



CORPORATE TALKS 2025

Tailored to your organisation's

- Business Objectives
- Strategic Context
- Culture & Values

High quality, high touch.



OUR MISSION

To **accelerate** the development of **leadership talent** through **great coaching** and **tailored experiences** to meet current and future needs.

All our programmes are available **online** and **in-person**.



Tailored Learning



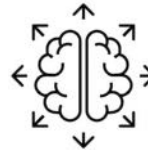
Trusted Partner



Impact Focused



Growth Mindset



**Vertical + Horizontal
Leadership Development**



**Stakeholder
Engagement**

My PHILOSOPHY



With every talk I do, my goal is always to add value and deliver a business result that helps accelerate your organisation's mission.

It's for this reason, that I place a high value on the up-front collaboration with your team to ensure my talk is tailored and fully aligned to your business and talent development objectives - whether that is developing more strategic leaders and a strong succession pipeline, or helping your organisation navigate its evolving business landscape.

With every talk, I aim to blend engaging topics with passion and context, along with real-world practical tools and tips that audiences members can immediately apply.

I look forward to collaborating with you.

Carolanne



TALK TOPICS

Our human desire and potential to do and achieve extraordinary things is the theme that runs through all our talks.

We champion this work of turning our unique talents into meaningful contribution by approaching it from a number of different angles.

We will work with you to create the perfect talk for your specific event and audience.

Key topics include:

Leadership

- Learn how the rules of the game change for bigger leadership roles and how to navigate them.

Love + Work

- Discover why “love” is the key to career success and the ultimate career accelerant.

Coaching

- Learn how to build a high-performing team and unlock the human-capabilities required for winning in today’s economy.

LEADERSHIP

How the Rules of the Game Change for Bigger Leadership Roles and How To Navigate Them.



Photo by [Joshua Earle](#) on [Unsplash](#)

Ideal for 'learning week', lunch & learn events, division retreats, programme tasters and leadership talent gatherings.

Programme - [Creative Leadership](#)

Today, most people are familiar with the phrase '***what got you here won't get you there.***' It perfectly encapsulates the **transition** required for stepping into **bigger leadership roles** - a shift from managing to leading. This leadership advancement demands more vision, innovation, relationship-building, and strategic-thinking. Despite recognising the necessity of this transition, all too often, many executives fail to make it. Many admit that they simply **don't know where to begin**.

Learning objectives:

- Learn about the **two biggest developmental hurdles** holding aspiring executive leaders back.
- Understand the **seven different ways of defining a leadership mindset** and how to give yourself greater bandwidth for stretching beyond your habitual ways of leading.
- Identify which of the **four critical leadership capabilities** - visioning /strategic-thinking, sense making, inventing and relating - you most need to optimise to achieve your goals.
- Discover how others perceive you, and how to **leverage your unique strengths** to make an even greater organisational impact.

[#biggerleadershiproles](#)

[#transitions](#)

[#leadingchange](#)

LOVE + WORK



Ideal for 'talent week', lunch & learn events, programme tasters and wellbeing events.

Programme - [Promotion Ready](#).

Discover Why “Love” Is the Key to Career Success and the Ultimate Career Accelerant.

When it comes to work, many people confess that they really don't know what they love to do - what their **unique strengths** are - and how they can use these strengths to fuel their careers. Strengths can be tricky. We can be so close to them that we **don't even see them**, let alone know how to **optimise them**. The fallout from this is far reaching for individuals, teams and organisations. It creates a **talent vortex** where people struggle to articulate their strengths, lack the self-knowledge to **discern whether a future role is a good fit**, and, most tragically of all, fail to use their strengths to thrive in their roles every day. But it doesn't have to be this way.

Learning objectives:

- Understand the **relationship** between love and work and how it fuels your engagement, resilience, and performance.
- Learn how to identify and **apply your unique strengths** at work every day for the benefit of all.
- Discover how to **determine whether a future role aligns with your strengths** and the implications for your career strategy.
- Understand your **career S-curve** - what it is, and why it is critical for demonstrating your future potential and readiness for promotion.

[#signatu strengths](#)

[#love+work](#)

[#highperformance](#)

COACHING



Ideal for 'learning week', lunch & learn events, division retreats, programme tasters and leadership talent gatherings.

Programmes - [Leading High Performance Teams](#) and [Manager as Coach](#).

How To Build a High-Performing Team and Unlock the Higher Human-Capabilities for Winning in Today's Economy.

