Sonia McDonald

WORKSHOPS · FACILITATION · MC

Real conversations. Real neuroscience. Real change.

Hands-on leadership workshops built on the Leadership Brain Framework™, then tailored to your sector and your actual problem. No trust falls. No death by PowerPoint.

The workshop catalogue

A SELECTION OF 100+

Courageous Conversations
The conversation your team has been avoiding — how to open it, hold it and land it.

The Leadership Pause
The space between trigger and response, and how to widen it deliberately.

Psychological Safety
What actually builds it, what quietly destroys it, and how to measure whether you have it.

The Leadership Brain
How trust, threat and performance actually work in the brain — and what leaders do with that.

Feedback That Lands
Giving and receiving it without defensiveness, delay or the compliment sandwich.

Strategy & Purpose Facilitation
Aligning a leadership team on purpose and direction — getting the disagreement out in the open first.

Regulate to Lead
Neuroscience-grounded tools for staying clear, calm and decisive in conflict, crisis and change.

Emotional Intelligence
Self-awareness, regulation and empathy as trainable skills rather than personality traits.

Strengths-Based Team Development
How a team stops duplicating and starts complementing.

Leading Through Change
Why change fails at the middle-manager layer, and how to lead people through it rather than at them.

Team Charter & Values
Who you want to be as a team, what you stand for, and how you'll hold each other to it.

Women in Leadership
An award-winning program on confidence, visibility and the barriers still standing.

EVERY SESSION, YOUR WAY

LENGTH
1 hour · 2 hours · 4 hours · Full day

DELIVERY
Face to face · Online · Hybrid

Every workshop runs 1hr, 2hr, 4hr or full day · Face to face, online or hybrid

soniamcdonald.com

SIGNATURE SESSIONS

Masterclasses & intensives

Every session runs as 1 hour, 2 hours, 4 hours or a full day — face to face, online or hybrid.

The Human Leader Masterclass

All six zones of the Human Leader Model™ — individual diagnostic, targeted practice and a team charter built in the room.

Trust, Feedback & Accountability

Where trust is leaking, why feedback isn't landing, and how accountability quietly became optional.

Emerging Leaders Intensive

The shift from doing to leading — identity, delegation, difficult conversations and early credibility.

Human Leadership in an AI World

The leadership skills AI can't replicate — and how to build them deliberately.

Burnout-Proofing Your Team

The workload, clarity and recovery conditions that actually prevent burnout — beyond the fruit bowl.

From Peer to Leader

Going from teammate to boss without losing the relationships or the respect.

The full menu

EVERY TOPIC CAN BE TAILORED

LEADING SELF

- Authentic Leadership
- Courageous Leadership
- Courage Intelligence
- Confidence Skills
- Self-Awareness & Interpersonal Skills
- Leadership Presence
- Leadership Brand
- Leadership Shadows
- Resilience
- Leadership Wellbeing
- Effective Time Management

LEADING OTHERS

- Leaders as Coaches
- Effective Delegation
- Motivating & Inspiring Others
- Engagement & Motivation
- Managing People Performance
- Performance & Feedback
- Power of Accountability
- Conflict Resolution & Advocacy
- Communicating with Impact
- Influencing & Negotiation
- Leadership Styles
- Leading Up

TEAMS & CULTURE

- High Performance Teams
- Leading Teams
- Group Dynamics & Teambuilding
- Leading Hybrid Teams
- Multi-Generational Teams
- Leading Values & Culture
- Unconscious Bias
- Leading Customer Service Teams
- Client Relationships
- Networking Skills
- Political Savvy
- Transitioning into Leadership

STRATEGY & BUSINESS

- Strategic Thinking
- Systems Thinking
- Critical Thinking & Decisions
- Business Planning
- Project Management
- Process Improvement
- Continuous Improvement
- Impact Leadership
- Global Leadership Shifters
- Leadership 2030

Don't see it here? We'll build it.

Bring the real challenge — a merger, a culture problem, a team that isn't talking — and Sonia designs the session around it.

leadershiphq.com.au

BEYOND THE WORKSHOP

Facilitation & MC

Team facilitation

Strategy days, executive offsites, team charters and the conversations a team has been avoiding. Neutral, structured and safe enough for honesty — an outsider changes what's sayable.

— Strategy & planning days
— Executive team offsites & resets
— Team charters, values & trust rebuilds
— Written summary + follow-up call

Conference & event MC

A host who holds the whole day together — on time, on theme and on energy. Thirty-five years on stages and in leadership rooms means Sonia can read a room and move it.

— Conferences & leadership summits
— Awards nights & member events
— Panel moderation & Q&A
— Pair with a keynote or workshop

A discovery call first

Nothing is designed until we understand your people.

Outcomes agreed up front

Success is named before, and measured after.

Everyone participates

The loudest voice doesn't own the room.

Tools that leave with them

Language and practices used the next week.

TRUSTED BY LEADERS AT

CONSTRUCTION & INFRASTRUCTURE

Seymour Whyte
CIMIC
Thiess
VINCI
Fulton Hogan
Cross River Rail

GOVERNMENT

Queensland Audit Office
State Revenue Office Victoria
Office of the WHS Prosecutor
Qld Department of Education

EDUCATION

Griffith University
University of Queensland
QUT
Goodstart Early Learning

CORPORATE & SERVICES

Qantas · ANZ
KPMG · Telstra
Coles · Virgin
Super Retail Group
Pacific National · Terex
Volvo · Hall Chadwick
MX Store · The Calile Hotel
Mantra Group · Revelian
Wolter Consulting
Zarraffa's Coffee

"Sonia facilitated one of the most impactful leadership team sessions I've ever been part of. She helped us align not just our strategy but our purpose and values."

Brad Lawrence · General Manager, Terex

"The team was so energised after the day that we immediately booked a three-day intensive."

Tabitha Pearson · CHRO, Super Retail Group

BOOK SONIA

Tell us what needs to shift.

A free 30-minute discovery call, then a designed session and a fixed quote.

sonia@soniamcdonald.com.au
1300 719 665 · +61 424 447 616
soniamcdonald.com · leadershiphq.com.au