



BUILDING SKILLS AND CAPABILITY THAT DRIVE SUCCESS

Helping leaders close the gap between where their people are today and the performance the business needs tomorrow.

**Closing Capability Gaps.
Creating Performance Gains.**

THE GAP BETWEEN
TODAY AND TOMORROW
IS GROWING.



CAPABILITY IS THE DIFFERENCE BETWEEN STRATEGY AND SUCCESS.

Ambition sets the direction.
Capability creates the movement.
Sustained performance turns it
into results.

We help organisations build the leadership
skills, behaviours and mindsets that close
capability gaps and create performance gains
that last.

STRATEGY IS THE PLAN. CAPABILITY IS WHAT MAKES IT REAL. PERFORMANCE IS THE PROOF.



THE ORGANISATIONS THAT WIN TOMORROW WILL BE THE ONES THAT INVEST IN CAPABILITY TODAY.



STRONGER LEADERSHIP

Leaders who inspire clarity, accountability and trust.



HIGH PERFORMING TEAMS

Teams that collaborate better, solve problems faster and deliver together.



BETTER DECISIONS

Confident decisions made with the right information and insight.



SUSTAINED PERFORMANCE

Consistent execution that translates into measurable impact.



LASTING ADVANTAGE

A culture of capability that adapts, evolves and stays ahead.

WE TRANSFORM POTENTIAL INTO PERFORMANCE THAT LASTS.

We partner with organisations to build the capability their people need to lead, adapt and perform in a world that never stands still.



10+
YEARS

Building capability



50+
ORGANISATIONS
Across the UK and
internationally



1,000+
LEADERS

Developed, coached
and supported



20+
SECTORS
From emerging to
established industries

WHO WE ARE

Mindset Leadership is a leadership capability partner for ambitious organisations.

We combine deep expertise, proven frameworks and real-world experience to help leaders and teams close capability gaps and create performance gains that drive business success.

WE DON'T DO THEORY.

WE BUILD CAPABILITY THAT WORKS IN PRACTICE.

OUR VALUES



CURIOSITY

We ask better questions to unlock insight and drive growth.



KINDNESS

We lead with respect and compassion, because people come first.



COLLABORATIVE

We achieve more together through trust, openness and shared purpose.



OPTIMISTIC

We believe in what's possible and help others see the possibilities too.

WHAT WE BELIEVE

- > Strategy only succeeds when leaders have the **capability** to deliver it.
- > Capability is built when **identity**, **behaviour** and **impact** are aligned.
- > Leadership is a skill. **Skills** can be learned. **Habits** can be built.
- > Small shifts in leadership capability create significant **performance gains**.
- > Sustainable performance comes from capability that is **embedded**, not event-based.



OUR APPROACH. BUILT AROUND CAPABILITY. FOCUSED ON RESULTS.

We follow a proven, collaborative process that ensures the right capability is built in the right way—and embedded for long-term performance.

Every engagement is tailored, practical and co-created with you.



The best way to predict the future is to create it.

Peter Drucker

OUR APPROACH

A proven process. Tailored to your context. Designed for lasting impact.



1. DIAGNOSE

Understand what's holding performance back.

- ✓ Assess capability gaps, leadership behaviours and team dynamics
- ✓ Use data, insight and dialogue to identify root causes
- ✓ Create clarity on priorities and desired outcomes



2. DESIGN

Co-create the right capability solution.

- ✓ Co-design a tailored solution aligned to your strategy and culture
- ✓ Blend frameworks, tools and experiences for maximum impact
- ✓ Build a clear plan for real-world application and measurement



3. DELIVER

Build capability. Drive performance. Embed for the long term.

- ✓ Deliver engaging, practical learning experiences
- ✓ Apply learning in real time to solve real business challenges
- ✓ Embed new capabilities through coaching, accountability and reinforcement



OUR IMPACT



STRONGER LEADERS

Leaders with the skills, mindset and confidence to lead through complexity.



BETTER PERFORMANCE

Measurable improvements in execution, productivity and results.



ENGAGED PEOPLE

Healthier teams, stronger collaboration and higher levels of commitment.



SUSTAINABLE CHANGE

Capabilities embedded in behaviours, systems and ways of working.



LASTING ADVANTAGE

A capability edge that drives resilience, adaptability and long-term success.

