

A PSYCHBODY PROGRAMME

The Clear Sight Programme

A six-month leadership development journey for high potential professionals

BUILT ON THE **3I FRAMEWORK™** — INSIGHT · IMPACT · INTEGRATION

"The most common reason high potential employees don't fulfil their promise isn't capability. It's self-awareness, relational intelligence, and the ability to lead under pressure. These are learnable — with the right conditions."

THE CHALLENGE

Organisations invest significantly in identifying high potential talent — but rarely provide the structured development needed to bridge the gap between high performer and senior leader. The skills that drive individual success don't automatically translate to leadership effectiveness.

The Clear Sight Programme addresses this gap directly. It is designed for employees who have been identified as having significant leadership potential and who are ready for a structured, psychologically-informed development journey.

High Potential Employees

Future Leaders

Succession Pipeline

Mid-to-Senior Transition

Talent Retention

THE 3I FRAMEWORK™ — PROGRAMME STRUCTURE

01

PHASE ONE

Insight

Leadership begins with self-knowledge. Before a leader can influence others, they must understand how they think, behave and respond — especially under pressure.

- DISC Behavioural Profiling
- Career Mapping & Visioning
- Leadership Identity Coaching
- Values & Motivators Clarification

02

PHASE TWO

Impact

Self-awareness without the ability to influence is incomplete. This phase builds the external skills that make leadership visible and felt.

- Network Strategy & Mapping
- Powerful Presentations
- Relationship Intelligence
- Executive Presence

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PHASE THREE

Integration

The final phase embeds new leadership identity into daily practice — equipping participants to lead with confidence at the next level.

- Conflict & Difficult Conversations
- High-Stakes Communications
- Stakeholder Management

- Senior Exec Presence

Group Coaching — The Connective Thread

Throughout all three phases, facilitated group coaching sessions deepen learning, integrate key themes and build peer cohort relationships. Cohort learning creates psychological safety, shared accountability and the kind of peer network that sustains development long after the programme concludes.

ORGANISATIONAL OUTCOMES



Stronger Succession Pipeline

Participants graduate with the self-awareness, influence and operational capability to step into senior roles with confidence.



Improved Retention

High potential employees who feel invested in are significantly more likely to stay. The programme signals that the organisation sees their future.



Reduced External Hiring Costs

Growing leaders internally is substantially more cost-effective than repeated senior external hires. One cohort can offset the cost of multiple recruitment cycles.



Culture of Leadership

Cohort alumni become carriers of a shared leadership language — creating visible cultural change that extends beyond the programme itself.

PROGRAMME DETAILS

DURATION

6 Months

Structured journey

COHORT SIZE

10–15

Participants per cohort

DELIVERY

Blended

In-person & online

"We work at the level of behaviour, psychology and identity — because that's where leadership actually lives."

The Clear Sight Programme brings something most corporate L&D providers cannot: a genuine integration of organisational strategy and psychological depth. Grounded in over a decade of experience designing and delivering talent programmes in complex financial services environments, and informed by advanced training in integrative psychotherapy and behavioural science, this programme goes beyond skills training to create leaders who endure.

ABOUT THE FACILITATOR

Clíodhna O Carroll is a leadership development specialist, executive coach and integrative psychotherapist with over a decade of experience inside complex corporate environments across Dublin, London and New York. She holds an MSc in Integrative Psychotherapy and Counselling (UCC), an Advanced Diploma in Personal, Leadership & Executive Coaching (Level 6), DISC Practitioner certification, PRINCE2, PMP and Lean Six Sigma (Greenbelt) qualifications.

Her work sits at the intersection of organisational strategy and human psychology — bringing analytical rigour and psychological understanding into the same room.

PSYCHBODY

thepsychbody.com

To discuss a pilot cohort or find out more

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