

# Momentum

Leadership Development  
for Thoughtful Leaders



**HR by Design**  
*people skills for thoughtful leaders*

# Momentum Leadership Development

## Leadership Development for Today's World

The world of work is more complex than ever. Leaders are expected to deliver results in fast-changing environments, balance competing priorities, and inspire teams across cultures, geographies, and generations.

Technical expertise alone is no longer enough. To succeed, leaders must develop deeper self-awareness, emotional intelligence, and the ability to adapt their style to different situations. These people skills are not innate — but they can be learned.

Momentum is designed for exactly this purpose: to equip leaders with the confidence, capability, and insight to thrive in today's global workplace.

## Making Virtual Learning Work

Online on-demand has many benefits, and it's a great methodology yet lacks the human experience, something participants crave! Helen Hartley of Human Resources by Design (HRbD) knows how to design learning. She has been doing it for many years, in different settings, industries, across cultures and with diverse groups of people. Using feedback gained in more recent and challenging times, she thought there had to be a better way than just doing on-line on-demand.

We have a unique way of wrapping Momentum, so participants are in a live group setting and have continued access to their sessions, no matter where they are geographically located.

We successfully adapted curriculum design methodology and adapted traditional learning principles to the virtual world. This makes our approach to developing leaders unique, content rich and personable.

Momentum is a leadership development program designed for leaders at any level that inspires and motivates participants to develop a deeper understanding of people skills. As a consequence, their capacity to lead significantly increases. We all know that some individuals are appointed to leadership positions because of superior technical expertise, yet all too often, they may struggle with people skills. It is not surprising because it was probably never taught! Appointing someone to a leadership role does not bestow these skills, yet they can be learned.

Momentum uses pre-and post-program assessments to measure knowledge transfer, world-class psychological assessments, and time-tested tools that enable participants to utilise session knowledge back in the workplace easily. This combination results in greater uptake of learnings, resulting in more effective communication, more engaging leadership, proactive people management and pro-active coaching capabilities.

Momentum will facilitate participants learning to:

1. Build their effectiveness as a leader through a robust experiential program that enables self-management through self-understanding.
2. Develop a set of leadership and communication skills that can be translated into the workplace.
3. Develop behaviours and resources that support the ongoing development of business leaders.

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For more information please contact  
Helen Hartley - [helen@hrbydesign.com.au](mailto:helen@hrbydesign.com.au)

## Momentum Delivery

- Momentum is delivered virtually, according to the clients time zone, live. All videos are on.
- Sessions are recorded, edited, and uploaded within a week to the **hrbydesign.com.au** website, via a password protected page/s. Participants have access to recordings and additional tailored resources.
- Participants can access the website anytime during the program. The program videos and all training material is available for 6 months after the program is completed. This provides an opportunity to refresh or refine the knowledge acquired on the program. For example, this can be useful if a difficult conversation needs to be had.
- Participants are asked to commit to the process of learning by actively contributing during the sessions, doing any pre work and homework assignments to immerse themselves in the learning process.
- We ask participants to fully commit to the program and 'do the work' and have the support of their organisation. They can expect to do 1-1.5 hrs of additional reading, researching or workplace activities to consolidate their learning.

HR by Design has developed two pathways that are delivered in tandem to provide for one of the best learning opportunities possible.

## Pathway One - The Structured Component

We use pre & post-assessment, a buddy process and participants will also receive prework and in-between session assignments. We encourage participants to keep a journal to capture their thoughts, feelings and reactions as they go through the program. As participants try on new behaviours, capturing the reactions of others, has proven to be a great reflective strategy.

Over a period of six months, Momentum participants will deep dive into:



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## Pathway Two - The 1:1 Component

We facilitate a learning process with each participant based on the selected psychological assessments chosen by the organisation. **We work with your organisation to determine which of our assessments are best suited to achieve your desired outcomes of the program.**

Assessment tools provide a useful lens through which to have developmental conversations. They serve as a starting point and help participants realise their potential by identifying their strengths and areas of improvement. Although data is not the total answer, it's a great starting point!

