



higher ground leadership mastermind

**EXECUTIVE READINESS
FOR YOUR NEXT GENERATION
OF SENIOR LEADERS**

the**human**
enterprise

Elevate Your Midlevel Leaders to C-Suite Readiness

Midlevel leaders are the engine room of an organisation. They translate strategy into action, hold teams through change, influence across functions and carry more of the emotional and operational load than ever.

But many are being asked to step up without enough space, challenge, feedback or external perspective to become truly enterprise-ready.

Higher Ground: Leadership Mastermind is a Sydney-based, face-to-face coaching and peer advisory program that builds enterprise-ready leaders over 12 months.

It combines peer advisory, structured development, high calibre Guest Faculty Mentors and leadership diagnostics to deliver real business outcomes and meaningful professional and personal growth.

This Isn't About Ticking the "Development" Box

It's about strengthening your leadership bench for succession, strategic growth and cultural resilience. It's about preparing your top talent for what's next before readiness becomes urgent.

That does not mean every leader needs to be on the verge of promotion. Some may be preparing for a future senior role. Others may need to broaden their influence, lift their strategic contribution, or bring more enterprise perspective to the role they already hold.

Either way, the aim is the same: to keep strong leaders growing before they plateau, disengage, burn out or outgrow the opportunities around them.

With great talent even harder to find, you can't afford to have your best people leave. And you certainly can't afford to have them stay but lose energy, ambition and belief in their future with you. You cannot afford for your strongest midlevel leaders to stay operationally useful but strategically underdeveloped.

Organisational Outcomes

For your organisation, this means:

- **Reduced succession risk** by developing ready-now and ready-soon leaders before readiness becomes urgent.
- **Stronger retention of top talent** by giving high performers the stretch, challenge and visible future they need.
- **Faster strategic execution** through a middle layer that can turn strategy into action.
- **Better decisions and collaboration** through stronger judgement, confidence and cross-boundary influence.
- **More resilient and authentic leadership** in a market shaped by overload, uncertainty and change.

The question is not whether they are performing now. It is this:

“Yes, we have good people. But are we preparing them for the enterprise leadership our future depends on?”

What Your Leaders Will Gain

High-performing midlevel leaders often know how to deliver, manage pressure and get things done.

But the next level asks for something different: broader perspective, clearer presence, stronger judgement, greater influence across boundaries and the confidence to lead beyond their current role or function.

Higher Ground: Leadership Mastermind gives leaders a trusted room to pressure-test decisions, receive honest feedback, explore blind spots and apply new insights directly to the real leadership issues they are facing.

The program also sends a powerful message: we see you, we believe in you, and we are investing in who you are becoming.

Leader Outcomes

For your leaders, this means:

- **Better judgement under pressure** through greater awareness of their strengths, motivators and blind spots.
- **Faster, clearer thinking on live leadership issues** through trusted peer challenge and stronger accountability.
- **Stronger influence in critical moments** across key conversations, stakeholders and priorities.
- **More focused growth** through 3 Leadership Growth Areas that make progress easier to track.
- **Less friction through change and complexity** as leaders learn to prioritise, decide and bring others with them.
- **More sustainable performance** through stronger energy, resilience, relationships and wellbeing.

Leaders begin to see the shift early, In the first three months, they will:

- **Gain Clarity** on their unconscious motivators and leadership blind spots.
- **Identify the 3 Leadership Growth Areas** that will guide their development across the year.
- **Work through at least one real leadership issue** with the cohort, using peer challenge and collective wisdom to clarify practical next steps.
- **Find their tribe** through trusted peers who challenge and support their growth.

BROADEN THEIR HORIZONS

Expose them to strategic thinking beyond their function or industry.

DEEPEN THEIR IMPACT

Equip them to influence across teams, stakeholders and the wider organisation.

ENRICH THEIR LIVES

Build the confidence, clarity, and wellbeing to lead with purpose at work and beyond.

Paul, I truly believe that working with you played a significant role in me being appointed the next CEO/MD of Inghams. You helped me become a better leader by improving how I communicate, lead my team, and understand myself. More importantly, I learnt that to be great at work, I need to be great at home. Your mantra of 'to be a better leader, be a better person' played out in me becoming a better father and husband.



Edward Alexander

Chief Executive - New Zealand, Inghams Group Ltd



“YOU HELPED ME BECOME A BETTER LEADER BY IMPROVING HOW I COMMUNICATE, LEAD MY TEAM, AND UNDERSTAND MYSELF.”

who is this for?

