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YORK
ST JOHN
UNIVERSITY

York
Business
School

Foundations of Effective Leadership

A Masterclass series designed to develop
confident, compassionate and engaging leaders.

Foundations of Effective Leadership is a Masterclass series delivered by York Business School at York St John University, designed to develop leadership skills, knowledge and self-confidence. Each Masterclass combines evidence-based theories and frameworks with practical skills which can be applied straight away.

To maximise interaction and engagement, Masterclasses are limited to 16 delegates. Sessions include a range of individual and group exercises alongside opportunities to reflect on personal experience and share different perspectives and knowledge.

A workbook will be provided for each Masterclass alongside a post-session copy of PowerPoint slides and a CPD certificate. Additional resources will also be provided to support learning beyond the Masterclass.

Who are these Masterclasses for?

These Masterclasses are ideal if you are:

- Preparing to step into a new leadership or management role.
- Currently leading a team, managing projects or supporting others and want to strengthen your leadership skills, knowledge and self-confidence.
- Looking to invest in your professional development and unlock your leadership potential for the future.

Whether you are early in your leadership career or already have experience in leading others, these Masterclasses provide strong foundations to support your personal and professional development.

How and where are the Masterclasses facilitated?

In person

Each Masterclass is facilitated in person at York St John University. Masterclass 1 runs 9.30am to 1pm and Masterclass 2,3,4 and 5 runs 9.30am to 4pm. Refreshments are provided for each Masterclass.

In-house

For organisations with multiple delegates, the Masterclass series can also be facilitated in-house at your organisation. This option is ideal for organisations looking to collectively develop leaders and build a shared leadership culture amongst teams.

PRINT®

Masterclass 1 – Discover your Best Self using PRINT®

Explore what motivates you and influences your leadership practice. Receive a personalised PRINT® report, an advanced leadership development tool.

By the end of the Masterclass, you will:

- Identify your Unconscious Motivators® and the underlying drivers behind your thoughts, feelings and behaviours.
- Gain insight into what drives your success as a leader and also behaviours which might limit your effectiveness.
- Recognise your preferred leadership style and how you might adapt your style to meet the needs of others.

While not mandatory, the PRINT® Masterclass is highly recommended and will support learning and insights across the full suite of Masterclasses.



23 September 2026 | 9.30am to 1.00pm
[Book Now](#)

Masterclass 2

Leading with Confidence and Authenticity.

Develop self-awareness, emotional intelligence and confidence to lead with authenticity and impact.

By the end of the Masterclass, you will:

- Identify the characteristics of effective leadership and develop your own authentic leadership style.
- Increase self-awareness and understand the role of emotional intelligence as the foundation of effective leadership.
- Learn strategies to project confidence while communicating and influencing across your organisation.
- Raise awareness of imposter syndrome and explore practical strategies to overcome it.



16 October 2026 | 9.30am to 4.00pm
[Book Now](#)

Masterclass 3

Building Personal and Team Resilience and Wellbeing.

Strengthen your personal resilience and wellbeing while learning how to create an environment where others can thrive.

By the end of the Masterclass, you will:

- Increase your awareness of the sources and symptoms of stress.
- Explore the key foundations of wellbeing and identify practical strategies to strengthen personal resilience.
- Understand your role as a compassionate leader and the core behaviours and skills to support others.
- Develop strategies to enhance wellbeing and resilience amongst the team and create psychological safety.



2 November 2026 | 9.30am to 4.00pm
[Book Now](#)

Masterclass 4

Holding Courageous Conversations and Delegating with Confidence.

Develop self-confidence and practical skills to navigate courageous conversations and empower others through effective delegation.

By the end of the Masterclass, you will:

- Develop the skills and understanding to build rapport and approach courageous conversations with ease and professionalism.
- Learn how to prepare for and assertively approach courageous conversations to achieve a positive outcome.
- Explore how to adapt leadership style to empower others, while identifying the barriers to effective delegation.
- Identify practical strategies to delegate effectively.



11 December 2026 | 9.30am to 4.00pm
[Book Now](#)

Masterclass 5

Cultivating a Coaching Culture for Team Engagement

Create high trust, inclusive environments where teams are engaged, collaborate and flourish.

By the end of the Masterclass, you will:

- Build knowledge of how to cultivate a coaching culture to enhance creativity, inclusion and trust.
- Learn and apply the components of a Thinking Environment® (Nancy Kline) to improve team communication and enhance positive relationships.
- Master expertise in practical applications to lead and engage others and encourage independent thinking.
- Develop the skills to design and lead effective meetings to ensure everyone has a voice.



18 January 2027 | 9.30am to 4.00pm
[Book Now](#)

About the Facilitator

Rachel Martin has worked in learning and development for nearly 20 years. As a Senior Lecturer at York St John University, Rachel has led postgraduate modules in leadership, coaching and wellbeing. She has worked extensively with NHS Trusts across Humberside and North Yorkshire, providing bespoke leadership programmes and tailored Masterclasses.

Rachel has now established her own company specialising in leadership development and executive coaching, working with public and private organisations. She remains an Associate Lecturer at York St John University and also works as an Associate for two National organisations.

Rachel has a range of accreditations which underpin her expertise and knowledge:

- MSc Personal and Corporate Coaching
- Postgraduate Certificate in Education
- An Accredited PRINT® Coach
- A Certified Facilitator for Time to Think, Nancy Kline
- An Accredited Real World Group 360° feedback Coach
- A trained Bereavement Support Volunteer for St Leonard's Hospice for over 6 years.

Cost

- **Single Masterclass*: £200**
*Masterclass 1 includes a personalised PRINT® report worth £85+VAT.
- **All 5 Masterclasses: £900 (10% discount)**

Find out more

www.yorksj.ac.uk/study/short-courses-and-cpd



Current dates

Masterclass 1 – Discover your Best Self using PRINT®
23 September 2026 | 9.30am to 1.00pm

Masterclass 2 – Leading with Confidence and Authenticity.
16 October 2026 | 9.30am to 4.00pm

Masterclass 3 – Building Personal and Team Resilience and Wellbeing.
2 November 2026 | 9.30am to 4.00pm

Masterclass 4 – Holding Courageous Conversations and Delegating with Confidence.
11 December 2026 | 9.30am to 4.00pm

Masterclass 5 – Cultivating a Coaching Culture for Team Engagement.
18 January 2027 | 9.30am to 4.00pm

York St John University
Lord Mayor's Walk
York
YO31 7EX

✉ business@yorksj.ac.uk

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