CULT & MONDAY

a movement making **Mondays** the best day of the week.





Desired Learning Outcomes



Understanding the role of the leader in a growing business



Increase understanding of self and the impact on others



Increase leadership capability



Building high performing teams



Shift from manager to leader



Leader as coach



Build the leadership team dynamic



Proposed Program



Hybrid learning program across 6 months

Strengths' assessment and 1:1 coaching debrief

ntroduction to strengths workshop

Self-paced online content across 4 broad module topics

n person group coaching, I per module and facilitated peer learning opportunities Content to be refined and enhanced through-out the program based on learning needs and feedback

Program Outline

ELEVATE Program

Program Outline



INTRODUCTION

2



LEADING SELF

3



LEADERSHIP CONTEXT

4



LEADING OTHERS

5



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LEADING FOR TOMORROW

This module serves as an introduction to the program, highlighting the main topics covered in each module and what you can anticipate learning from them.

In this module we cover the following lessons:

Leaders' Self Awareness

- Emotional intelligence
- Self-awareness
- Strengths
- Gallup Strengths profile
- Areas for improvement
- Knowing your energy

Leaders' Values

- Values and leadership
- What influences values
- Living your values

Leaders Mindset and Growth

- Mindset for success
- · Why mindsets matter
- Fixed and growth mindset
- Other types of mindsets
- Development in the context of the bigger picture

Self-Management

- Practicing self-management
- Analysing self-talk

In module three we cover the following lessons:

Leadership Qualities

 The qualities that make up strong leadership.

Leadership Style

Daniel Goleman defines six different approaches to management.

Developing your Leadership Brand

 An opportunity to think about your leadership brand or identity and how you would like to shape that.

Understanding Motivation

- Formal vs Informal Authority
- Intrinsic vs Extrinsic Motivation

In module four we cover the following lessons:

Managing Expectations

- Delegation
- Feedback

Developing Others

- Coaching
- Mentoring
- Development

Troubleshooting

- Conflict management
- Courageous conversations
- Personal crises

In our final module, we cover the essence of high performing teams and the importance of culture in shaping tomorrow's leadership.

Connection

- Psychological safety
- Connection
- Building culture pockets
- Team building

Shaping Future Leadership - Wellbeing

- Develop your understanding of Mental health and Burnout
- Inclusive Leadership
- Digital Mindset and Sustainable Leadership

Participants Journey



The program runs across 6 months (end to end).
Online content is self-paced. Group Coaching Workshops are virtual, and live.

Learning Experience





Learning needs analysis undertaken



Strengths' assessment



Individual learning objectives outlined by each leader



Interactive content including quizzes, videos and whitepapers



In person group coaching, practical and scenario based



Close out session including transfer of learning



What Participants are Saying



"The program has been highly valuable for me both on the personal and professional side. More than an end in itself, it felt like the **start of a new way to approach individual and collective growth in a more mindful and intentional manner**. The content was very **engaging and at times eye opening**. I recommend the program to anyone irrespective of where they are in their career progression."

"I thoroughly enjoyed the program. It did cover many topics and provided **genuine and purpose-full insights into the never-ending story of Leadership**. Our team has benefited and will continue to do so as we approach our purpose, motivations and what we value the most across all levels of our lives. Thanks so much!"



Ways that we work with Clients



Learning & Development

All programs can be scoped, costed, developed and delivered as per your requirements. Existing programs costed separately.

