

Leadership Leap

Building the leadership capability that turns AI investment into business outcomes

THE PROBLEM WE ADDRESS

- **Access alone does not create value**
The tools create the opportunity. Leaders decide whether any of it is realised.
- **Freed capacity is not yet a managed asset**
Where AI saves time, few can say what that time is now being used for.
- **Adoption is uneven**
Leadership, not technology, explains most of the variance.

THREE ROUTES, MATCHED TO SENIORITY

PERSPECTIVES **Executive leaders** · Around five hours over three months
Three expert conversations, each converted into a written commitment with a coach.

PRACTICE **Senior leaders** · Around 24 hours over three months
One quarter, one live experiment, with group and individual coaching throughout.

CIRCLES **Mid-level leaders** · Around ten hours over three months
Four cycles of material, reflection and coaching in a standing group of six.

HOW WE MEASURE IT

Measured, not asserted

Grounded in Shape Talent's Leadership Leap research: seven leadership capabilities, broken into 15 measurable constructs. Diagnosed at the start and again at the close, with cohort-level reporting.

WHAT THE ORGANISATION GETS

- Capability built while the technology is landing, not months afterwards
- The capacity AI releases directed to the work that matters
- A measured before and after picture of capability

WHAT PARTICIPANTS GET

- Personal fluency, and the confidence to lead others through it
- A practical method for finding the work a machine can carry
- Judgement kept in the loop: knowing what not to hand over

Talk to us about Leadership Leap

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