

EskLead Logo

# Level 1: Foundations of People Leadership™

Essential skills for emerging team leaders

Empowering emerging leaders with practical, proven frameworks for people leadership excellence.

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Essential skills for emerging team leaders

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## Program Overview

Transform your leadership impact with proven frameworks designed for emerging leaders. Level 1 provides the foundational skills every people leader needs to build high-performing, engaged teams.

## What You'll Learn

### 6 Comprehensive Modules covering:

- Self-awareness and leadership style (DISC)
- Coaching conversations (GROW Model)
- Constructive feedback (SBI Framework)
- Team motivation and alignment (Fit Factors)
- Competency-based interviewing
- Career conversations and development planning

## Module Breakdown

# Module 1: Lead From Within™

## Self-Awareness with DISC

Discover your natural leadership style using the DISC® framework and learn how your communication, pace, and priorities affect trust, clarity, and team performance.

### You'll Learn To:

- Interpret your personal DISC profile
- Recognise style differences in others
- Adapt communication to build collaboration
- Manage triggers, stress behaviours, and blind spots
- Leverage strengths to influence and motivate effectively

### Deliverables:

- Personal DISC leadership profile report
  - Action plan: 'My Style in Action'
  - Team communication map (for intact teams)
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# Module 2: Empower Through Conversations™

## Coaching Skills with the GROW Model

Learn how to shift from telling to coaching by using the GROW coaching framework to run meaningful check-ins, build accountability, and develop a high-performance culture.

## You'll Learn To:

- Use the GROW model in real conversations
- Ask powerful coaching questions (not just give advice)
- Run consistent, structured check-ins
- Listen actively and coach different personality styles
- Handle performance challenges with confidence and empathy

## Deliverables:

- GROW conversation toolkit
- Check-In Conversation Planner
- EskLead Question Bank for every DISC style
- Practice + feedback through coaching roleplays

# Module 3: Accountability That Elevates™

## Feedback with the SBI Model

Give feedback that is clear, constructive, and motivating. Using the SBI (Situation–Behaviour–Impact) model, leaders learn to address performance and behaviour effectively while preserving trust and engagement.

### You'll Learn To:

- Structure feedback using Situation–Behaviour–Impact
- Give both positive and corrective feedback with confidence
- Adapt feedback to different DISC styles
- Promote accountability and growth through follow-up
- Combine feedback with delegation to empower teams

### Deliverables:

- SBI Feedback Cheat Sheet
  - Feedback Conversation Planner
  - Role-play exercises with peer and facilitator coaching
  - Action plan to integrate feedback into daily leadership
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# Module 4: Motivate What Matters™

## Fit Factors & Team Alignment

Discover what truly drives your team and align roles, tasks, and recognition to individual strengths and motivations using the Fit Factors® assessment.

## You'll Learn To:

- Interpret individual Fit Factors profiles
- Align roles and tasks with natural strengths
- Recognize motivational triggers of team members
- Improve engagement, retention, and productivity
- Provide tailored recognition and career guidance

## Deliverables:

- Fit Factors Individual Report
- Team Motivation Map (for team participants)
- Personalized 'Motivation Action Plan' for leaders
- Practical toolkit for ongoing engagement conversations

# Module 5: Hire for Strength, Fit & Future™

## Competency-Based Interviewing

Learn to identify the best talent for your team using structured competency-based interviewing. Gain the skills to assess skills, behaviours, and cultural fit while making fair, consistent, and confident hiring decisions.

### You'll Learn To:

- Prepare competency-based interview questions
- Evaluate candidates objectively using evidence-based techniques
- Apply behavioural and situational questioning
- Assess cultural fit and alignment with team strengths
- Conduct interviews that are structured, fair, and legally compliant
- Make confident hiring recommendations and decisions

### Deliverables:

- Competency-Based Interview Guide & Question Bank
  - Candidate Evaluation Template
  - Role-play exercises with practice interviews
  - Hiring Decision Framework
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# Module 6: Grow, Recognise & Retain™

## Career Conversations & Development Planning

Build a culture of growth and retention by running meaningful career conversations that align individual aspirations with team goals and organizational opportunities.