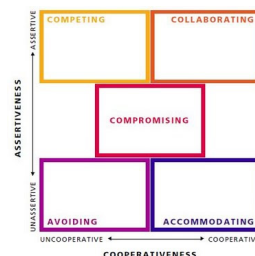
In conversation with their coach, participants clarify developmental objectives, decide on strategies, and during the program, check their performance against their objectives during the program, and decide who can assist in their developmental journey. They also identify any additional resources they might need to accomplish their objectives. They are allocated 3 formal coaching sessions, and participants can book time with their coach as needed during the program. This forms part of our value add. For example, it may take the form of checking in with their coach just prior to having a difficult conversation or some other situation they might like to 'bounce' an idea off.



All one-to-one conversations remain confidential, however participants are asked to provide a high-level summary to their organisation that becomes part of their ongoing development process. In this way, Momentum supports the process of embedding continuous leadership development into your organisation and seeing good leadership (aka thoughtful leaders) as part of the collective leadership philosophy with common language and understanding. When the program concludes the development baton is passed back to the organisation, with the help of web-based access back to the Momentum Program. In this way, the organisation can continue to support the individuals growth.

Naturally, participants receive copies of any assessments undertaken and they remain confidential between the participants and their facilitator/coach.

## Our Assessment Tools



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### Momentum Delivery

Momentum is delivered virtually, live in your organisation's time zone, creating a dynamic and collaborative group learning experience.

12 x 2-hour sessions, twice monthly

The preferred delivery option, this structure allows participants to absorb knowledge gradually, practice new skills in the workplace, and reflect on their progress before the next session.

### Access to Resources

All sessions are recorded, edited, and uploaded to a secure program portal. Participants have access to videos, reading material, and tailored resources for 6 months after program completion — a valuable reference point for real-time leadership challenges.

### Commitment to Learning

Participants are asked to fully engage: attending live sessions, completing pre-work, and applying concepts between sessions. This creates a cycle of learning, practice, and reflection that embeds skills into daily leadership practice.

### Momentum 2.0 Option

Momentum 2.0 (2025–2026) has been reformulated to give organisations the option of developing internal facilitators. Selected staff attend the program alongside participants and receive additional training to build facilitation capability. This pathway ensures the program can be sustained and embedded into organisational culture beyond the initial delivery.

If you want to do your leadership job effectively and become a great leader, you will need to use a vastly different set of skills on a daily basis that got you to where you are today. Skills you likely haven't developed and /or are unaware of. Momentum is designed for this very purpose.

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## ***Participant Feedback***

*It was a great journey, and I would like to thank you for your sessions. The sessions certainly helped change perspectives over certain issues and educated me in certain key areas of managing the team as well as myself. All in all, it was a wonderful experience.*

*Program has shown my shortcomings and things where I can improve, especially MBTI and Emotional Intelligence report was good insight into myself.*

*I will need some time to make the new skills part of my leadership style. But now quite confident on handling different situations that may arise.*

*I really enjoyed the breakout activities. Always received on-spot answers to queries.*

*The concepts learned during our sessions will be useful for many years in my new leadership role*

*The recorded videos and extra reading materials are very helpful to refer as per need.*

*We have gained a lot of knowledge/concepts during these sessions, now know where to refer when the need arises in future. So, looking forward to making full use of the knowledge I gained from these sessions.*

*Helen has great knowledge of the subjects and relates clearly, fantastic facilitation. Helen adapts to peoples learning styles & pace really well, Great sessions, thanks Helen*

*Particularly enjoyed listening to the examples given by the other team leaders/managers –learnt a lot from the group discussions*

*Good to have a session that shared real-time scenarios, very collaborative sessions. Real life scenarios helped to bring the reality to the sessions. Discussions are very effective. I liked pre-reading to the session then the group come up with examples faster and easier.*

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