

HOLISTIC LEADERSHIP DEVELOPMENT PROGRAMME · 6 MONTHS

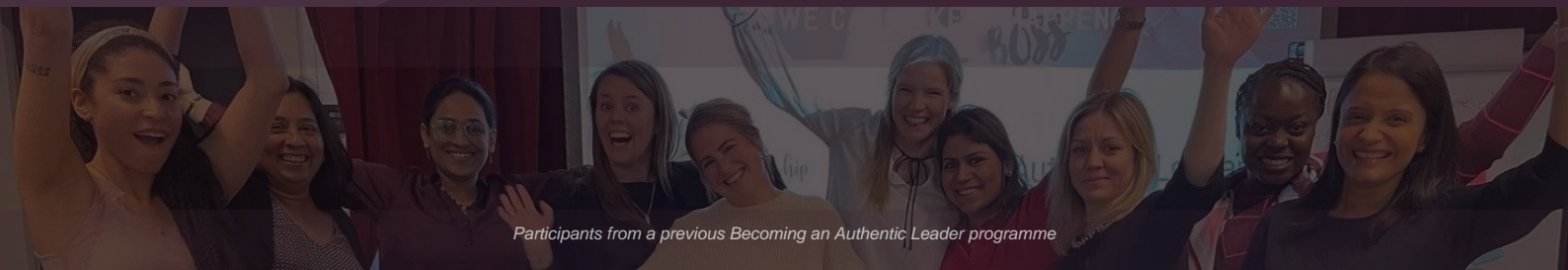
# Becoming an Authentic Leader

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 Hybrid Strength assessment & individual feedback, and report 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

★ 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 · 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><b>I</b></p> <p><b>Deepen</b></p> <p>Self-Awareness</p> <p>Discover what drives you, uncover your strengths, and align your leadership with your deepest values.</p>	<p><b>II</b></p> <p><b>Own</b></p> <p>Your Journey</p> <p>Navigate transitions with clarity and courage. Individual coaching sessions support every step.</p>	<p><b>III</b></p> <p><b>Amplify</b></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
- Leverage your CliftonStrengths to drive exceptional results and amplify your influence
- Clarify your purpose and values to lead with greater meaning and intention
- Cultivate deep self-awareness and self-compassion to elevate how you lead
- Master feedback — giving and receiving it with confidence and real impact
- 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><b>Authentic Leadership Stories</b></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><b>Diverse Nordic Voices</b></p> <p>Speakers from Denmark, Sweden, Norway, and Finland — a range of industries and leadership experiences, in English and Danish.</p>	<p>■</p> <p><b>Expert Guest Facilitators</b></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

<b>Leverage Strengths</b> Own your career	<b>Purpose to Impact</b> Connect meaning to results	<b>Feedback — Best of Us</b> Give & receive with courage	<b>Values to Be Courageous</b> Lead with integrity
<b>Regenerative Wellbeing</b> Sustainable leadership	<b>Authentic Leadership</b> Be true to yourself	<b>Self-Awareness</b> 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><b>PROGRAMME PARTICIPANT</b></p>	<p><i>"I found out I have every quality to become a transformative leader who leads by inspiring others."</i></p> <p><b>PROGRAMME PARTICIPANT</b></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><b>PROGRAMME PARTICIPANT</b></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.

### Strong credentials

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

### A true community

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

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