CAPABILITY SOLUTIONS THAT MEET YOUR LEADERS WHERE THEY ARE.

Our solutions are flexible, evidence-based and designed to create real behavioural change that drives performance.

Whether you need to build capability across your organisation, develop your leaders or transform how teams work together, we create solutions that deliver.

“

You don't rise to the level of your goals.
You fall to the level of your systems.

James Clear

OUR SOLUTIONS

A suite of integrated solutions that build capability and drive performance at every level.



LEADERSHIP DEVELOPMENT

Build the capability to lead with impact.

- ✓ Leadership programmes and experiences
- ✓ Microleadership habits in action
- ✓ Leadership diagnostics and feedback



TEAM EFFECTIVENESS

Build stronger teams that perform together.

- ✓ Team effectiveness programmes
- ✓ Psychological safety and trust
- ✓ Team coaching and facilitation



ORGANISATIONAL CAPABILITY

Build the systems and culture that sustain performance.

- ✓ Capability frameworks and assessments
- ✓ Culture and values alignment
- ✓ Change and transformation support



INDIVIDUAL GROWTH

Drive personal growth that accelerates results.

- ✓ Executive and leadership coaching
- ✓ Mindset and behaviour change
- ✓ Personal effectiveness and wellbeing

WE TAILOR EVERY SOLUTION TO:



Your strategic
priorities



Your culture
and context



Your leaders
and teams



Your desired
business outcomes



Your timeline
and resources



PROVEN IMPACT. TRUSTED BY AMBITIOUS ORGANISATIONS.

We're proud to partner with organisations across sectors who share our belief that capability is the foundation of performance.

Our work creates measurable impact that lasts.



10+
YEARS

Building capability



50+
ORGANISATIONS

Across the UK and internationally



1,000+
LEADERS

Developed, coached and supported



20+
SECTORS

From emerging to established industries

OUR CLIENTS

Growing, people-first businesses. 50–1,000 employees.
Stretched L&D teams or solo People Leaders who know capability can't wait.

WHAT OUR CLIENTS SAY

“



Mindset Leadership helped us align our leadership team around what really matters. The impact on collaboration, decision-making and execution has been significant.

Chief People Officer
Global Technology Organisation

“



The Leadership Habit Heatmap gave us clarity we'd never had before. It's become an essential tool for developing leaders and driving accountability.

Head of Leadership Development
Professional Services Firm

“



Practical, challenging and tailored. Our leaders are applying the habits every day—and we're seeing the results in our culture and performance.

Managing Director
Logistics & Operations Company

“



The team coaching approach helped us embed new ways of working that have strengthened trust, ownership and delivery across the business.

Head of Transformation
Public Sector Organisation



Great leadership isn't luck.
It's built—one capability at a time.

Let's build the capability that drives your next level of success.



mindsetleadership.co.uk

YOU CAN'T BUILD CAPABILITY YOU CAN'T SEE.

Every capability journey starts with understanding where your leaders and teams are today.



What gets measured, gets improved.

Peter Drucker



OUR DIAGNOSTIC ECOSYSTEM

Evidence-based insights that reveal what's happening, why it matters and where to focus.



LEADERSHIP HABIT HEATMAP

See the habits that drive (or destroy) performance.

- ✓ 6 core habits
- ✓ Self, peer and team insight
- ✓ Pressure-tested indicators
- ✓ Actionable heatmaps



INSIGHTS DISCOVERY

Understand behaviours and communication preferences.

- ✓ Identify natural strengths
- ✓ Improve communication
- ✓ Adapt to others
- ✓ Build stronger relationships



MINDSET LEADERSHIP QUOTIENT (MLQ)

Measure how leaders respond to challenge.

- ✓ 6 key challenge behaviours
- ✓ Inner, challenge and relational orientations
- ✓ Actionable development insight



COLLECTIVE ADVANTAGE

Evaluate how effectively teams work together.

- ✓ Collective mindsets
- ✓ Ways of working
- ✓ Accountability and alignment
- ✓ Team capability strengths and gaps



MINDSET ADVANTAGE

Measure growth mindset and adaptability.

- ✓ Growth mindset index
- ✓ Uncertainty and change readiness
- ✓ Learning agility
- ✓ Actionable growth plan



TEAM EFFECTIVENESS

Measure how your team works together.

