

Living Leadership

A transformational 16-week learning journey
designed to develop leaders to thrive
in fast-paced, dynamic environments.



Supported by:

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Introduction

The new **Living Leadership Programme** is a game-changing learning journey designed to empower leaders at all levels in the Irish medtech and manufacturing sectors.

Blending interactive sessions, personalised coaching, and immersive exercises, this programme gives participants the **tools, insights, and confidence to excel in their leadership roles.**

With a focus on communication, motivation and leadership effectiveness, **Living Leadership supports leaders in inspiring action, fostering genuine connections, and driving meaningful impact within their teams and organisations.**

By addressing key challenges in leadership development in these industries, this programme aims to **inspire change and enhance performance across the sector in a significant and meaningful way.**

We look forward to welcoming participants and sharing the transformative impact of Living Leadership with companies throughout the industry.



Ann O'Connell

Head of Funded Projects,
Ibec Medtech and Engineering

Programme Objectives

The Living Leadership Programme is designed to equip leaders with the essential skills, self-awareness, and practical strategies needed for impactful and engaging leadership.

Through a blend of in-person workshops, personalised coaching sessions, and interactive online modules, participants will deepen their understanding of core leadership behaviours, develop resilience in themselves and their teams, and strategically plan their career growth.

1. Become a More Engaging, Impactful Leader

Cultivate the skills to **lead with confidence and authenticity**, fostering an inclusive, high-performing team. Create a workplace where people feel safe to contribute, collaborate, and excel—driving real results.

2. Drive Lasting Change in Yourself and Your Teams

Develop a growth mindset and **tackle challenges with confidence** and adaptability, and the confidence to lead teams through change and uncertainty.

3. Take Control of Your Career and Leadership Path

Build a **clear, strategic roadmap for long-term success**. Define your leadership vision, set ambitious yet achievable goals, and position yourself for career growth and greater impact.

4. Expand Your Influence and Build Powerful Connections

Strengthen your ability to **persuade, inspire, and lead with confidence**. Build a strategic network, gain mentorship, and develop the influence needed to drive business impact and career growth.

5. Maximise Your Potential with Targeted Development

Access **tailored coaching and actionable feedback** to sharpen your leadership skills, amplify your strengths, and unlock new areas for growth—driving continuous improvement and long-term success.

Schedule

Programme Element	Format	Date
Becoming a More Emotionally Intelligent Leader	In-Person Full Day	Tuesday, February 25th 9am - 5pm
Genos EI Assessment Invitation	Online, Self-Paced	Wednesday, February 26th
Coaching Session 1: Debrief of Genos EI Assessment	In-Person, 2 hours	Week of March 10th
Setting Yourself Up for Success	Virtual, Half-Day	Wednesday, March 19th 9:30am - 1pm
Coaching Session 2	Individual Virtual 1 Hour	Week of March 31st
Turning Obstacles into Opportunities	Virtual, Half-Day	Thursday, April 10th 9:30am - 1pm
Industry Leaders Workshop	Virtual, Half-Day	Thursday, May 8th 9:30am - 1pm
Expanding Your Network & Growing Your Influence	Virtual, Half-Day	Tuesday, May 27th 9:30am - 1pm
Coaching Session 3	Individual Virtual 1 Hour	Week of June 9th
Final Event & Networking Mattering & Leadership Journey Mapping	In-Person Full Day	Tuesday, June 17th 9am - 5pm

Living Leadership Programme Overview

1. Becoming a More Impactful and Engaging Leader

This session focuses on equipping participants with practical skills for self-awareness, authentic connection, and emotional intelligence. Through shared learning and reflection, participants explore how to enhance their influence and build meaningful relationships. The session will introduce the power of demonstrated Emotional Intelligence (EI) and prepare participants for the Genos EI 360 Assessment.

2. Setting Yourself Up for Success

Participants will craft a vision for their career, challenge habits, and set actionable goals. This module introduces tools and techniques to create a personalised career map and set themselves up for sustainable success.

3. Turning Obstacles to Opportunities

Participants will explore the power of a growth mindset and develop strategies to reframe limiting beliefs. Conversational Intelligence tools will support them in navigating challenges and fostering impactful conversations.

4. Industry Leaders Workshop

This workshop features presentations, panel discussions, and breakout sessions with industry leaders. Participants gain practical insights and strategies for leadership success in the MedTech sector.

5. Expanding Your Network & Growing Your Influence

Participants will assess their professional networks and identify gaps. This module explores the role of mentors and actionable steps to build and expand influence.

6. Mattering and Leadership Journey Mapping

The programme concludes with a focus on the science of mattering, reflection, and action planning. Participants will solidify their leadership journey through interactive activities and celebrate their progress.

