UNIQUELY GLOBAL

Emotional Insight.
Intelligent Leadership.

# The Uniquely Global Leadership Programme

# Welcome to Uniquely Global.

We are a specialist leadership development practice supporting boards, senior and emerging leaders to strengthen leadership effectiveness, organisational culture and long-term performance.

We help businesses develop emotionally intelligent leaders who inspire people, deliver results and create lasting impact.

Working globally across Europe, the Middle East, Asia and the United States, we partner with multinational businesses, private equity, sport and high-growth companies navigating change, complexity and transformation.

Through coaching, leadership development and team facilitation, we create the conditions for leaders, teams and businesses to thrive.

Supporting leaders in high-performance environments – from investment and elite sport to global business.

*36+*

years of business insights

*16*

countries & regions

*160+*

masterclasses, workshops & programmes

*1300+*

EQ-i 2.0 psychometrics

# Human leadership has never mattered more.

As organisations navigate accelerating change, complexity, uncertainty and AI transformation, emotional intelligence remains a defining leadership advantage. It enables leaders to create clarity, build confidence, and drive and sustain performance even when the future feels less certain.

Emotional intelligence shapes how leaders build trust, communicate, influence others and lead in times of prosperity or uncertainty.

It strengthens relationships, decision-making, resilience and organisational culture — creating better outcomes for people and business alike.

“Emotional intelligence starts with knowing ourselves – so we can lead others with greater care, clarity and courage.”



**Karen Richards**
Founder & Managing Partner
Uniquely Global

# Introducing the Uniquely Global Leadership Programme.

We partner with businesses to develop emotionally intelligent leaders through our flagship Uniquely Global cross-industry programme. Through a combination of psychometric diagnostics, 1:1 coaching, immersive learning and real-world application, we create meaningful and lasting impact.

A flagship cross-industry experience designed for managers with growing responsibility and more senior leaders seeking broader perspective, deeper self-awareness and continued growth.

Participants join a carefully curated cohort, bringing together leaders from different industries, businesses and backgrounds.

**Ideal for organisations and individuals seeking:**

- External challenge and perspective
- Cross-industry peer learning
- Diverse leadership experiences
- A trusted external network

# A leadership experience designed for lasting impact.

Lasting impact comes from more than technical and functional expertise. It requires the ability to think differently, adapt to complexity, build trust and influence others. Our programme is designed to help leaders develop the skills, mindset and presence needed to create meaningful impact within their teams, businesses and careers.