- ✓ Trust and collaboration
- ✓ Decision-making and accountability
- ✓ Communication and feedback
- ✓ Team health and effectiveness



**BETTER DECISIONS.
STRONGER LEADERS.
LASTING RESULTS.**



Reveal the real drivers behind performance.



Prioritise what will make the biggest difference.



Track progress and prove impact.

SIGNATURE EXPERIENCES. REAL CAPABILITY. REAL RESULTS.

Experiences designed to build the mindsets, habits and behaviours that drive performance under pressure.

“

The most practical and impactful leadership development we've invested in.

Head of People,
Global Technology Company

OUR SIGNATURE CAPABILITY EXPERIENCES

Practical. Engaging. Built for impact that lasts.



LEADERSHIP ACCELERATOR

For new and emerging leaders.

- ✓ Build confidence, credibility and clarity
- ✓ Master the habits of effective leaders
- ✓ Create early wins that build momentum



New & Emerging
Leaders



2-3 Months



Cohort
Programme



OWN THE FUTURE

Commercial confidence in an AI world.

- ✓ Shift mindset from fear to opportunity
- ✓ Strengthen client focus and value creation
- ✓ Leverage AI to work smarter and win more



Sales, Account
& Marketing Teams



1-2 Days



Workshop



HIGH PERFORMANCE TEAMS

Creating teams that execute together.

- ✓ Build trust, alignment and accountability
- ✓ Improve decision-making and ownership
- ✓ Solve real problems, together



Teams & Cross
Functional Groups



2-3 Days



Workshop



EXECUTIVE PERFORMANCE LAB

Leadership under pressure.

- ✓ Sharpen decisions in high-stakes situations
- ✓ Lead with composure and conviction
- ✓ Drive execution when it matters most



Senior Leaders
& Exec Teams



2 Days



Immersive
Experience



MICROLEADERSHIP™

Building capability through daily habits.

- ✓ Embed 6 habits that drive performance
- ✓ Create consistency in the moments that matter
- ✓ Sustainable behaviour change at scale



All Leaders



Ongoing



Programme



PERFORMANCE COACHING

Individual and executive coaching.

- ✓ Overcome personal blockers and blind spots
- ✓ Strengthen impact, influence and resilience
- ✓ Sustained growth and accountability



Individuals &
Senior Leaders



3-6 Months



1:1 Coaching

**EVERY
EXPERIENCE IS:**



Interactive and
highly practical



Built around real
business challenges



Focused on
measurable impact



Designed to embed
and sustain change

AN INTEGRATED ECOSYSTEM. BUILT AROUND WHAT MATTERS MOST.