This is for leaders who are:

- Currently in a managerial role, reporting to a C-suite executive, equivalent or one below.
- Passionately committed to their personal and professional growth.
- Ambitious and ready to broaden their influence, strategic contribution and leadership responsibility.
- Eager to learn from and contribute to a group of high-achieving peers.
- Open to honest feedback, challenge and real change.
- High achievers who you want to recognise, reward and retain.
- Committed to leading in all areas of their lives, not just work.
- Highly supportive of the growth and learning of others.

This is NOT for leaders who:

- Have less experience managing or leading others.
- Are looking for a quick-fix leadership course based on skills alone.
- Are resistant to self-reflection, feedback and the concept of radical self-awareness.
- Are not committed to applying what they learn.
- Are unwilling to support others' growth as much as their own.

*“Before **Higher Ground**, I had just started a leadership role in a new division, new department and new team. There was some imposter syndrome coming in, so it’s been a strong learning and development journey as I’ve stepped into that role and built my knowledge.*



One of the main takeaways from the program has been the frameworks and tools, and being able to apply them back in the workplace. The sense of community with the other participants has also been invaluable.

I’ve also appreciated the personal lens. It’s not all about applying these things at work. It’s about taking the learnings and using them to be a better husband, a better father, and better in my personal life as well.

The guest speakers have been amazing, and learning from others in different industries has been invaluable. You’ll be better for it. Jump in. Don’t hesitate.”

Grant Scott

Director, Customer Experience & Network Development, Volvo Cars Australia

why this matters now?

The Middle Layer Is Carrying More Than Ever

Midlevel leaders are increasingly the pressure point of transformation.

They are being asked to translate strategy, lead teams through change, influence across functions, manage performance, protect energy and keep people engaged, often without enough time, support or development.

They are also becoming central to AI-enabled change. But adopting new tools is only part of the challenge. Leaders also need to manage the human response: uncertainty, resistance, workload pressure, shifting roles and the need for clearer judgement in more complex environments.

At the same time, succession risk is becoming more visible. Many organisations have strong people in the middle, but not enough leaders who are genuinely ready to step into broader enterprise roles.

Strong performance in a current role is not the same as readiness for the next one.

That is why high-potential leaders need more than content. They need challenge, feedback, external perspective, peer accountability and direct application to the real leadership issues they are facing now.

Higher Ground: Leadership Mastermind is designed for this exact gap.

It gives your best midlevel leaders the structure, stretch and support to move from operational reliability to broader enterprise impact.

Explore Fit for Your Next Generation of Senior Leaders

If you have one or two leaders in mind who are too important to lose, too valuable to let plateau, and ready for broader influence, we would welcome a conversation.

CLICK HERE TO SCHEDULE A CONVERSATION TODAY

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how does it work?

Springboarding from **Your Leadership Diamond**, the #1 Amazon Australia bestseller authored by Paul Mitchell, one of APAC's most respected organisational psychologists and executive coaches, **Higher Ground: Leadership Mastermind** develops leaders through a whole-person leadership approach.

The Leadership Diamond recognises that great leadership is not limited to workplace performance. It is shaped by how leaders understand themselves, build trust, influence others, serve their organisation and show up in the wider world.



The program explores seven key facets of leadership success:

1. **Leading Self** - *Raise Your Consciousness*
2. **Leading One on One** - *Make Real Connections*
3. **Leading Teams** - *Inspire Collective Commitment*
4. **Leading Clients** - *Demonstrate Heartfelt Caring*
5. **Leading the Organisation** - *Foster Collaboration Across Boundaries*
6. **Leading Family & Friends** - *Be Their Champion*
7. **Leading Community** - *Honour Your Calling*

A Mastermind Built for Real Leadership Progress

The program combines the collective wisdom of a carefully selected peer group with a structured development pathway built around each leader's 3 Leadership Growth Areas.

This is what keeps the experience personal, practical and directly connected to the real leadership issues each person is facing.

The mastermind provides the room.

The coaching pathway provides the structure.

The cohort, Guest Faculty Mentors and Paul Mitchell provide the challenge, perspective and support to keep turning insight into action.

A Year of Stretch, Support and Visible Growth

UPON ENROLMENT

What happens: Leaders receive early access to the online community, bonus resources and development tools before the first session. They also complete the Kolbe A Index, giving them early insight into how they instinctively take action, solve problems and work with their natural strengths.

What this means for you: They begin the journey with stronger foundations, greater self-awareness and a clear signal that their organisation is investing in their future.

ORIENTATION SESSION (VIRTUAL OR F2F TBC)

What happens: Leaders are introduced to the tools, rhythms and support structures that will guide their growth across the year. They are also introduced to a process for clarifying objectives with their manager, so they can choose 3 Leadership Growth Areas that are meaningful to them and valuable to the organisation.