Who Should Attend?

The programme is aimed at individuals working primarily in the medtech, engineering and manufacturing sectors.

- Seasoned and emerging leaders
- Work in middle management roles with direct reports and line responsibility for different functions.
- Be at a critical point in their careers when they face particular challenges progressing to more senior roles.

Genos EI Assessment

As part of your Living Leadership programme, you will complete a **Genos Emotional Intelligence Leadership Assessment**, an essential tool for understanding and enhancing your leadership impact .

This is **not a test**; it's an invaluable opportunity to gain deep insight into how your emotional intelligence behaviours are experienced by those around you.

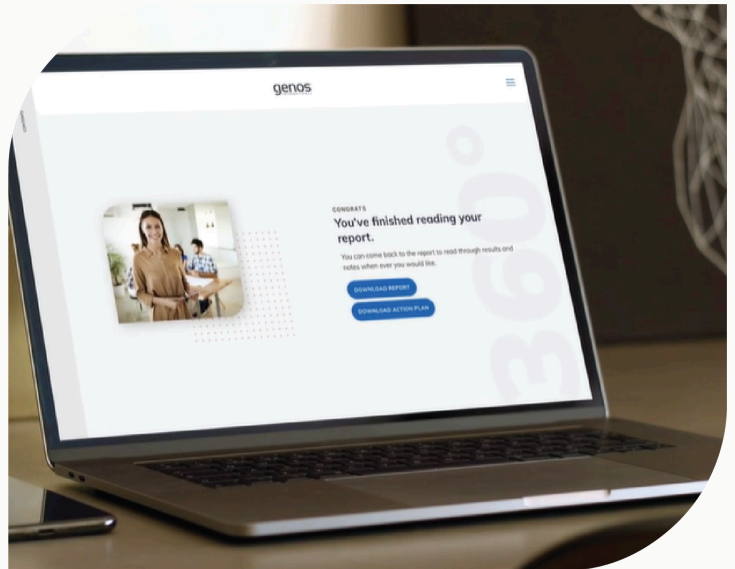
How you 'show up' as a leader directly influences your effectiveness.

The more consistently you demonstrate these key competencies, the greater your positive impact.

By starting with a **clear, evidence-based understanding of your current leadership presence**, you'll maximise the impact of this programme, making every learning moment more relevant and actionable.

Your personalised results will be delivered in a **one-on-one feedback session** with a **Genos Certified Emotional Intelligence Practitioner** in your one-on-one coaching session and via the **Genos Digital platform**.

This debrief will equip you with a **clear, actionable development plan**, ensuring you can **apply your insights immediately** and drive meaningful leadership growth.



Genos Grow

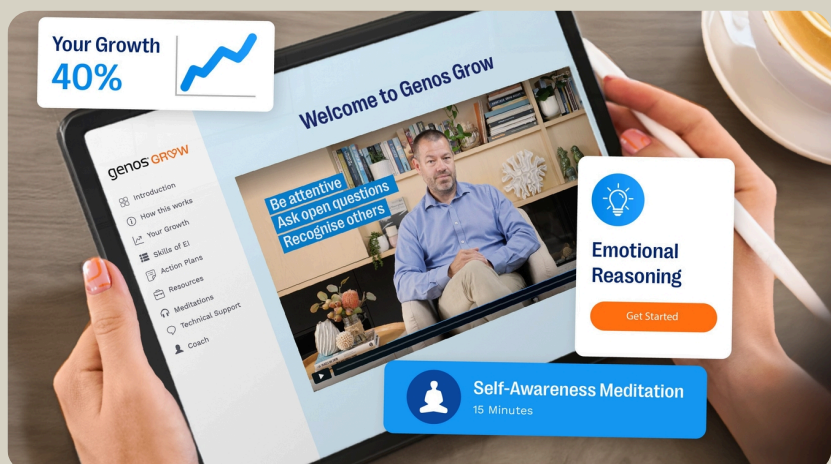
Personalised, On-Demand EI Development

Genos Grow is an interactive, on-demand learning platform designed to help you develop life-changing emotional intelligence skills anytime, anywhere.

Unlike most platforms, Genos Grow is **behaviour-based, self-other-directed, and fully personalised**. Development is a personal journey, and Grow makes it interactive, allowing you to engage with your **coach, facilitator, and peers** to learn from real-world experiences.

Select the behaviours you want to improve, build a personalised plan, and drive real change with reminders, resources, and videos.

Track your progress from your first login to your last, ensuring measurable improvements in wellbeing and relationships.



