

Inside-Out Leadership

Calm, confident leaders, built from the inside out.

Under pressure, capable people often go quiet or hold back when they should speak up. Inside-Out Leadership starts with each leader's own Resilience Assessment, then builds the inner steadiness and outer presence they need to influence others and lead through change.

At a glance

FOR	Emerging and high-potential leaders
FORMATS	Half-day, full-day or 5-month journey
DELIVERY	In person, virtual or blended, APAC
MEASURED	Resilience Assessment, before and after

WHY ORGANISATIONS BRING US IN

- Strong technical talent, leadership skills lagging
- Leaders who hold back from challenging or influencing
- A talent pipeline that must be ready sooner

WHAT LEADERS LEAVE WITH

- ✓ **Self-awareness** of how they react under pressure
- ✓ **Calm under pressure**, with tools to reset and reframe
- ✓ **Presence and trust** that get them heard
- ✓ **Influence without authority**, on real challenges

THE PROGRAMME Four shifts, from the inside out

INSIDE

Insight

1

Know your resilience profile and what pulls you off course.

INSIDE

Mastery

2

Handle pressure and setbacks, and reframe challenges.

OUTSIDE

Engage

3

Build a calm, assertive presence that earns trust.

OUTSIDE

Influence

4

Move people and decisions, with live practice and feedback.

THE FULL JOURNEY How the 5-month talent programme runs

1

Assess

Launch and Resilience Assessment

2

Master the inner game

Virtual masterclass

3

Engage with impact

Virtual masterclass

4

Influence

2.5-day face-to-face lab on real business projects

5

Remeasure

Follow-up assessment and group report

Between sessions: learning pods with senior mentors, 1:1 coaching options and weekly practice nudges, so new habits hold.

IN PRACTICE · SANOFI

92

emerging leaders across 3 cohorts

5.0/5

participant rating for overall experience

2026

adopted into Sanofi's global leadership programme

Running since 2024 with cohorts from Southeast Asia, India, South Korea and Australia, expanding to Africa and Eurasia in 2026.

"It helped us better understand how collaboration, communication, and trust can turn individual strengths into collective success."

Management committee member, Sanofi, 2025

WHY THE RESILIENCE INSTITUTE

- 22 years of resilience research
- Led by Manish Arneja, former Fortune 500 HR leader
- Trusted by L'Oréal, AXA, HSBC, Nestlé and Shell

B Corp Certified

ISO 27001

ICF CCE Provider

HRM Asia Gold 2023

Let's design it around your leaders

Book a 30-minute conversation on your talent goals, plus a free Resilience Assessment for up to 5 people.

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Explore the series