



**PRACTICAL LEADERSHIP FOR
OPERATIONAL ENVIRONMENTS**

LEADERSHIP FORGED UNDER PRESSURE

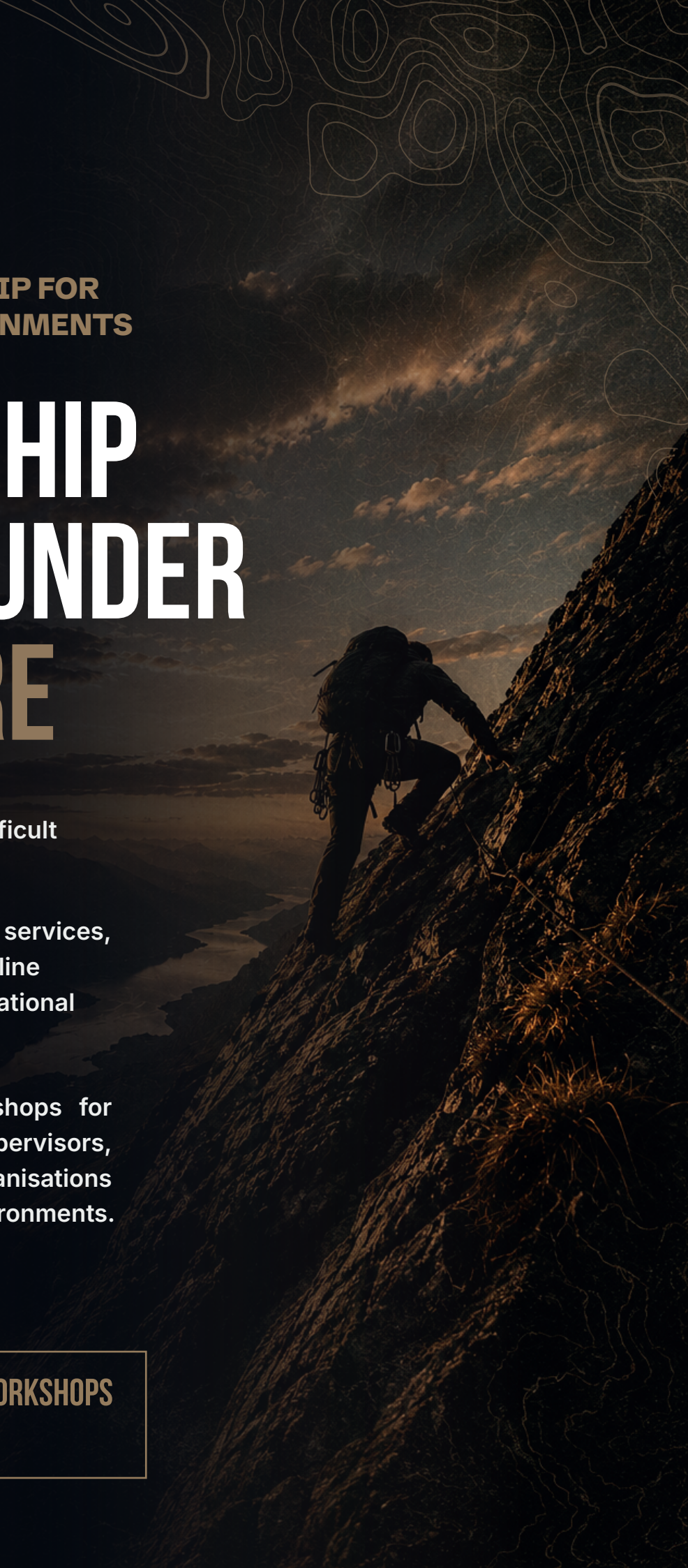
Leadership forged in difficult environments.

Built from emergency services, international policing, frontline command and remote operational leadership experience.

Tailored leadership workshops for operational teams, supervisors, emerging leaders and organisations working in demanding environments.



**OPERATIONAL LEADERSHIP WORKSHOPS
IN AUSTRALIA**



“ WE’VE LED IN THE HARD YARDS NOW WE BUILD LEADERS WHO CAN TOO

Hard Yards Leadership was created to deliver practical, no-nonsense leadership training for people working in demanding environments.

Our background includes emergency services leadership, international policing, United Nations deployments, crisis leadership, volunteer workforce management, and leading dispersed teams across remote regions.

We focus on practical leadership behaviours that work under pressure — not management theory or corporate jargon.

Every workshop is tailored to the realities of the client environment.

This is leadership training built from real-world operational experience.

OUR OPERATIONAL EXPERIENCE

EMERGENCY SERVICES LEADERSHIP

INTERNATIONAL POLICING

UNITED NATIONS DEPLOYMENTS

CRISIS LEADERSHIP

VOLUNTEER WORKFORCE MANAGEMENT

REMOTE & DISPERSED TEAMS

The logo consists of the letters 'HY' in a bold, white, sans-serif font. The 'Y' has a small brown diagonal stroke on its right side. The letters are enclosed within a thin brown square border.

PRACTICAL, INTERACTIVE TAILORED TO YOUR ENVIROMENT

*Programs can be mixed
and matched depending
on organisational needs.*

Ask for a personalised workshop

01

EMERGING LEADERS PROGRAM

UP TO THREE DAYS

Designed for new and aspiring leaders stepping into leadership roles for the first time.

