H·Suite

Management Development

Leadership capability developed in the reality of work.

We design practical development journeys that help executives, managers and emerging leaders think, communicate, coach, decide and hold accountability more effectively.

PRACTICAL LEARNING • WORKPLACE APPLICATION • LASTING LEADERSHIP HABITS

THE CHALLENGE

Capable managers do not automatically become capable leaders.

Managers are often promoted for technical strength and then expected to lead people, performance and change without a coherent developmental journey.

01 **Managers have been promoted without sufficient leadership development.**

02 **Leadership expectations vary across teams, functions or levels.**

03 **Difficult conversations, delegation or accountability are avoided.**

04 **Senior leaders remain overloaded because responsibility is not distributed.**

05 **Development programmes feel disconnected from participants' real work.**

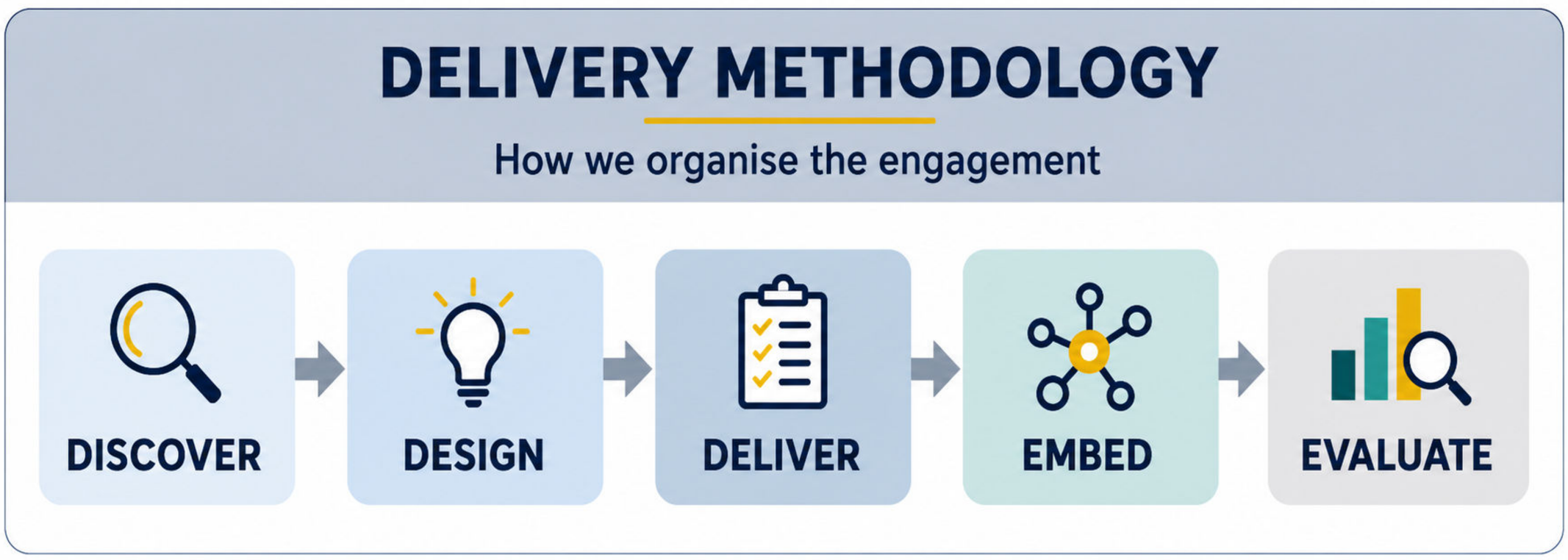
STRONGER JUDGEMENT GREATER CONFIDENCE CONSISTENT PRACTICE

OUR DELIVERY METHODOLOGY

A consistent route from organisational need to sustained learning.

H-Suite programmes are designed around the organisation—not assembled from generic training days.

Discover, Design, Deliver, Embed and Evaluate provide a clear structure while allowing the content and emphasis to be tailored.



