

Lead with Confidence Lead with Purpose Lead with *Authenticity*



Become the leader you already have the potential to be.

Over six months, you'll develop the confidence, clarity, and self-awareness to communicate with impact, navigate important conversations, influence stakeholders, and lead authentically — without pretending to be someone else.

Leadership That Doesn't Ask You to Perform

This programme is for you if you recognise yourself in this:

- Lead people and want to deepen your impact
- Feel successful, yet know there is another level of leadership available
- Want to lead with authenticity without losing yourself
- Value reflection, courage, and meaningful change
- Want to leverage your strengths and step more fully into your leadership potential
- Want to stop performing leadership and start embodying it

Your own leadership journey begins here.

"A fantastic programme that helps you capitalise on your ideas and personalise your growth as an individual and as a leader."

ESTEFANIA MONTANO
SENIOR MANAGER, DELOITTE SWEDEN

100%

OF PARTICIPANTS

Are very happy with the programme and would recommend it to other leaders

Believe the combination of coaching, webinars, and masterclasses is highly inspiring

Have developed their own authentic leadership style through the programme

Have built a valuable and lasting leadership network with their peers

Find the strengths-based approach instrumental in their leadership journey

Report increased self-awareness leading to career ownership and progression

Where Authentic Leadership Begins

Know Yourself



Own Your Leadership



Expand Your Impact

Whether you're stepping into a new leadership role, navigating a significant transition, or simply ready to lead in a way that feels more genuinely your own, this programme meets you where you are — and helps you discover the leader you were never meant to imitate.

This is not a traditional leadership course. It is a deeply personal leadership experience, thoughtfully designed around your unique strengths, values and aspirations.

Through immersive learning experiences, individual coaching and meaningful dialogue with accomplished leaders, you will develop the clarity, confidence and self-awareness to lead with authenticity, sound judgement and lasting impact.

Imagine walking into executive meetings without rehearsing who you need to be. Leading difficult conversations with calm confidence instead of second-guessing yourself afterwards. Making decisions grounded in your values and leading with consistency — not only on your best days, but every day.

To create the trust, openness and depth that meaningful transformation requires, each cohort is intentionally small and carefully selected. Every participant contributes to an environment where honest conversations, thoughtful challenge and mutual learning can flourish. The result is a trusted community of leaders who grow together and build relationships that often extend well beyond the programme itself.

Throughout the programme, you will be guided by experienced coaches and supported by a carefully selected circle of accomplished guest leaders, each bringing valuable perspectives from their own leadership journeys. Together, we create a confidential space for reflection, challenge and growth — empowering you to lead with greater confidence, authenticity and purpose, in a way that is uniquely your own.

A Programme You Can Picture

GETTING
STARTED

1ST
RESIDENTIAL

WIDENING
THE VIEW

FINAL
STORY

PREPARING
TO RETURN

CLOSING
RESIDENTIAL



Sep



Oct



Nov-Dec



Jan



Feb



Mar



A previous Becoming an Authentic Leader cohort

1 **Getting Started** — *Month 1*

A welcome call to align on your goals, your Gallup CliftonStrengths assessment, and the first pre-residential masterclass to open the programme.

2 **The First Residential** — *Month 2*

A two-day residential masterclass at Bautahøj, followed by the first two My Story sessions with Nordic guest speakers.

3-4 **Widening the View** — *Months 3-4*

Three further My Story sessions, each bringing a different senior leader's story and perspective into the room.

5 **Preparing to Return** — *Month 5*

A second pre-residential masterclass, setting up the final residential at Bautahøj.

6 **The Closing Residential** — *Month 6*

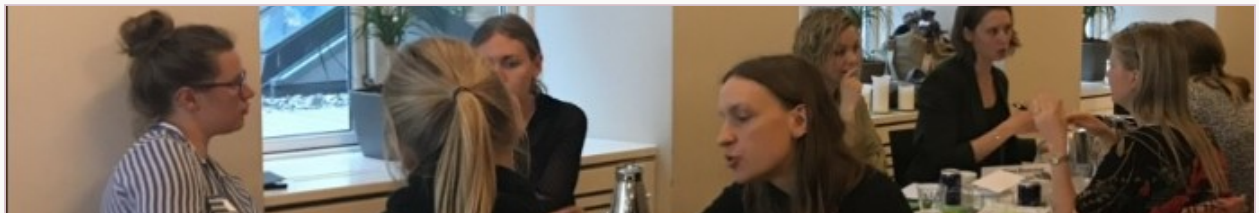
A second two-day residential masterclass at Bautahøj, marking the close of the six months.

+ **Four Individual Coaching Sessions, and a Follow-up**

Yours to book whenever suits you across the six months, plus a hybrid group follow-up three months on to check in on what has changed.

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.



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 with practical tools you can bring straight back to your team.

WHAT PARTICIPANTS SAY

Voices from the programme

"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

Delivered at Deloitte Across Denmark, Finland, Iceland, Norway & Sweden

Charlotte has delivered this programme for Deloitte across multiple Nordic markets, working with Managers, Senior Managers and Directors.

The programme has consistently received 100% satisfaction scores, and participants have achieved tangible career progression, promotions, and leadership breakthroughs.