Your Team - Facilitators



Deiric McCann | Lead Facilitator

Genos International Europe, a world-renowned provider of emotional intelligence solutions, is led by Deiric McCann as the head of its EU division. With over two decades of experience in upper-level management at multinational corporations and an additional decade working with international clients, Deiric has helped teams worldwide cultivate emotional intelligence, psychological safety, resilience, and engagement.

He has authored multiple books emphasising the crucial role of employee engagement in achieving business success and is highly skilled in helping clients and partners implement evidence-based EI solutions that generate a measurable return on investment. As an accredited teacher of Google's *Search Inside Yourself* Mindful Leadership Programme, Deiric regularly speaks about these topics at conferences and events worldwide and delivers highly acclaimed training on emotional intelligence, resilience, psychological safety, and mindfulness. Deiric's TED Talk on '[The Invisible Epidemic: Worry](#)' has garnered over 1 million views, and he is a highly sought-after keynote speaker.



Mary Ann McGowan | Lead Coach & Facilitator

With over 20 years of experience in leadership development and coaching, Mary Ann specialises in creating human-centered cultures that allow people to bring their full talent, energy and potential to the workplace. She brings a unique blend of industry expertise and practical application to every programme she delivers.

Mary Ann's extensive background includes designing and facilitating leadership programmes for global organisations such as Cook Medical, Aerogen Ltd, and VTG Rail Ltd. Her programmes focus on building emotional intelligence, enhancing communication, and fostering meaningful workplace connections. An ICF PCC-credentialed coach with over 2,000 hours of coaching experience, Mary Ann has guided leaders at all organisational levels. Her coaching philosophy, "Putting 'Who' First," emphasises the importance of valuing people for who they are rather than just what they do. This approach fosters conscious engagement, enabling individuals to show up fully in their interactions and teams, building a powerful culture where everyone feels they matter.

Your Team - Coaches



John Tiernan | Coach

John empowers ambitious individuals to unlock their potential and achieve high performance in all areas of life. With over 18 years in the FMCG industry, he held senior commercial management roles and consistently delivered exceptional results. As Commercial Lead, John was pivotal in transforming a dysfunctional team into a high-performing one within 12 months, leveraging the power of Emotional Intelligence. This firsthand experience fuels his passion for helping others achieve real high performance, both individually and as part of a team.



Una Crilly | Coach

A leadership coach with a speciality in retail and hospitality, Una has over 30 years experience helping ambitious leaders build highly motivated and cohesive teams. Her proven strategies focus on enhancing emotional intelligence, fostering a positive work culture and boosting confidence and optimism. Una Crilly guides participants through tailored coaching sessions, incorporating assessments to provide meaningful insights and practical strategies for growth. With over three decades of experience, Una specialises in empowering leaders to confidently navigate challenges, align personal and professional goals, and create lasting impact within their organisations.



John Murphy | Coach

With over 18 years of experience in blue-chip multinationals and 7 years leading his own High-Performance Coaching Practice, John has a proven track record of delivering outstanding results. Specialising in emotional intelligence, he integrates its principles with strategic coaching to empower individuals and teams to reach peak performance and achieve measurable success. Recognising people as one of every company's greatest assets, John's international experience focuses on working with leadership teams to engage and mobilise effective and efficient employees, fostering more creative and innovative processes and procedures that deliver successful business results and growth.

What people say....

“ Working with you was a pleasure; your energy and expertise really made the program shine. The way you shared your knowledge and strategies was spot on, and we already see some significant improvements in our teams in terms of openness, empathy, and collaboration. We know that's primarily due to the work you did with us.

John Rooney | Managing Director of Flogas

“ A wonderful, thought-provoking learning experience. The insightfulness and charismatic delivery style kept us fully engaged from start to finish. We are a business that invests heavily in leadership development, and emotional intelligence in leadership is often a topic which is overlooked by many organisations. As a business is going through an intense period of change, leading in an emotionally intelligent way has never been more important for us. It's been a pleasure to work with Genos and we wouldn't hesitate to recommend them.

Dave Darby | MD, MSC Industrial Supply Co.

“ I've had the pleasure of working with Mary Ann for a number of years now. Throughout this time, she has been instrumental in helping us shape, design and deliver our leadership development program in the EMEA region. Mary Ann is highly competent in this area, always keeping abreast with the latest research and thinking. I can highly recommend Mary Ann to both business leaders looking to be challenged in their thinking and organisations looking to develop their people.

Richard Chellingsworth | HR Director, EMEA, COOK Medical

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This programme has been a game-changer for our company, empowering staff at all levels to collaborate, share ideas, and enhance our working environment. By emphasizing core values like Accountability, Trust, and Respect, the course has improved our communication skills and made us more aware of how our actions impact others. It has also given us the confidence to focus on growth areas where coaching can make a difference.

Brett Promisel | COO, Deep Pool Financial