The methodology governs the engagement; the Learning Cycle on the following page governs how participants develop capability.

THE LEARNING CYCLE

From understanding to sustained leadership habit.

Each programme uses repeated cycles of learning, application, feedback and reflection so that development continues between formal sessions.

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THE H-SUITE LEARNING CYCLE

APPLIED TO COACHING AS A LEADERSHIP CAPABILITY

Leadership capability is developed through **repeated cycles** of learning, application and reflection—not through classroom learning alone.

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PROGRAMME BUILDING BLOCKS

A flexible catalogue shaped around the organisation.

01

LEADING SELF & ROLE

Transition to management • leadership mindset • self-awareness • priorities and personal effectiveness

02

COMMUNICATION & INFLUENCE

Clear communication • influencing without authority • stakeholder communication • presenting ideas • listening and dialogue

03

PERFORMANCE & ACCOUNTABILITY

Expectations • delegation • feedback • difficult conversations • underperformance • accountability

04

DEVELOPING PEOPLE & TEAMS

Manager as Coach • coaching and mentoring • confidence and capability • motivation • trust • team effectiveness

05

LEADING THE ORGANISATION

Strategic thinking • judgement and decisions • change and complexity • organisational awareness • workforce planning

Modules may be delivered individually or combined into a tailored programme. Content, examples and application activities are adapted to the organisation's priorities, participant population and operating context.

WAYS TO ENGAGE

The right development format for the leadership need.

01

FOCUSED DEVELOPMENT

A specific leadership capability or immediate management challenge.

One workshop or short series using live organisational scenarios.

OUTPUT **Practical tools, shared language and immediate application.**

02

LEADERSHIP DEVELOPMENT JOURNEY

A cohort requiring connected development across several capabilities.

Multi-module programme with application, reflection and coaching.

OUTPUT **Stronger confidence, judgement and consistency across the cohort.**

03

MULTI-COHORT DEVELOPMENT

Leadership capability required across levels, cohorts or functions.

Diagnostics, tailored journeys, coaching, projects and sponsor reviews.

OUTPUT **Consistent capability developed across levels and functions.**

Strategic thinking • workforce planning • emotional intelligence • coaching and mentoring • influence and communication • accountability conversations • inclusive leadership • stakeholder management • change

EVIDENCE IN PRACTICE

Proven across public, private and complex operating environments.

NATIONAL TRANSPORT AUTHORITY

H-Suite designed an integrated programme aligned to NTA priorities and participant needs. Workshops, coaching, peer learning, reflection and workplace application connected strategic thinking, workforce planning, coaching, emotional intelligence, inclusion, stakeholder management and change.

BESPOKE • MULTI-MODULE • WORKPLACE APPLICATION

ARCHITECTURAL METAL SYSTEMS (AMS)

H-Suite supported first-line, middle and senior managers through workshops and coaching. The work addressed the transition from peer to leader, communication, accountability, delegation, strategic awareness and succession—with participants progressing into more senior roles.

MULTI-LEVEL • COACHING • PROGRESSION

Different contexts, one consistent principle: leadership capability must be practised in the realities participants are expected to lead.

ABOUT H-SUITE

A partner in meaningful organisational movement.

Ciarán Hourican

Managing Director • Executive Coach • Facilitator

Ciarán works with executives, leadership teams and managers to create clarity, strengthen accountability and translate ambition into practical movement. His approach combines honest conversation, thoughtful challenge and a deep commitment to sustainable organisational change.

THE NEXT STEP

Begin with the leadership capability the organisation needs next.

We explore the organisational priorities, participant population and behaviours that need to change—then design the right combination of learning, application, coaching and review. Every programme is shaped by the H-Suite Way: practical, honest, contextual and built in partnership.

STRATEGY INTO PRACTICE **LEADING IN PRACTICE** **CAPABILITY SYSTEMS**

• Clarify Direction • Restore Agency • Build Capability • Sustain Movement

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