Designed for Leaders Who Are Ready for Their Next Chapter

This programme was built from the real, lived experience of women leaders — and from the structures and cultures that can make leadership harder to see as an achievable, wanted next step, even for those who are more than ready for it.

What we've proven, cohort after cohort, is simple: women do want to lead. They're being promoted, stepping up, and doing it while holding onto who they are — not by performing a version of leadership that was never built with them in mind.

The self-awareness, confidence and impact this programme builds are not unique to any one gender. So while Becoming an Authentic Leader was created from and for women's experience, its principles empower any leader ready to stop performing leadership and start embodying it.

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

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

Meet Charlotte Søndergaard

Charlotte Søndergaard is a leadership coach, facilitator, speaker, and founder of Authentic Leaders DK. With more than 17 years of experience partnering with ambitious leaders and global organisations, she supports leadership development, organisational transformation, and authentic leadership grounded in strengths, values, and self-awareness.

Former Human Capital & DEIB Lead at Accenture Denmark, Charlotte combines psychological safety, values-based leadership, and CliftonStrengths to help leaders lead with greater clarity, confidence, and authenticity. Her clients include leaders from organisations such as Novo Nordisk, Microsoft, Ørsted, Deloitte, EY, and Implement.

Charlotte is the creator of The Authentic Leadership Journey™, her signature leadership development framework that guides leaders from deeper self-awareness to intentional action and lasting organisational impact.

Her belief is simple: leadership is not about becoming someone else — it is about understanding yourself deeply enough to lead with authenticity and create an impact that extends beyond you.

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



The Authentic Leadership Journey™

A proprietary three-stage coaching methodology built over years of working with leaders across the Nordic region. Each stage is designed to compound on the last, creating lasting, authentic transformation rather than a temporary shift in behaviour.

I

The Mirror

You can't lead others well until you see yourself honestly.

Using CliftonStrengths and values-based coaching, we create a clear, unfiltered picture of how you actually show up as a leader — not how you think you do, or how you hope others experience you. Together, we uncover your patterns, blind spots and untapped strengths, giving you the self-awareness to lead with greater clarity, confidence and authenticity.

CLIFTONSTRENGTHS ·
VALUES MAPPING · SELF-
AWARENESS

II

The Shift

Awareness without action is just insight.

This is where awareness becomes action — where old patterns are replaced by new choices, and clarity becomes confidence in real leadership situations. We work within your actual leadership context: your team, your organisation and your challenges, ensuring every insight translates into how you lead on Monday morning.

BEHAVIOUR CHANGE ·
CONFIDENCE · REAL-
WORLD LABS

III

The Ripple

Authentic leaders don't just perform better — they change the rooms they walk into.

We build the presence, communication and influence that make your leadership felt long after you leave the room. Your impact ripples outward — shaping your team, your organisation and your relationships, creating cultures of psychological safety, belonging and sustainable performance.

IMPACT · CULTURE
BUILDING ·
PSYCHOLOGICAL SAFETY

"The journey from knowing yourself to changing the culture around you — that is the entire work of authentic leadership. And it is always worth doing."

CHARLOTTE SØNDERGAARD · AUTHENTIC LEADERS

A Beautiful Setting for Deep Development and Collaboration



As part of the Becoming an Authentic Leader journey, you will join our residential masterclasses at the beautiful and tranquil **Bautahøj**, Nordsjælland.

Surrounded by inspiring nature and removed from the pace of everyday leadership, Bautahøj offers the ideal regenerative setting for reflection, deep learning, and meaningful conversations.

During your stay, you will have your own private room and enjoy full catering throughout the masterclass, allowing you to be fully present and immersed in the journey. This dedicated time away from daily responsibilities creates the space to pause, gain new perspective, and learn together with like-minded leaders.

Bautahøj is easily accessible — arrive by car with convenient parking available, or by train to Frederikssund followed by a short taxi ride to the venue.

2 × 2 Days

RESIDENTIAL

MASTERCLASSES

Own Room

PRIVATE

ACCOMMODATION

Full Catering

INCLUDED

THROUGHOUT

Nordsjælland

BAUTAHØJ,

DENMARK

Programme fee

DKK 29.750

Excl. VAT. Covers the full six-month programme, September to March.

Included in your investment

- Gallup CliftonStrengths assessment and a one-to-one feedback session
- Four one-to-one coaching sessions, flexible across the six months
- Two pre-residential hybrid masterclasses
- Two 2-day residential masterclasses at Bautahøj, Nordsjælland, with own room
- Five hybrid masterclasses — My Story, with Nordic guest speakers
- A hybrid group follow-up session
- A peer community of up to twelve ambitious leaders

Ready to Become an *Authentic* Leader?

Applications are now open for our September cohort. To create the trust, depth and personal attention that meaningful leadership development requires, we intentionally keep each cohort small.

Apply for a complimentary 30-minute Discovery Conversation to explore whether this programme is the right fit for you. No obligation — simply an open and honest conversation.

"I got clarity on my strengths, and confidence, tools and guidance to develop as a leader. Charlotte is a warm-hearted coach who also knows when to push you for concrete progress."

SANNA TOPPARI
SENIOR MANAGER, DELOITTE
FINLAND

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Authentic Leaders DK · Charlotte Søndergaard

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