.
- 04 Decision-Making and Direction**
Sound decisions, a clear direction, and steering through change and realignment.

HOW IT WORKS

Five sessions. Four core areas.

The shape is fixed, so you always know what is coming. What you bring to each session is not.

- Session one sets your bearings: a candid read on where you stand across the four areas.
- Sessions two through five each take one area, worked through a real situation you are facing now.
- Between sessions, a short plan or reflection for each area.
- Delivered one to one.

SEE WHAT MOVES

A read you take twice.

At the start, and again at the close, you take the Bearings Check: a short read across the four areas. It is grounded in research on what coaching tends to shift, and it shows your progress side by side. A picture of how you see yourself, taken twice, and yours to keep.

THE BEARINGS CHECK

A sample read. Yours will look like your own.

Managing Yourself 4.3 → 7.0



Leading People 3.7 → 6.7



Leadership Presence 4.0 → 7.7



Decision-Making and Direction 5.0 → 7.3



● at the start ● at the close ● the ceiling

PROOF YOU CAN POINT TO

Something to show for it.

You finish with a Certificate of Completion naming the four core areas you worked through, signed and sealed. For anyone building the case for a bigger role, it is real evidence of initiative and follow-through. You also receive a digital copy to add to your LinkedIn profile.

TWO WAYS TO BEGIN

One to one

You invest in yourself, and the program shapes entirely around the step you are making.

As a cohort

Your organization invests in a group of its leaders, who move through it together. Same four areas, same certificate, same measure of progress.

For the organization: when a manager gets the right support at the right moment, the effect reaches their whole team. Retention, execution, and readiness for the next level move with them. The research keeps proving it out.

Start with a conversation.

Each path is different. It begins with a short, honest conversation about where you are and where you are trying to go.

TRUENORTHEFFECT.COM · BOOK A DISCOVERY CALL



Melissa Schmitt

ICF-TRAINED COACH · TRUE NORTH EFFECT