FOCUS AREAS

- Communication
- Confidence & Accountability
- Leadership Mindset
- Decision Making
- Managing People in Operational Environments

02

SUPERVISOR LEADERSHIP PROGRAM

TWO DAY WORKSHOP

For frontline supervisors and operational team leaders.

FOCUS AREAS

- Leadership Under Pressure
- Team Performance
- Communication
- Conflict Resolution
- Operational Leadership
- Command Presence

03

ADVANCED OPERATIONAL LEADERSHIP

ONE DAY

For experienced operational leaders. Here's where you make the difference.

FOCUS AREAS

- Leadership Under Pressure
- Team Performance
- Communication
- Conflict Resolution
- Operational Leadership Command presence

DELIVERY FORMATS

FACE-TO-FACE

LIVE ONLINE
SESSIONS

LEADERSHIP
INTENSIVES

DEVELOPMENT
PROGRAMS

TARGETED LEADERSHIP WORKSHOPS

Hard Yards Leadership also delivers targeted one-off workshops developed specifically for client operational needs.

	LEADERSHIP DURING CRISIS & UNCERTAINTY		COMMUNICATION UNDER PRESSURE
	DECISION MAKING IN OPERATIONAL ENVIROMENTS		LEADING DIFFICULT CONVERSATIONS
	LEADING REMOTE & DISPERSED TEAMS		VOLUNTEER & HYBRID WORKFORCE LEADERSHIP
	OPERATIONAL COMMAND PRESENCE		BUILDING RESILIENT TEAMS
			
TEAM OF TEAMS LEADERSHIP			

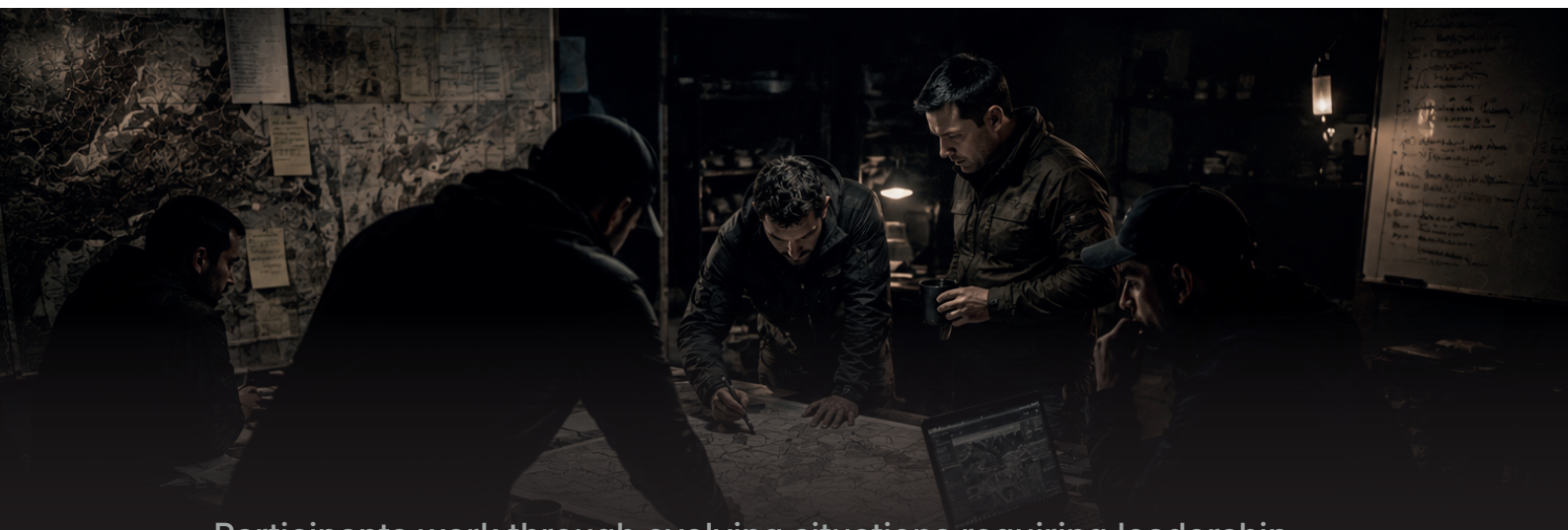


These workshops can be delivered as half-day, one-day or multi-day programs.

Every Workshop is fully customised to the organisation, operational environment and leadership challenges faced by the client.

SIMX LEADERSHIP DESKTOP EXERCISE

SIMX is a one-day immersive leadership desktop exercise designed to test leaders in realistic operational scenarios.



Participants work through evolving situations requiring leadership, communication, prioritisation and operational decision making under pressure.

EXERCISES CAN INCLUDE



CRITICAL
INCIDENTS



STAFFING
SHORTAGES



FATIGUE
MANAGEMENT



MEDIA
PRESSURE



CRISIS
LEADERSHIP



OPERATIONAL
ESCALATION



TEAM COMMUNICATION
CHALLENGES



The SIMX exercise is fully tailored to the client organisation and operating environment.

A facilitated debrief process allows leaders to reflect on decision making, leadership style and team communication.

EVERYTHING WE DELIVER IS TAILOR MADE

Programs can be mixed and matched depending on organisational needs.

Workshops are available throughout Australia.



“ When pressure rises, most teams don't fail from lack of skill. They fail from lack of alignment.



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LET'S BUILD STRONGER
LEADERS FOR
THE HARD YARDS

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SCAN TO VISIT
OUR WEBSITE