01

Learning Programs

Learning Partner | Bespoke Design

02

Leadership Development

Grow Capability

Building a Strengths- Connect - Interpersonal Skills for Technical People

Wellbeing and Thriving Program

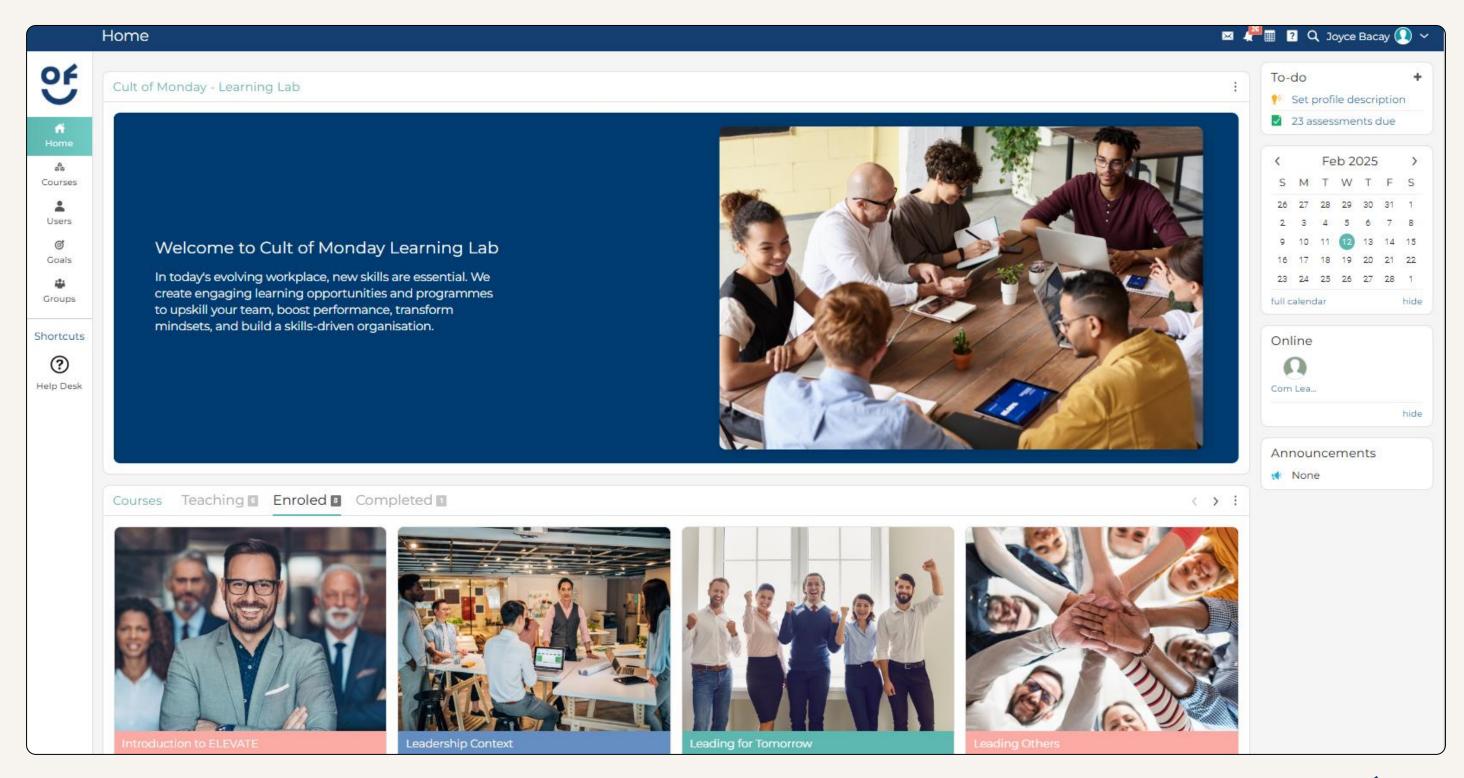
Consulting School

Elevate Leadership
Program

Executive Coaching & Leadership
Development



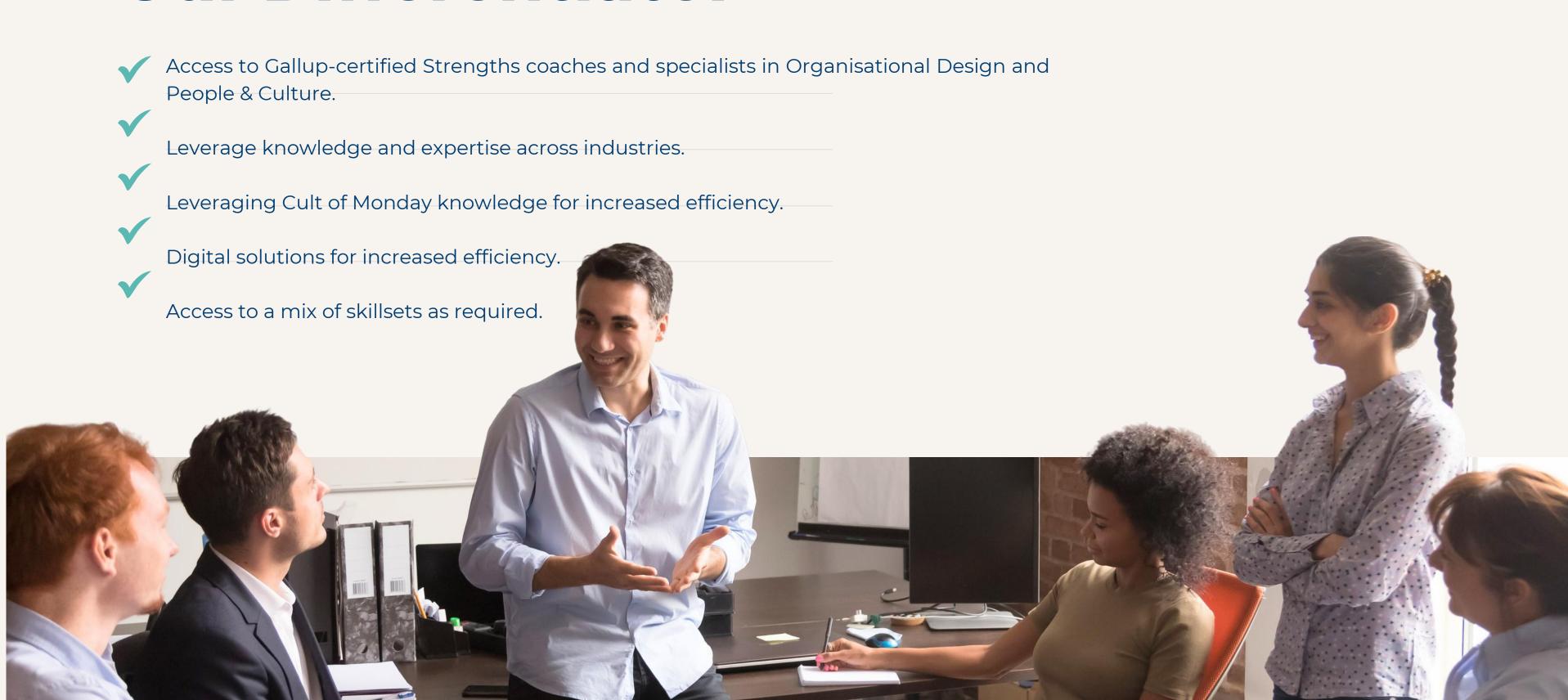
Hybrid Learning Program



Learning in Action



Our Differentiator



Coaches, Facilitators & Project Managers



LAUREN PEARSON

Lauren is the Founder of Cult of Monday, a Learning, Leadership, and Talent Development business supporting leaders and individual contributors in developing greater self-awareness, growing their interpersonal skills, and claiming their unique potential.

Leadership is an internal job. Lauren coaches leaders at all levels to evolve their leadership style and develop self-awareness to enhance their performance. She has developed specialist skills in coaching leaders navigating more complex roles and has a particular interest in group coaching and team dynamics. She works with leaders in talent and leadership capability assessment, development, and succession planning for sustainable businesses.

Lauren is a Gallup Certified Strengths Coach with a Bachelor of Arts, a Master's in Psychotherapy, ICC Coaching Accreditation, and accreditations in psychometric assessment tools. She supports leaders and teams in evolving their thinking and improving the way they operate.

Lauren is a commercial leader with global experience in various environments, including Technology, Financial Services, and Professional Services. She has over 20 years of experience in Learning and Organisational Development, Leadership Development, and Human Resources.

