



Deconstruct: Change the Status Quo

Leadership That Breaks Barriers



The
**Power
Within®**



Deconstruct: Change the Status Quo

Challenge outdated norms. Unlock inclusive leadership.
Shape the future of construction.

This transformative programme equips leaders to break down barriers, build stronger, more collaborative teams, and create a culture where everyone can thrive.

Through four powerful modules, you'll develop the insight, skills, and confidence to lead inclusively and inspire performance at every level.





Your Outcomes

Organisation Outcomes:

- ★ Increased job satisfaction & retention
- ★ Enhanced talent attraction
- ★ Improved performance & profitability
- ★ Better decision-making

Individual Outcomes:

- ★ An effective toolkit for inclusive leadership
- ★ Sharpened emotional and motivational intelligence
- ★ Greater confidence and clarity in how to drive cultural change





Module 1: Understanding Me, You and Us

Break Through the Noise and See the Bigger Picture

Discover the real story behind the gender gap in construction; what causes it, what it costs, and the game-changing potential of closing it.

Explore industry data and lived experiences to understand how gender bias impacts organisations.

Unpack key differences in how men and women often think, communicate, and lead - and learn to navigate them with confidence.

Identify opportunities to build stronger, more capable teams through inclusive leadership.

Walk away with fresh insights and practical tools to lead more effectively across gender lines.





Module 2: Rise To Unconscious Bias

See the Unseen – and Change the Game

Understand what bias really is and how it influences leadership and teamwork.

Learn to spot gender bias in yourself and others without judgement.

Use proven strategies to interrupt bias and replace it with more inclusive habits.

Gain the skills to address bias with confidence through respectful and effective communication.

Shift from passive awareness to powerful, bias-busting leadership.





Module 3: Behavioural Drivers

Lead with Greater Emotional and Motivational Intelligence

Harness Emotional Intelligence (EQ) and Motivational Intelligence (MQ) to bridge divides and bring people together.

Learn how to pause reactive habits and lead with purpose and intention.

Practice inclusive leadership behaviours that foster trust, engagement, and accountability.

Build psychological safety in your team while driving high standards and performance.

Become the kind of leader who inspires loyalty, openness, and innovation.





Module 4: Creating A Collaborative Culture

Build a Legacy of Leadership That Transforms Your Team

Understand the difference between toxic and high-performing team cultures, and how to create the latter.

Learn what really drives collaboration and inclusion in fast-paced, high-pressure environments.

Turn values like respect and trust into daily habits for delegating, giving feedback, and managing conflict.

Build an action plan to create a culture where everyone feels seen, valued, and supported.

Leave with a roadmap to shape a collaborative, gender-inclusive culture that fuels performance and pride.





A Catalyst For Change

This is more than a programme - it's a catalyst for change. Get ready to challenge old patterns, unlock unlimited potential, and lead in a way that leaves a lasting impact on your people, your projects, and the industry.

Please let us know if you have any questions.
We'd love to help!

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**Life-Changing Leadership,
Lifelong Results**