



LEADERSHIP CENTRE
of EXCELLENCE

In Partnership
With



NATASHA HUGHES

Your Leadership Pathway

Uniting People and Purpose with Real Impact



If you want to:

- Strengthen your leadership presence, emotional intelligence and decision-making
- Improve communications, trust, team effectiveness and alignment
- Develop the resilience, adaptability and strategic mindset modern leadership demands
- Have people experience you differently as a leader after this programme

Then this Programme is for you!



Structured Training Solutions

Tailored Programme to Fit Your Needs



Expert Facilitators

Experienced, Engaging & Impactful



Proven Results

Measurable Leadership Growth

Leadership Centre of Excellence in partnership with Natasha Hughes

Contact Charley:
charley@leadershipcentreofexcellence.ie




NATASHA HUGHES

Contact Natasha:
natasha@natashahughes.ie

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Modern leadership requires emotional intelligence, adaptability, and the ability to inspire belonging and wellbeing while balancing technological disruption with rising people expectations.

Your Leadership Pathway will guide you in moving from control and efficiency to connection, purpose, and adaptability. It will support you in preparing for a future where success is measured by how well you empower your people, leverage technology responsibly and safely, and build and sustain trust.

PROGRAMME STRUCTURE & KEY TOPICS

Your Leadership Pathway is designed as a blend of in-person training, coaching, and mentoring over a 3-month period, with space for implementation between modules.

- **Pre-Programme:** RocheMartin **Emotional Capital Report (ECR) Self-Assessment** completion (12-15 mins).
Personalised reports provided on Kick-off day.
- **Kick-off Day (In-person):** Introduction to **Emotional Intelligence and ECR and Modern Leadership Practices**.
- **2 x Online 1:1 Coaching** based on your personalised ECR self-report.
- **In-person Training Day: Mastering Self-Leadership & Empowering and Engaging Your People.**
- **2 x Online Peer Mentoring Sessions** (2 hours each) on business-related challenges.
- **Close-Out Day (In-person): Communications & Conflict Management.**
- **3-Month Implementation Review (Online):** 3-hour follow-up session.

Your Leadership Pathway resources will be provided electronically in advance of Kick-off day.



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CLIENT EXPERIENCE

"The Leadership Development Programme was designed and delivered by Charley Swords and Natasha Hughes. The workshops were thoughtfully crafted to align with their complementary training and coaching styles. A standout feature was a full-day session where both the trainer and coach worked side-by-side, creating a dynamic and engaging learning experience that brought the programme's themes together in a powerful way. The programme has had a meaningful impact, with participants demonstrating increased confidence, leadership capability, and readiness to contribute at a more strategic level."

E. McCormack, L&D Specialist, MedTech

"Excellent training delivered by excellent facilitators. A depth and breadth of knowledge was delivered, all beneficial and thought provoking."

S. K., Finance Manager

WHO THIS PROGRAMME IS FOR:

This programme is designed for **Executives, Middle Managers, and Business Owners across all sectors.**

It is especially relevant if you want to:

- Refresh your leadership style in a rapidly changing environment.
- Strengthen your ability to lead people with confidence and purpose.
- Build a sustainable leadership plan while scaling or transforming your business.
- Transition successfully from corporate to entrepreneurial leadership.



EXPECTED OUTPUTS:

Participants will leave with:

- Increased confidence in leading people and performance
- A clear understanding of their leadership impact
- Enhanced emotional intelligence and self-awareness
- Practical tools for communication and conflict management
- Strategies to empower and engage teams
- A personalised leadership development roadmap
- A measurable workplace action plan



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YOUR FACILITATORS

Charley Swords

Reframe – Reset – Reposition



Charley is an internationally recognised Leadership Strategist with 29 years' experience in leadership and strategy development across Ireland, Europe, Africa, the Middle East, and Asia. She partners with Boards, CEOs, and senior leadership teams to rethink how leadership is understood and practised. She combines strategic insight, commercial acumen, and a deep understanding of human behaviour in organisations.

Her work challenges leaders to close the gap between what they want to achieve and how they are actually leading, helping them think more clearly, act more decisively, and deliver meaningful results.

Working across sectors including financial services, manufacturing, civil engineering, professional services, and healthcare, Charley has supported organisations through major transformation, strategic change, leadership development and mergers and acquisitions.

Her approach and work is known for being engaging, thought-provoking, and immediately applicable, leaving leaders with not just new ideas, but a fundamentally different perspective on their role, impact, and responsibility. At the core of her work is a simple belief: when leadership changes, everything changes.

Natasha Hughes

**Executive Coach | Emotional Intelligence
Master Trainer & Consultant**



Natasha Hughes is an award-winning Executive Coach and accredited Emotional Intelligence specialist with more than 20 years of senior leadership experience in global financial services. Most recently Co-Site Head at BNY Mellon, she led teams of more than 385 people across multiple business lines, with responsibility for regulatory compliance and operational leadership.

Today, she partners with executives, leadership teams, and organisations to build high-performing, emotionally intelligent workplaces, helping leaders strengthen empathy, adaptability, and sustainable leadership in an era of constant change and technological disruption.

Natasha holds a Master's in Business and Executive Leadership and is accredited in RocheMartin's Emotional Capital Report (ECR) Self, Team, and 360 assessments. She has delivered leadership programmes for multinational organisations, SMEs, and education providers, combining commercial insight with a practical, human-centred approach to leadership.

A mother of three daughters, Natasha brings a deep personal understanding of the balance, resilience, and compassion required of modern leaders, and is passionate about helping people lead with courage, purpose, and humanity.

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