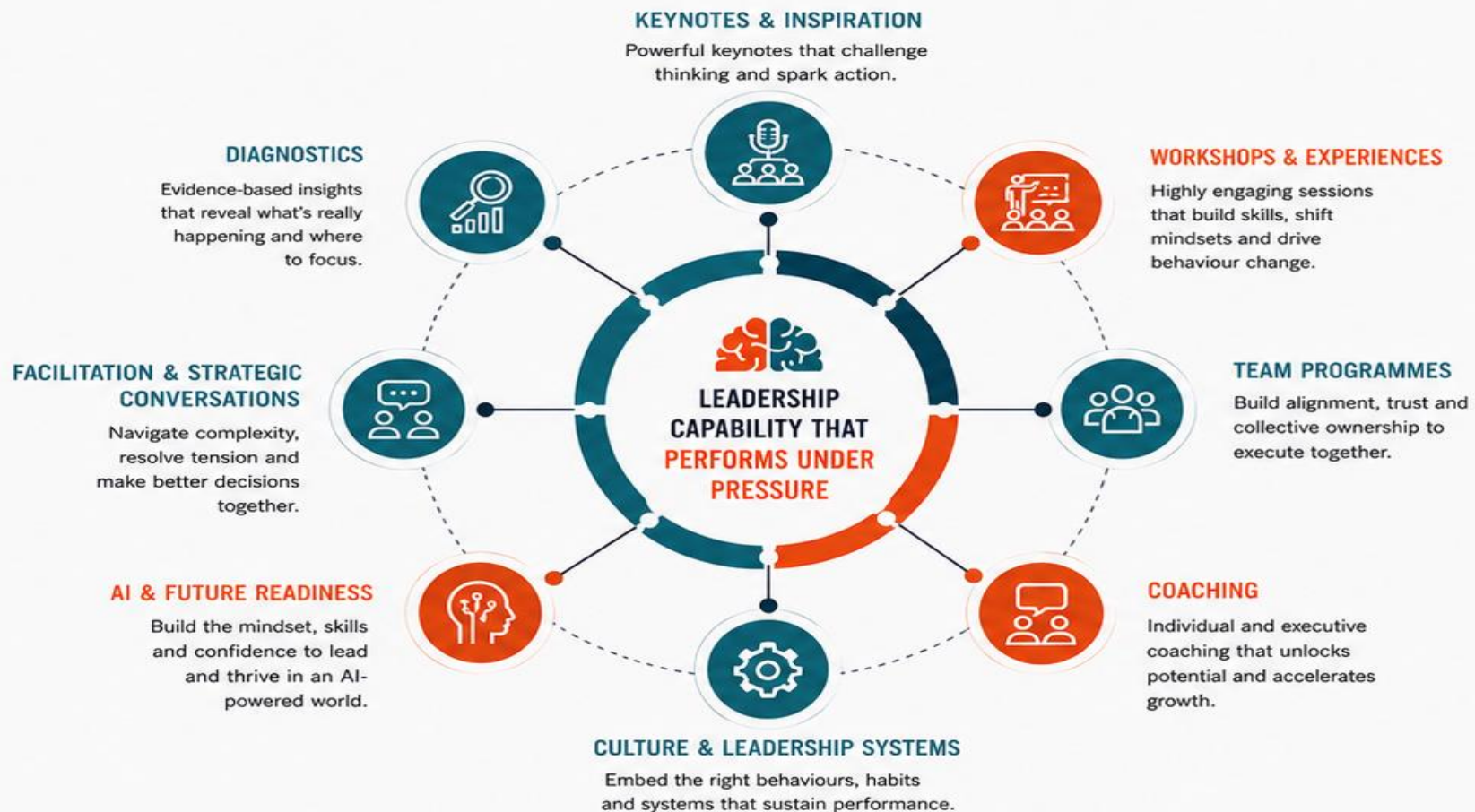
We bring together the right diagnostics, experiences and support to build leadership capability that performs under pressure.



Alone, these elements create value. Together, they create transformation.

THE MINDSET LEADERSHIP CAPABILITY ECOSYSTEM

Everything connects. Everything reinforces. Everything drives results.



THE POWER OF INTEGRATION



Aligned to your strategy and business goals.



Built around your leaders, teams and culture.



Designed for measurable business impact.



Embedded to sustain change and performance.

BUILT ON EXPERIENCE. DRIVEN BY IMPACT.

Two decades of helping leaders and teams perform at their best when it matters most.

“

We don't step up in moments of pressure. We step back to the level of our conditioning and preparation. ”

MEET HAYDN BRATT

Founder of Mindset Leadership.

Leadership coach, facilitator, speaker and author.

Haydn partners with organisations to build the leadership capability that drives performance under pressure.

WHAT SHAPES MY WORK



REAL-WORLD LEADERSHIP

From boardrooms to frontlines, across sectors and scales.



BEHAVIOURAL SCIENCE

Evidence-based insight that drives meaningful change.



PERFORMANCE UNDER PRESSURE

The moments that matter most are where I focus.



PEOPLE-FIRST APPROACH

Building capability that's human, practical and sustainable.



CONTINUOUS GROWTH

Always learning. Always evolving. Always curious.

EXPERIENCE THAT COUNTS



20+
YEARS

In leadership development and organisational performance.



500+
ORGANISATIONS

Supported across the UK and internationally.



1,000+
LEADERS

Coached, developed and empowered to lead.



30+
INDUSTRIES

From tech to healthcare, public sector to professional services.



AUTHOR

- Microleadership™ (2018) 2026 edition in progress
- The M-Powered Business (2023) Amazon #1 category bestseller



RECOGNISED

- Finalist People Management Awards 2015



BEYOND WORK

A runner, coach and outdoor enthusiast. I believe in growth through challenge, curiosity and connection.



TRUSTED PARTNER

We build deep relationships based on integrity and mutual respect.



STRAIGHT TALKERS

We bring clarity, challenge and honest feedback that creates change.



OUTCOME FOCUSED

We're here for one reason: to create measurable performance gains.



HUMAN AT THE CORE

Leadership is about people. Always has been. Always will be.