Leading with emotional intelligence and authenticity



Think more strategically and commercially



Navigate complexity and organisational change



Coach and develop others effectively



Build trust and high-performing teams



Inspire with resilience and confidence



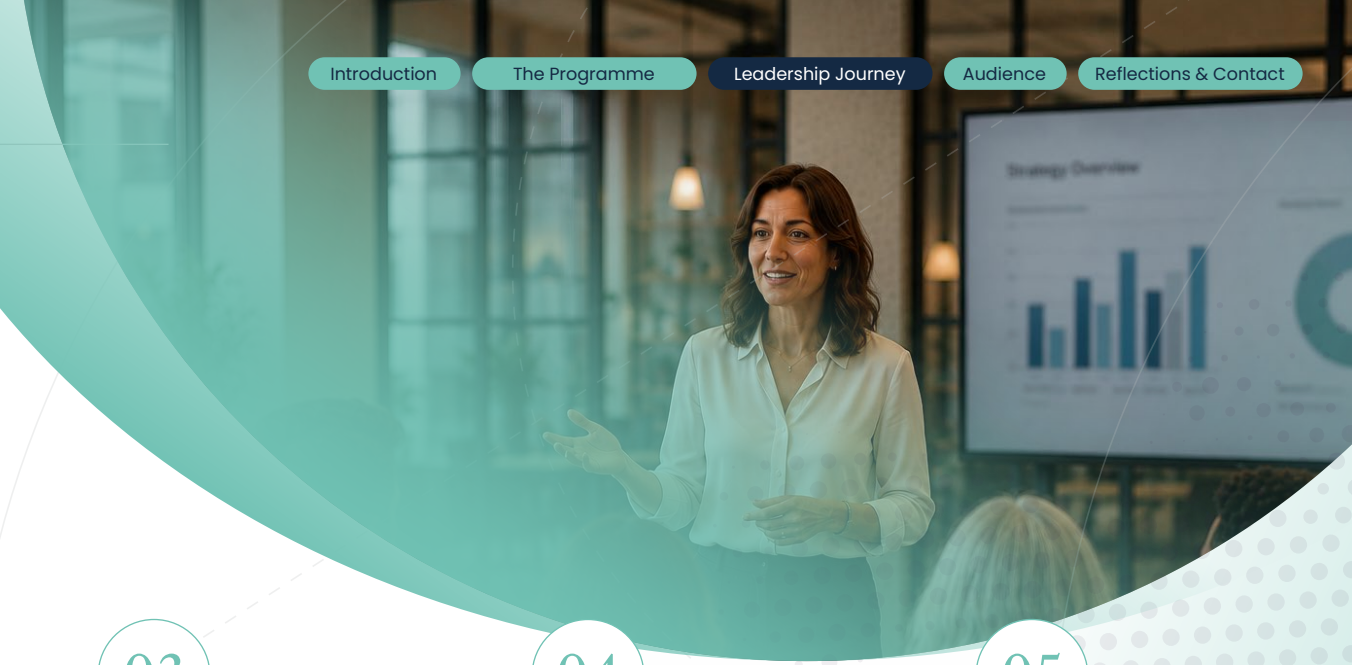
Strengthen influence and communication



Create meaningful organisational impact

# A progressive experience.

The programme unfolds over eight months through a curated journey that builds self-awareness, confidence and strategic influence through reflection, challenge and practical application.



## 01 *Discovery*

### Building connection and clarity

Establishing meaningful goals, beginning the coaching partnership, building trust within the cohort and preparing for the experience ahead.

- Introductory session
- Cohort connection
- Programme orientation
- Goal setting

## 02 *Self-awareness*

### Understanding impact

Gaining deeper insight into strengths, behaviours and the impact they have on others through coaching and personalised feedback.

- EQ-i diagnostic
- Feedback session
- 1:1 coaching
- Reflection and insight

## 03 *Development*

### Expanding capability and perspective

Expanding capability through immersive learning, peer connection and practical challenge.

- Masterclasses and skills workshops
- Residential off-sites
- Peer learning
- 1:1 coaching and support

## 04 *Application*

### Embedding change in practice

Making it real by applying learning directly within the role, strengthening confidence, accountability and behavioural change over time.

- Real-world application
- Stretch assignments
- Embedding new behaviours
- 1:1 Coaching and support

## 05 *Impact*

### Elevated performance and influence

Leaving with greater self-awareness, stronger capability and a trusted peer network that continues beyond the programme.

- Stronger strategic contribution
- Increased organisational influence
- Enhanced progression prospects
- Long-term peer connection

# Who it's for.

Our flagship cross-industry leadership programme brings together individuals committed to broadening perspectives, strengthening effectiveness and increasing their impact. Participants join through organisational sponsorship, professional development initiatives or self-referral.

- Professionals with growing responsibility within larger organisations
- Senior professionals within small and medium-sized businesses
- Or those who are:
  - part of succession, leadership or future talent initiatives
  - seeking to strengthen effectiveness, influence and impact
  - looking to broaden perspective beyond their organisation or sector
  - valuing challenge, reflection and practical application
  - motivated by learning alongside a diverse and trusted peer cohort





# Why it works.

One of the most powerful aspects of our programme is the cohort itself. Bringing together people from different businesses, industries and backgrounds creates exposure to perspectives, experiences and challenges that would not typically be encountered in a day-to-day environment.

New connections are formed, trusted networks emerge and learning extends far beyond the programme itself. As relationships develop, individuals challenge, support and learn from one another, creating an experience that is both personally and professionally rewarding.

Underpinning the experience is expert facilitation and dedicated 1:1 coaching. Drawing on extensive business and leadership experience, our facilitators and coaches help participants turn insight into action and create lasting change.

Over many years of delivery, we have consistently seen that the combination of diverse perspectives, meaningful relationships, proven content, expert facilitation and individual coaching creates an experience that continues to deliver value long after the programme has ended.

## The Difference

- Cross-industry perspectives
- Diverse experiences and viewpoints
- Dedicated 1:1 coaching
- Meaningful peer relationships
- Trusted professional networks
- Facilitators and coaches with real-world business experience
- Applying learning to real business challenges
- Lasting value beyond the programme



> “Learning alongside people from different industries and backgrounds was one of the most valuable aspects of the experience. The diversity of perspectives challenged my thinking, broadened my outlook and helped me see my role in a completely different way.”

**Head of Operations**
Private Equity EMEA

“What surprised me most was the cohort. People were incredibly open, supportive and willing to challenge each other’s thinking. The relationships we built have continued long after the programme ended.”

**Assistant General Counsel**
UK Private Investment

“The coaching was a real game-changer. It helped me turn insight into action, approach situations differently and apply what I learned in a way that genuinely made a difference.”

**Vice President**
Global Financial Services

“Thank you Karen and the team. The combination of challenge, support and encouragement created an environment where I could step back, think differently and grow. It has genuinely changed how I approach my role and the opportunities ahead.”

**Business Performance Lead**
FTSE-Listed Company



We partner with businesses to develop leaders who inspire people, deliver results, and create a positive lasting impact.

For details of programme content, timings and pricing, please get in touch.

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www.uniquelyglobal.com


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