

AUTHENTIC LEADERSHIP TALK

Human-centred leadership training
Award-winning | Effective | Empowering



When was the last time you checked your parachute? 💡

The start of a new year often brings reflection, intention and momentum. Yet one of the quiet risks for leaders is not failure, but stagnation. Not because of less capability, but because our curiosity slowly starts to fade.

Strong leadership is never static. It evolves through learning, unlearning and relearning. The leaders who thrive over time are those who remain mentally flexible, open to feedback and willing to challenge their own assumptions.

The capacity to learn is a gift; the ability to learn is a skill; the willingness to learn is a choice.

— Brian Herbert

Keep scrolling!
Martin



Leadership does not stand still. And neither can our thinking. As contexts change, expectations evolve, and pressure increases, the leaders who thrive are those who remain open, curious and willing to keep learning. This short reflection explores what it really means to cultivate a mindset that keeps moving. 🖱️

A mindset that keeps moving

One of the most important leadership decisions we make, often unconsciously, is whether we continue to grow or quietly stand still.

Standing still rarely looks dramatic. It tends to show up as relying on familiar approaches, defaulting to what has worked before, or postponing reflection because things feel busy

enough already. Yet leadership exists in a constantly shifting environment. Teams evolve. Expectations change. Contexts shift. What once worked well can slowly lose its effectiveness.

A mindset that keeps moving is not about chasing constant improvement or change for its own sake. It is about staying open. Open to learning. Open to feedback. Open to the idea that there may be a more effective, more sustainable or more aligned way forward.

Leaders with this mindset ask different questions. Instead of “*Why is this happening to me?*”, they ask “*What can I learn from this?*”. Instead of defending decisions, they become curious about impact. Instead of seeking certainty through control, they build confidence through awareness and adaptability.

This way of thinking requires intention. Our brains are wired for efficiency, which often means repeating familiar patterns. Growth asks us to slow down just enough to notice those patterns and decide whether they still serve us. That pause is powerful. It creates space between stimulus and response, allowing leaders to choose deliberately rather than react automatically.

Lifelong learning does not only happen in training rooms or through formal education. It happens in everyday leadership moments. A challenging conversation that invites reflection. Feedback that stretches our self-perception. A mistake that reveals a blind spot. Even success, when examined thoughtfully, can offer valuable insight into what truly drives positive outcomes.

I often return to the idea that the mind works best when it is open. Not empty. Not overloaded. But open and flexible. If you would like to explore this metaphor further, you may enjoy this short reflection:

👉 **A mind like a parachute** [<https://profoundleadership.com.au/a-mind-like-a-parachute/>]

At its core, a growth-oriented mindset is not about knowing more. It is about being willing to learn more. It allows leaders to remain relevant, grounded, and effective over time. More importantly, it models a powerful message to others: learning is valued here, curiosity is safe, and growth is encouraged.

As we move through 2026, the invitation is not necessarily to do more, but to remain open. Open to insight. Open to challenge. Open to becoming the kind of leader who continues to evolve, regardless of experience or job title.

Leadership is not a destination. It is a practice. And a mindset that keeps moving keeps that alive.



Reflection

"Where might I be relying on what has worked before, rather than staying open to what could work better now?"



Support that meets you where you are

Leadership development works best when it feels relevant, practical and human.

Below are a few ways I support leaders who want to grow without overwhelm.

1:1 Coaching



Coaching provides space to think clearly, challenge unhelpful patterns and make confident decisions aligned with your values.

It is not about fixing anything. It is about being supported to see more clearly and act with greater certainty.

What a former client shared:

"I've recently completed 13, 1 on 1 working sessions with Martin Probst at PROfound Leadership, and it was an outstanding experience and will be continuing. Martin's expertise, professionalism, and personalised approach to leadership coaching has made a significant impact on my growth - both within business and externally." [[Google review link](#)]

If you are navigating change, complexity or pressure, coaching offers focused, personalised support that adapts as you do. Find more information [here](#).

Group training for leaders and teams

Group training creates shared language, practical tools and momentum across teams and organisations. The focus is always on application, not theory. You can choose from a variety of human-centred topics, here are a few popular workshops.

[Click on the image tile to access the 1-page workshop outline.]



PROFOUND Leadership

DEALING WITH CHALLENGING BEHAVIOURS

Promote a mindset shift through positive influence

Difficult behaviours can have an enormous negative impact on organisations and day-to-day operations, leading to long-term business relationships, as well as severely affect individuals on a physical, mental and emotional level.

In this interactive session, led by Martin Probst, a leading expert in human-centred leadership, you will discover behavioural solutions and explore how to positively influence and inspire self and others to prevent behavioural issues and thus strengthen relationships and enhance productivity.

