

---

HOLISTIC LEADERSHIP DEVELOPMENT PROGRAMME · 6 MONTHS

---

# *Becoming an Authentic Leader*



Participants from a previous Becoming an Authentic Leader programme

---

## *Become the leader only you can be*

Becoming an Authentic Leader is a six-month leadership development journey designed to help you lead with greater self-awareness, confidence, and purpose. Grounded in your unique strengths and values, the programme empowers you to navigate complexity, inspire trust, and create meaningful impact — for yourself, your team, and your organisation.

A HOLISTIC LEADERSHIP DEVELOPMENT PROGRAMME

# Six months that change how you lead.

One of a kind since 2021 · 100% satisfaction · 100% would recommend

*A transformative journey designed to help leaders embrace their unique strengths, refine their leadership identity, and build a career driven by purpose and values.*

## A holistic journey that develops the whole leader

**For women in Manager or Senior Manager roles ready to lead authentically.**

Whether you are stepping into a new role, navigating a transition, or ready to lead in a way that feels more genuinely yours — this is not a skills course. It is a personal leadership journey built around your unique strengths, values, and the challenges you face right now.

Through masterclasses, 1:1 coaching, and experiential exercises, you will deepen your self-awareness, clarify what you stand for, and learn to lead from that place consistently — alongside a small group of peers on the same journey, with Charlotte and inspiring leaders by your side.

**I Deepen Self-Awareness**

**II Own Your Journey**

**III Amplify Your Impact**

WHAT YOU WILL GAIN

## Six transformational outcomes

- Define your authentic leadership style and unlock your full leadership potential
- Master feedback — giving and receiving it with confidence and real impact
- Cultivate deep self-awareness and self-compassion to elevate how you lead
- Clarify your purpose and values to lead with greater meaning and intention
- Leverage your CliftonStrengths to drive exceptional results and amplify your influence
- Build a powerful network of peers and mentors to fuel your ongoing growth

**100%**

PARTICIPANT SATISFACTION

**Max 12**

PER COHORT

**17+**

YEARS EXPERIENCE

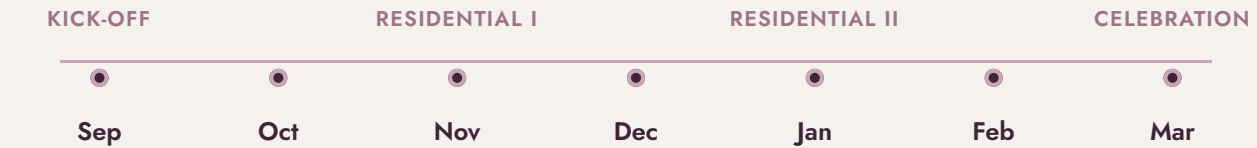
**500+**

LEADERS COACHED

YOUR JOURNEY — SEPTEMBER TO MARCH

# Programme Structure

Max 12 participants · Limited places



A previous Becoming an Authentic Leader cohort

- 1 **CliftonStrengths Assessment & Feedback**  
Completed before the programme. Your CliftonStrengths report and a one-on-one feedback session with Charlotte — the foundation for everything that follows.

---

- 2× **Hybrid Pre-residential Masterclass**  
Two online sessions ahead of each residential — connect with your cohort, set intentions, and arrive at Bautahøj ready to go deep.

---

- 3 **Residential Masterclass I — Bautahøj, Nordsjælland**  
2-day residential. Own room, farm-to-table meals, fjord views. Deep dive into your strengths, values, and authentic leadership identity.

---

- 5× **Hybrid Masterclass with Guest Speaker**  
Nordic leaders and guest facilitators share candid, real stories and practical tools across strengths, purpose, feedback, values-based courage, and regenerative leadership.

---

- 4 **Residential Masterclass II — Bautahøj, Nordsjælland**  
Authentic Leadership — Be True to Myself. Self-awareness to be impactful. Leadership presence, psychological safety, and amplifying your authentic ripple.