They then explore values and leadership drivers, and take part in a Kolbe A group debrief to understand how their instinctive strengths influence the way they work, collaborate and lead.

What this means for you: Leaders leave with clear direction, shared expectations, a process for sponsor alignment and stronger insight into how they work best.

10 MASTERMIND SESSIONS ACROSS 12 MONTHS

What happens: The core of the experience is 10 face-to-face mastermind sessions across the year. Each session combines targeted leadership development with the mastermind process itself, where leaders work through live issues with the cohort.

Paul Mitchell provides the coaching and facilitation thread across the full journey. At least every second session features a high calibre Guest Faculty Mentor who brings fresh perspective from different industries, disciplines and leadership contexts. Each session uses the SUPER Mastermind Structure to keep the room focused, practical and useful. Leaders bring current workplace realities into the room, shaped by their 3 Leadership Growth Areas. They leave with clearer thinking, peer challenge and practical commitments.

What this means for you: Leaders gain continuity, stretch and fresh perspective while applying the learning directly to the leadership challenges they are facing now.

LEADERSHIP WAYPOINT REVIEW

What happens: Between Sessions 4 and 5, each leader completes a Leadership Waypoint Review. This coaching tool gathers feedback and feedforward from key stakeholders against their chosen Leadership Growth Areas, followed by a comprehensive report that captures key themes, progress indicators and suggested areas of focus.

What this means for you: Leaders receive a meaningful midpoint reality check, helping them see where progress is visible, where blind spots remain and where to focus next.

ONE-ON-ONE COACHING SESSION WITH PAUL MITCHELL

What happens: Between Sessions 5 and 6, each leader has a dedicated coaching session with Paul Mitchell. This session provides expert guidance to help them unpack their Leadership Waypoint Review insights, make sense of feedback, identify the most important development priorities and sharpen their focus for the second half of the journey.

What this means for you: Leaders receive tailored feedback and direction, helping them turn their Leadership Waypoint Review insights into practical focus for the second half of the journey.

ONGOING THROUGHOUT

What happens: Leaders are supported by Buddying Up, online community involvement, follow-up notes after every session, Ground Control Check-In calls every two sessions, G.O.A.L.S. journalling, commitment planners and reflection resources.

What this means for you: Growth is reinforced between sessions, making it more likely that insight becomes action and change sticks over time.

Why This Structure Matters

This is what stops the program from becoming a series of interesting sessions.

Each element is designed to keep leaders connected to their 3 Leadership Growth Areas, bring real work into the room, test their thinking with trusted peers, and turn feedback into specific commitments between sessions.

The result is a steady rhythm of reflection, challenge, action and review, so growth is not left to chance.

Higher Ground has given me a number of unique perspectives, not only on my own abilities, but on the ability I have to influence the organisation, share my vision, and take that forward. It has also helped me better understand the impact I have on my team, how I can raise the bar, and how I can use the knowledge I've gained through Higher Ground to share with others and impart some of the wisdom I've been fortunate enough to gain through this program.

You realise you are not alone in your thinking. Across multiple organisations and different types of businesses, we all have the same issues, and we can share them. The partnership of people in groups solving problems together is highly valuable.”

Brenden Grib

General Manager, Product Marketing, LifeHealthcare



High Calibre Guest Faculty Mentors - With More to Come



Higher Ground: Leadership Mastermind combines sessions led by Paul Mitchell with outstanding Guest Faculty Mentors who help broaden horizons and stretch thinking beyond a leader's immediate world. These mentors do not just deliver content. They bring fresh perspective, practical wisdom and challenge from a range of industries and leadership contexts.

GUEST FACULTY MENTORS HAVE INCLUDED:

John Meacock

Former Global Strategy Officer for Deloitte and now Chair of Centerstone Capital.

Focus: Strategy, innovation and turning strategy into action.

Dan McDaniel

Former CEO of the SAS, CEO Australian Special Forces and Deputy CEO of the US Army in the Pacific.

Focus: High performance teamwork, leadership under pressure and disciplined execution.

Cian Mcloughlin

Sales author, founder of Trinity and recognised global authority on win-loss analysis in B2B sales.

Focus: Customer motivation, commercial influence and sales effectiveness.

Carlii Lyon

International consultant on personal leadership branding and contributor to Forbes.

Focus: Personal leadership branding, visibility and communicating value.

Heidi Healy

ADHD and Executive Function Coach with a strong focus on strengths, productivity and neurodiversity at work.

Focus: Neurodiversity, strengths and practical performance strategies.

Andrew Reeves

Highly seasoned CEO, Managing Director and Board Director across food, beverage and agribusiness.

Focus: CEO readiness, strategic leadership and stepping into the C-suite.