Equip your people with the skills to identify the drivers behind unproductive behaviours and respond in ways that de-escalate tensions, build trust, and lead to lasting change.

KEY OUTCOMES

- Build trust and consistency in managing difficult dynamics
- Identify root causes for challenging behaviours
- Respond with clarity, consistency, and calm - not control or avoidance
- Use coaching and communication tools to address disruptive acts
- Apply boundaries while fostering safety and accountability

IDEAL FOR

- Leaders managing disruptive or uncooperative team members
- Individuals wanting to address behavioural challenges to avoid future conflict
- Team members committed to building a respectful, value-aligned culture
- People seeking strategies to handle difficult behaviour with empathy and firm clarity

WHAT YOU GET

- Engaging, interactive and thought-provoking training session with real-time insights and activities
- Option to tailor this session to a length other than 90 mins
- Carbon-neutral training

Ready → **FIND OUT MORE** (info@profoundleadership.com.au)
for the → **ASK FOR A PROPOSAL AND QUOTE** (info@profoundleadership.com.au)
next step? → **BOOK A SESSION TO DISCUSS YOUR NEEDS** (info@profoundleadership.com.au)



PROFOUND Leadership

ENHANCING INTERPERSONAL SKILLS WITH DISC

Improve connections, communication and collaboration

DISC is a highly beneficial tool to assist in recognising differences between people. It helps us understand ourselves and others better. By accepting, respecting, and adapting to these differences we can build long-term relationships and positive influence.

Participants will complete a self-evaluation survey in the lead-up to the program, an important element to learn more about their own personality traits and spot behavioural preferences in others. Attendees will walk away from this engaging training with the knowledge of how to recognise other people's behavioural preferences as they can modify their communication to achieve better outcomes.

Practically develop your team's capacity to foster effective collaboration, enhance communication, and strengthen relationships to drive success.

KEY OUTCOMES

- Understand own behavioural style using DISC
- Recognise and adapt to other's communication preferences
- Build rapport quickly and reduce misunderstandings
- Handle difficult and challenging conversations with confidence
- Foster respectful, inclusive communication within diverse teams

IDEAL FOR

- Leaders seeking to build stronger team dynamics
- Staff navigating diverse communication styles
- Customer-facing professionals
- New or emerging team members building relational skills

WHAT YOU GET

- Engaging, interactive and thought-provoking training session with real-time insights and activities
- Option to tailor this session to a length other than 90 mins
- Carbon-neutral training
- Optional DISC profiles and employer report

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PROFOUND Leadership

BECOMING CHANGE AGILE

Create certainty in times of uncertainty

In today's fast-paced world, change is constant and often unpredictable. Developing change agility empowers individuals to thrive with confidence, stay grounded under pressure, and thrive in evolving environments.

In this dynamic session, led by award-winning leadership expert Martin Probst, you will learn to manage your energy more sustainably for emotional resilience, and adopt new ways of thinking to thrive in uncertain environments. You'll walk away with greater clarity and practical tools to stay grounded, focused, and future-ready - no matter what changes come your way.

Equip your people to shift their mindset, manage their energy, and stay steady through change.

KEY OUTCOMES

- Build confidence in the face of ambiguity
- Shift from survival mode to intentional, proactive thinking
- Use proven mindset patterns and embrace change with clarity
- Understand and manage your energy for long-term sustainability
- Strengthen personal focus, calm, and forward momentum

IDEAL FOR

- People required to navigate uncertainty with composure and clarity
- Individuals wanting to maintain energy and motivation through periods of change
- Team members seeking to build a resilient, future-ready mindset
- People wanting to turn disruption into an opportunity for growth

WHAT YOU GET

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If you are exploring professional development options for your team or organisation, you can [download the full group training catalogue](#) for an overview of all available workshops and formats.

eLearning



For leaders who want to keep growing without overwhelm, eLearning creates space for learning that fits around real life; at your own pace, with space to pause, reflect and apply insights in real time.

One of our most popular online courses is *Building Personal Resilience*. Resilience is not about pushing harder. It is about managing energy, mindset and focus in a way that is sustainable. This online course supports leaders to:

- Strengthen emotional regulation and self-awareness
- Respond resourcefully under pressure
- Build habits that support wellbeing and performance

The course is self-paced, practical and designed to fit into real life, not add to the load. You can [access the course](#) anytime via our eLearning platform.

NEWSLETTER | January 2026

If any of this resonates, explore what feels most useful right now. There is no rush and no pressure. Leadership growth is not a race.

As always, if you have questions or simply want to talk through options, reach out. We are on your support team.

Dare to make a difference!
Martin



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