---

- 5 **Hybrid Group Follow-up Session**  
Celebrate your journey, consolidate learning, embed new behaviours, and reconnect with your peer community.

## 4× One-on-one Coaching Sessions

Scheduled flexibly across 6 months — tailored to your goals, transitions, and leadership challenges.

MY STORY — GUEST SPEAKERS & FACILITATORS

# Real leaders. Real stories. Shared with honesty and generosity.

Throughout the programme, you will learn from accomplished guest speakers and facilitators from leading Nordic organisations — each sharing their authentic leadership story, hard-won insights, and practical wisdom in a candid, intimate My Story session.



Peer conversation during a My Story masterclass

## Authentic Leadership Stories

Each My Story features a leader sharing their real journey — the doubts, breakthroughs, and moments that shaped who they became.

## Diverse Nordic Voices

Speakers from Denmark, Sweden, Norway, and Finland — a range of industries and leadership experiences, in English and Danish.

## Expert Guest Facilitators

Specialist sessions in Regenerative Leadership, Purpose, Values-Based Courage, and Feedback — with practical tools for your team.

### WHAT PARTICIPANTS WORK ON

## Seven themes of transformation

### Leverage Strengths

Own your career

### Values to Be Courageous

Lead with integrity

### Self-Awareness

Be impactful

### Purpose to Impact

Connect meaning to results

### Regenerative Wellbeing

Sustainable leadership

### Feedback — Best of Us

Give & receive with courage

### Authentic Leadership

Be true to yourself

### WHAT PARTICIPANTS SAY

## 100% satisfaction since 2021 · 100% would recommend

*"It's an understatement to say that I learned more about myself in those 7 months than in the previous 15 years!"*

SIGFRIDUR GUDJONSDOTTIR  
MANAGER, DELOITTE ICELAND

*"An absolutely incredible journey for me in my personal development — deep self-insight and self-reflection."*

METTE ANDREASSEN  
SENIOR MANAGER, DELOITTE DENMARK

*"The biggest takeaway was self-assurance — knowing one's strengths and embracing them."*

RUCHIKA SHARMA  
SENIOR MANAGER, DELOITTE DENMARK

You will build genuine peer relationships with other ambitious leaders — a network that lasts long beyond the programme.

— YOUR COACH

# Meet Charlotte Søndergaard

**Charlotte Søndergaard** is a leadership coach, facilitator, speaker, podcast host, and founder of Authentic Leaders DK. With more than 17 years of experience, Charlotte brings deep expertise in strengths-based leadership, psychological safety, and holistic leadership development. Former Human Capital & DEIB Lead at Accenture Denmark — the first DEIB Lead in Denmark.

- ICF Certified Systemic Coach
- Gallup CliftonStrengths Coach
- MSc Applied Positive Psychology
- Certified LEGO® SERIOUS Play® Facilitator
- Former Human Capital & DEIB Lead — first in Denmark



— WHY THIS PROGRAMME STANDS OUT

## Holistic by design

Not a skills course. Develops the whole leader — mindset, identity, presence, strengths, and sustainable well-being.

## A true community

Genuine peer relationships with ambitious Nordic leaders — a network that lasts long beyond the programme.

## Strong credentials

ICF Systemic Coaching, Gallup CliftonStrengths, Positive Psychology, Regenerative Leadership, LEGO® SERIOUS Play®.

## Proven impact

Established 2021. 100% satisfaction. 100% recommend. Real outcomes: promotions, career ownership, authentic confidence.

— YOUR INVESTMENT

# DKK 29.750

Exclusive of VAT

Own room, catering & materials

— READY TO BECOME THE LEADER YOU ARE MEANT TO BE?

## Apply now — the September 2026 cohort is forming.

Book a free 30-minute clarity call to explore whether this programme is right for you.

[authenticleaders.dk](https://authenticleaders.dk) · [authenticleaders@outlook.dk](mailto:authenticleaders@outlook.dk) · Copenhagen, Denmark