Jonathan Brand

Artistic Director at Starlight Children's Foundation Australia and Churchill Fellow.

Focus: Positive disruption, the experience economy and creating intentional moments that matter.

Tara Garson Flower

Founder and Managing Partner, Siriant.

Focus: What every leader needs to know about AI.

More high calibre Guest Faculty Mentors will be introduced across future sessions, shaped by the needs of the cohort.

what's included?

Programme Components

10 x Half-Day Mastermind Sessions - Face-to-face sessions with Paul Mitchell and high calibre Guest Faculty Mentors.

Orientation Session (Virtual or F2F TBC) - A focused session to align expectations, clarify goals, introduce the coaching pathway and set each leader up for a strong year ahead.

High Calibre Guest Faculty Mentors - At least every second session features an external Guest Faculty Mentor who brings fresh perspective, practical wisdom and challenge from beyond the leader's immediate world.

Complimentary Coffee and Morning Tea - Creates space for connection, informal conversation and relationship-building around the formal program.

Leadership Waypoint Review - A midpoint feedback and feedforward process with up to six internal stakeholders, followed by a comprehensive report.

Midway One-on-One Coaching Session With Paul Mitchell - A personalised coaching session to unpack Waypoint Review insights, tackle blind spots and sharpen focus for the second half of the journey.

Ground Control Check-In Calls Every Two Sessions - Regular touchpoints from the human enterprise team to help maintain momentum, accountability follow-through and to give ongoing program feedback so it's constantly improving.

Ongoing Leadership Notes - Practical prompts, models and insights from the human enterprise vault to support reflection, integration and application between sessions.

Buddying Up - Regular peer check-ins using our Peer Support Coaching Model to build accountability, support and honest reflection between sessions.

Online Community Portal - A dedicated space to share ideas, ask questions, access resources and keep connection alive across the year.

Mastermind Companion Pack - Commitment planners, journalling tools and reflection resources to help leaders organise insights and turn learning into action.

Annual Luncheon - A chance to step back, strengthen the cohort connection and celebrate progress.

INCLUDED BONUSES

- **PRINT Diagnostic and Report: "The WHY of You" (\$250)** - Reveals the unconscious motivators and shadow behaviours that influence leadership style, decisions and behaviour under pressure.
- **Kolbe A Index: "The HOW of You" (\$100)** - Leaders uncover their instinctive way of taking action, solving problems and using energy, helping them work with their natural strengths and collaborate more effectively.
- **Basecamp Leadership Essentials Online Course (\$597)** - Covers practical leadership skills that are easy to learn, apply and retain throughout their careers.
- **Leading Family, Friends, and Community Online Course (\$97)** - Helps leaders apply whole-person leadership beyond work, strengthening their impact at home and in the community.
- **Signed Copies of Paul Mitchell's Books: Your Leadership Diamond & Rough Diamonds (\$60)** - Reinforces key takeaways from the program and deepens learning for long-term impact.

**“SO WELL NETWORKED AND HAS
CONNECTED ME WITH BRILLIANT
INDIVIDUALS WHO ENRICH
MY PERSONAL AND
PROFESSIONAL LIFE.”**

Paul to me stands out in his honesty and how he challenges me on my thinking. I need the direct and authentic approach to make progress. Also, Paul is so well networked and has connected me with brilliant individuals who enrich my personal and professional life. I also love Paul's experiences in this lifetime, some very challenging, which to me means he just operates at a different level – a level where all the superficial and appearances fade away and the authentic self shines through.



Peggy Renders

Chief Customer Officer, Industry & Government, Telstra Enterprise

what's your investment?

You cannot afford to lose good talent. And you cannot afford for that talent not to be motivated, inspired and developed. The last thing you want is for them to 'quit and stay'.

If you are serious about building leaders from within, this is not a cost. It is a commitment to readiness, retention and long-term strength. To support flexibility we offer two simple payment options:

OPTION 1 - PAY IN FULL: AU\$15,000 + GST.

A single upfront payment

OPTION 2 - PAYMENT PLAN: AU\$18,000 + GST

An initial deposit of AU\$6,000 + GST, followed by three payments of AU\$4,000 + GST spread over nine months

While we believe our offer already represents excellent value, we also realise that it's still a big investment for your organisation. That's why we are committed to ensuring that you walk away from this experience as a "Raving Fan". In fact, we're so confident that you will, we're prepared to guarantee the results.

If your leaders complete all the designated prework, attend the first two sessions, and fully engage but don't see clear value in continuing, we will credit the fee back to your organisation for future development opportunities.

We'll even spend time with you to assess what happened (or didn't happen) to prevent it in the future. In other words, we won't be happy until you're delighted with our services at **the human enterprise**.



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