### You'll Learn To:

- Structure career development conversations
- Identify growth opportunities within current roles
- Create personalized development plans
- Balance individual ambitions with business needs
- Provide recognition that motivates and retains talent
- Navigate difficult conversations about career progression

### Deliverables:

- Career Conversation Framework
- Development Planning Template
- Growth Opportunity Mapping Tool
- Recognition & Retention Toolkit

# Delivery Options

## 6-Week Virtual Cohort

**\$1,250 AUD per participant**

- Weekly 2-hour live sessions via Zoom/Teams
- Interactive workshops with peer learning
- Between-session practice assignments
- Ongoing facilitator support
- Digital resources and toolkits

## 2-Day Intensive Workshop

**\$1,450 AUD per participant**

- Full immersion experience in Sydney, Australia
- Face-to-face facilitation and networking
- Intensive skill-building and practice
- All materials and assessments included
- Catering and refreshments provided

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## Try Before You Commit

**\$250 AUD per module**

Not sure if EskLead is right for you? Start with a single module. Experience our training approach with any single module from Level 1. If you decide to continue, your \$250 investment is fully credited toward the complete program.

# Bundle & Save

**\$2,050 AUD** - Level 1 + Level 2 Bundle (Save \$180)

Complete both levels for the best value and maximum leadership impact.

# What's Included

## All Participants Receive:

- Personal DISC Leadership Profile
- Fit Factors Motivation Assessment
- Comprehensive digital toolkit with frameworks and templates
- Action plans and conversation planners
- Access to EskLead Question Banks
- Certificate of Completion
- 3 months post-program email support

## Optional Add-Ons:

- CliftonStrengths Assessment - \$75 AUD
  - One-on-one coaching sessions - \$250 AUD per hour
  - Team facilitation and onsite delivery - Contact for quote
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# Who Should Attend

- New team leaders and supervisors
  - Emerging managers transitioning from individual contributor roles
  - Experienced professionals preparing for leadership positions
  - Current leaders seeking to strengthen foundational people skills
  - HR professionals supporting leadership development
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# Learning Outcomes

By the end of Level 1, you will be able to:

- Lead with self-awareness and adapt your style to different team members
- Run effective coaching conversations that build accountability
- Give clear, constructive feedback that drives performance
- Motivate and engage your team based on individual strengths
- Conduct structured, competency-based interviews
- Have meaningful career development conversations
- Build a high-performing, engaged team culture

# About EskLead Leadership Training Company

EskLead is a leadership training company founded by Julie Eskarous, a seasoned pharmaceutical and medical technology leader with over 20 years of experience building high-performing teams across Australia.

Julie has worked with leading organizations including Bayer, MSD, Menarini, and Roche, where she consistently improved manager performance by 20% and drove sales growth exceeding 15% through practical, people-focused leadership strategies.

EskLead programs are built on proven frameworks including DISC, GROW coaching, SBI feedback, and Fit Factors motivation assessment. Our approach combines evidence-based psychology with real-world application, ensuring leaders gain practical skills they can implement immediately.

## Our Philosophy

We believe that great leadership starts with self-awareness and is built through consistent, intentional practice. Our programs focus on:

- **Practical Application:** Every framework comes with tools you can use immediately
- **Personalized Learning:** Assessments and coaching tailored to your style
- **Sustainable Change:** Building habits that last beyond the training room
- **Measurable Impact:** Clear outcomes tied to team performance and engagement

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## Get Started

Ready to transform your leadership impact? Contact us to discuss which program is right for you.

**Email:** [eskleadtraining@gmail.com](mailto:eskleadtraining@gmail.com)

**Website:** <https://programs.esklead.com/>

**Connect on LinkedIn:** Julie Eskarous | EskLead Leadership Training Company

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## Next Steps

1. **Book a Discovery Call:** Let's discuss your leadership development goals
2. **Choose Your Format:** Virtual cohort or in-person intensive
3. **Enroll:** Secure your spot in the next intake
4. **Start Learning:** Begin your leadership transformation journey

**Transform Your Leadership Impact with EskLead**