

HOLISTIC LEADERSHIP DEVELOPMENT PROGRAMME · 6 MONTHS

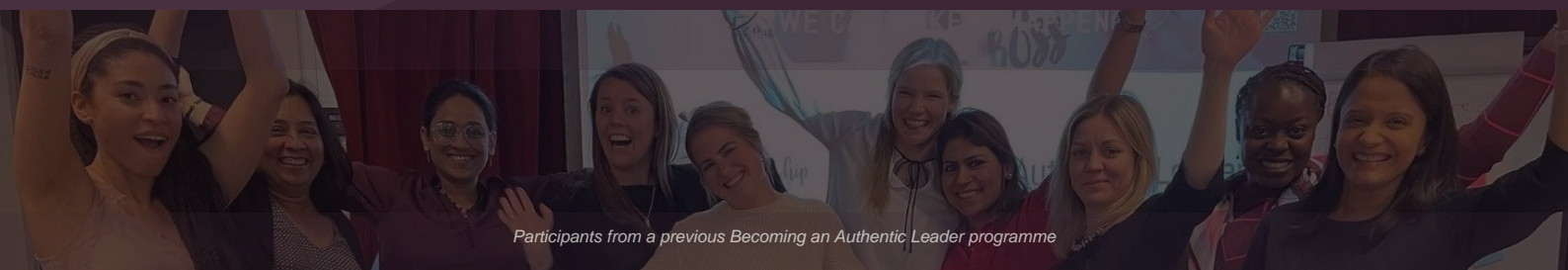
Becoming an Authentic Leader

Lead with clarity. Lead with purpose. Lead as your true self.

ESTABLISHED 2021

100% PARTICIPANT SATISFACTION

MAX 12 PARTICIPANTS



Participants from a previous Becoming an Authentic Leader programme

SEPTEMBER – MARCH

PROGRAMME DATES

MANAGERS & SENIOR MANAGERS

WHO IT'S FOR

ENGLISH & DANISH

LANGUAGE

YOUR INVESTMENT INCLUDES

- 1 x CliftonStrengths assessment & individual feedback — completed before start
- 2 x 2-day residential masterclasses at Bautahøj, Nordsjælland (own room incl.)
- 5 x Hybrid Masterclass I-V · My Story — Nordic leaders & guest facilitators
- 4 x One-on-one coaching sessions — booked flexibly across 6 months
- 1 x Hybrid follow-up masterclass — celebrate, integrate, and reconnect

INVESTMENT

★ EARLY BIRD · SAVE DKK 5.175 ★

DKK 24.575

Exclusive of VAT

+ DKK 5.000 excl. VAT

Own room, catering & materials
Sign up before 1 July 2026

STANDARD PRICE

DKK 29.750

Exclusive of VAT

+ DKK 5.000 excl. VAT

Own room, catering & materials
 All prices exclusive of VAT

Apply at [AUTHENTICLEADERS.DK](https://authenticleaders.dk) · authenticleaders@outlook.dk

"True success isn't about doing more — it's about becoming even more of who you already are."

— A HOLISTIC LEADERSHIP DEVELOPMENT PROGRAMME

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

Six months that change how you lead.

A holistic leadership development programme with strong credentials — designed to help you become an authentic, impactful, self-aware, and intentional leader with a sustainable approach to life. Whether you are stepping into a new role, leading change, or seeking a more authentic way to lead — this programme is your journey.

<p>I</p> <p>Deepen</p> <p>Self-Awareness</p> <p>Discover what drives you, uncover your strengths, and align your leadership with your deepest values.</p>	<p>II</p> <p>Own</p> <p>Your Journey</p> <p>Navigate transitions with clarity and courage. Individual coaching sessions support every step.</p>	<p>III</p> <p>Amplify</p> <p>Your Impact</p> <p>Build authentic relationships, foster psychological safety, and lead with presence that inspires others.</p>
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— WHAT YOU WILL GAIN

Six transformational outcomes

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

— THIS PROGRAMME IS FOR YOU IF...

You are a Manager or Senior Manager ready to lead authentically

ICF Certified Systemic Coach · Gallup CliftonStrengths · MSc Applied Positive Psychology · LEGO® SERIOUS Play® · 17+ years · 500+ leaders

— YOUR JOURNEY — SEPTEMBER TO MARCH

Max 12 participants · Limited places

Programme Structure

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 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.

3 Hybrid Masterclass I · My Story — Leverage Strengths: Own Your Career

A Nordic leader shares how they discovered their strengths and built a career with full intention and authentic confidence.

4 Hybrid Masterclass II · My Story — Purpose to Impact

How to connect your deepest purpose to the impact you create — and build a meaningful, sustainable leadership life.

5 Hybrid Masterclass III · My Story — Feedback: The Best of Us

Practical tools for giving and receiving feedback that builds trust, psychological safety, and lasting growth.

6 Hybrid Masterclass IV · My Story — Values to Be Courageous

A senior leader shares their story of leading with values-based courage — navigating complexity and staying true to themselves.

7 Hybrid Masterclass V · My Story — Regenerative Practice & Wellbeing

Regenerative leadership: how to lead sustainably, protect your energy, and build lasting well-being.

8 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.

9 Hybrid Group Follow-up Session

Celebrate your journey, consolidate learning, embed new behaviours, and reconnect with your peer community.

4 x 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.

<p>→</p> <p>Authentic Leadership Stories</p> <p>Each My Story features a leader sharing their real journey — the doubts, breakthroughs, and moments that shaped who they became.</p>	<p>◆</p> <p>Diverse Nordic Voices</p> <p>Speakers from Denmark, Sweden, Norway, and Finland — a range of industries and leadership experiences, in English and Danish.</p>	<p>■</p> <p>Expert Guest Facilitators</p> <p>Specialist sessions in Regenerative Leadership, Purpose, Values-Based Courage, and Feedback — with practical tools for your team.</p>
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— WHAT PARTICIPANTS WORK ON

Seven themes of transformation

Leverage Strengths Own your career	Purpose to Impact Connect meaning to results	Feedback — Best of Us Give & receive with courage	Values to Be Courageous Lead with integrity
Regenerative Wellbeing Sustainable leadership	Authentic Leadership Be true to yourself	Self-Awareness Be impactful	

— WHAT PARTICIPANTS SAY

100% satisfaction since 2021 · 100% would recommend

<p><i>"I learned more about myself in those 7 months than in the previous 15 years!"</i></p> <p>PROGRAMME PARTICIPANT</p>	<p><i>"I found out I have every quality to become a transformative leader who leads by inspiring others."</i></p> <p>PROGRAMME PARTICIPANT</p>	<p><i>"This helped me move from being a do-er to becoming an enabler of others — the best approach ever."</i></p> <p>PROGRAMME PARTICIPANT</p>
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— A TRUE COMMUNITY

— 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

Truly one of a kind in the Nordic market

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

Choose your path to authentic leadership

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to secure the early bird price.
Own room, catering & materials

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LIMITED TO MAX 12 PARTICIPANTS · EARLY APPLICATIONS WARMLY ENCOURAGED

— 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 · authenticleaders@outlook.dk · Copenhagen, Denmark