Empathy Strategic Relator Connectedness Ideation Individualisation Futuristic Adaptability Responsibility Activator



BEN ROBINSON

Ben has 20 years of experience as a People and Culture professional, working across both the private and public sectors, including retail, not-for-profit, FMCG, property, financial services, education, and government.

He has held roles that span the full spectrum of People and Culture, including organisational development, culture and engagement, talent development, coaching, HR operations, and internal communications.

Ben is agile and understands the importance of context in any situation, with broad experience across industries, sectors, organisational missions, and sizes.

He holds a Master of Business in Human Resource Management from the University of Technology Sydney, a Graduate Certificate in Organisational Coaching and Leadership from Charles Sturt University, and is a Certified Organisational Coach (Levels 1 & 2) through the Institute of Executive Coaching and Leadership.

As a coach, Ben values building trust, providing value to clients, and offering the right balance of challenge to help individuals achieve their goals.

Arranger Relator Harmony Discipline Maximiser Responsibility



ANDREA CARLOS

Andrea is a highly reliable, and results driven People and Culture professional with demonstrated background in Employee Relations, Employee Experience & Engagement, Learning and Development, Recruitment and Team Management.

With over 10 years solid experience in the BPO industry, Andrea is adept at working in agile and diverse environments and has been exposed to start-up Shared Services organisations - for Customer Service, IT, and Payroll Services, where she was able to deliver well-planned and well executed People and Culture initiatives.

Her grit, passion, efficiency and exceptional organisation skills enable her get the job done no matter what. Her guiding principle is to consistently foster a balance between the organisation and employees' needs and to humanize the workplace with empathy, transparency, and integrity.

Consistency Adaptability Developer Empathy Relator Achiever Responsibility Individualization Belief Focus



MARIKA WEBSTER

Marika is a people, culture, and recruitment professional with a strong track record in the IT and managed services industries. Her expertise in leadership, sales, executive search, CRM, and technical recruiting enables her to find the best talent and build strong teams and cultures.

Her educational background in psychology and sociology, along with skills in business development, has helped her understand the needs and motivations of clients, employers, and employees. This allows her to create effective strategies and policies that foster employee engagement and a positive, productive work environment. She thrives on sculpting workplace communities where every individual feels valued, inspired, and empowered to unleash their full potential. It's about nurturing growth, fostering innovation, and witnessing the transformative power of passionate teams coming together to conquer challenges.

She is passionate about supporting the growth and development of organisations and their people.

Relator Empathy Harmony Developer Communication Woo Positivity Belief Achiever Consistency



JOYCE BACAY

Joyce is an experienced HR professional with over nine years of expertise in human resources, specializing in talent acquisition, policy development, employee engagement, and HR operations.

She has worked across diverse industries, including engineering, e-commerce, wellness, and digital services, supporting organizations in streamlining recruitment, optimizing HR processes, and enhancing workplace culture. With a proactive mindset and strong attention to detail, she continuously seeks opportunities to improve retention strategies, refine policies, and drive employee satisfaction.

She holds a Bachelor's Degree in Psychology and is committed to aligning HR strategies with business goals to support organizational growth and success.

Developer Positivity Connectedness Arranger Responsibility Achiever Relator Focus Learner Input



What Our Clients Think



"We have been working with Cult of Monday since June 2022. Over this time, we have valued the **personal, quality - focused support** that they have provided to our organisation. Cult of Monday takes the time to understand the unique context and challenges of our business. They are our inhouse People & Culture solution. They support us through an end-to-end employee lifecycle as well as strategic projects. They are **an invaluable people partner** to us and they provide peace of mind, innovative thinking and are reliable and responsive."

"The team at Cult of Monday have been our core partner in delivering leadership coaching, Gallup Strengths based coaching, leadership capability uplift and team wellbeing. Their **engaging style** has connected with all levels of our organisation and their **alignment to our core culture and values** has enabled the successful outcomes for our team."



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a movement making **Mondays** the best day of the week.

Book a discovery call

cultofmonday.com | hello@cultofmonday.com