Today, more than ever, we need managers who can help **transform our organisations**. Managers who can **inspire** and **develop** the most valuable human capabilities of **initiative**, **creativity** and **passion** within their teams. Why? Because today's economy of constant and profound disruption demands it. Twenty-first-century managers simply can't do it all on their own. To win in today's economy, managers need the full **engagement of their teams** like never before, and achieving this will require a **fundamental shift in management style**.

Learning objectives:

- Understand the **hierarchy of human capabilities** at work and how to bring more of the **most valued capabilities** of initiative, creativity, and passion to your team.
- Explore **ten ways managers can block their team's performance** and how you might unknowingly be blocking your people.
- Understand the importance of **coaching as a managerial style** and the fundamental shift this requires in how you think about your role and value as a leader.
- Learn about the **five key ingredients for creating a coaching culture** that will simultaneously accelerate your team's performance and enhance its learning potential.

[#managerascoach](#)

[#initiative](#)

[#creativity](#)

[#passion](#)



BENEFITS OF OUR TALKS

- **Enhanced Leadership Pipeline:** Managers aspiring to step into bigger leadership roles gain a clear understanding of the transition requirements and the essential new skills needed to excel in these positions.
- **Greater Talent Engagement & Alignment:** Individual and team leaders gain a deeper understanding of their strengths, empowering them to proactively utilise these to enhance engagement, resilience, and overall wellbeing within the organisation.
- **Stronger Coaching Culture:** Attendees acquire invaluable coaching insights, knowledge, and tools to significantly accelerate their team's performance, fostering a culture of continuous improvement.
- **Stronger Learning Culture:** Participants leave talks motivated and inspired to invest in their continuous growth and development, strengthening the organisation's learning culture.



SPEAKING FORMATS & PRICE GUIDELINES

Two Options:

- **Virtual Talk** - this includes a 30 minute pre-event planning call with organisers to agree key objectives and a tailored 60 minute talk, with the option for Q&A. The fee for a virtual talk is €1,000.
- **In-Person Talk** - this includes a 30 minute pre-event planning call with event organisers and a 90 minute talk, with the opportunity for Q&A. The fee for an in-person talk is €2,000.

VAT - All prices are exclusive of VAT which may vary based on local regulation.

Travel - Prices exclude any required travel expenses which will be agreed in advance with client.

Payment - 50% of payment is required in advance to secure the date, with the final 50% payable on the date of the event.

ABOUT | CAROLANNE



Carolanne Devaney Founding Partner and Coaching Lead

Carolanne designs tailored coaching programmes that are potential focused, delivering the developmental edge that enables her clients to go faster and further. Her approach is grounded in the principles of *Love + Work* – a human-centric, multi-disciplinary approach drawing from the fields of strengths, leadership and high performance at work. Her clients describe her as having a “*strategic eye*” and being “*a savvy advisor with the ability to grasp nuanced context and deliver fine-tuned support*”.

- Founding Partner, Director and Coaching Lead at People Potential International.
- Results focused Executive and Leadership Coach with over twenty years business and executive development experience (Glanbia plc, Irish Management Institute, Maybe International).
- Specialist in strategic leadership, talent and career acceleration programmes.
- Works with leaders and teams at all levels from young high-potentials to senior leaders and C-Suite.
- Masters Degree in International and Strategic Marketing, Dublin City University, first class honours.
- Accredited Coach (Institute of Leadership and Management UK / ICF) and training facilitator (National University of Ireland Maynooth) since 2007.
- Accredited x360 Leadership Survey Coach with xLead Leaders in Leadership.
- Certified Enneagram Practitioner, Palmer/Daniels Narrative Tradition and the Enneagram in Business.
- Practice member of the Institute of Coaching McLean, Affiliate of Harvard Medical School and a designated Love + Work Leader.
- A member of the Harvard Business Review Advisory Council, an opt-in research community of business professionals.



TRUSTED BY



BNP PARIBAS



Santander



CIMA



ervia



OUR COACHING PROGRAMMES

Talks are also available on these topics on request.

Leadership Acceleration Programmes



Creative Leadership Programme



Leading High Performance Teams



Executive Presence Programme



Influencing & Negotiating Programme



Persuasive Presentations

Talent Acceleration Programmes



Promotion Ready Programme



Strategy-Focused Interviews



First 100 Days Programme



Manager as Coach



Coaching for Behavioural Change

People Potential International

Ireland

Kells Road
Kilkenny
Co Kilkenny

Spain

Calle Sorolla 57, B-D
28222 Majadahonda
Madrid

www.peoplepotential.es