



**LEAP**

# Leadership Transition Adventure Programme

The Online Group Coaching Programme brought to  
you by ICF, EMCC Accredited Coach & Facilitator:

**CHRISTIAN MADSEN**





# Welcome

***The LEAP Leadership Transition Adventure Programme is a group coaching programme designed specifically to help transitioning leaders like you reach their full potential, high performance and well-being. It is all about becoming a more effective and better leader in a way that's both inspiring and enjoyable.***

## **But first, what is group coaching?**

Group Coaching isn't just about individual growth; it's about taking an expedition together into the depths of collective wisdom and peer learning. With group coaching, you're never alone in facing the challenges of leadership transitions, as, in our group sessions, you'll meet peers who are on a very similar path to you.

Together, we share experiences, tackle common problems, and learn from each other, creating a space where everyone's voice matters and every story adds value to the group coaching session.

My approach is about creating a safe, yet adventurous environment where each member can explore new ideas, take risks, and grow. It's about utilizing the collective power of a group to find solutions that work for you.

My aim is that you'll leave each session with new insights and practical, long-term strategies for both personal and professional success.

## **Ready to get started?**

In this programme guide, I'll show you how my 4-week Group Coaching programme can help you navigate your leadership transition smoothly and effectively. So, let's dive into it!



## The Typical Challenges of Making Leadership Transitions

Transitioning between leadership roles presents specific challenges as outlined in the [Leadership Pipeline concept](#).

These transitions require leaders to adjust their work values, time application, and skills in very specific ways.

With regard to work values, as a leader, you need to shift your focus to what is most valuable for the organisation, redefining what you consider important in your job.

When it comes to time application, the way you spend your time must evolve to meet the demands of your new leadership role, moving away from previous tasks to new priorities.

Lastly, for skills requirements, each leadership level demands different skills and competencies. Adapting to these new requirements is crucial for success.

Leaders often struggle to let go of the specialist mindset, facing challenges in delegation, empowerment, and leading through others. The tendency to revert to familiar behaviours under pressure makes transitions all the more complex.

Additionally, the dynamics change significantly when leading a former peer group, requiring careful navigation of new power structures and communication styles.

## Benefits of Leadership Transition Coaching

Leadership Transition Coaching, aligned with the Leadership Pipeline framework just mentioned, offers targeted benefits to help you excel in your evolving role.

Namely, through:

### Enhanced Coaching Skills

Through group coaching, you'll also develop stronger coaching abilities, which are crucial for leading teams effectively.

### Real-Life Case Insights

You will gain inspiration and practical strategies from real-life cases, helping you handle a variety of leadership situations with confidence.

### Improved Time and Effort Prioritization

You learn to prioritize your time and focus on the most impactful activities, aligning with your new leadership responsibilities.

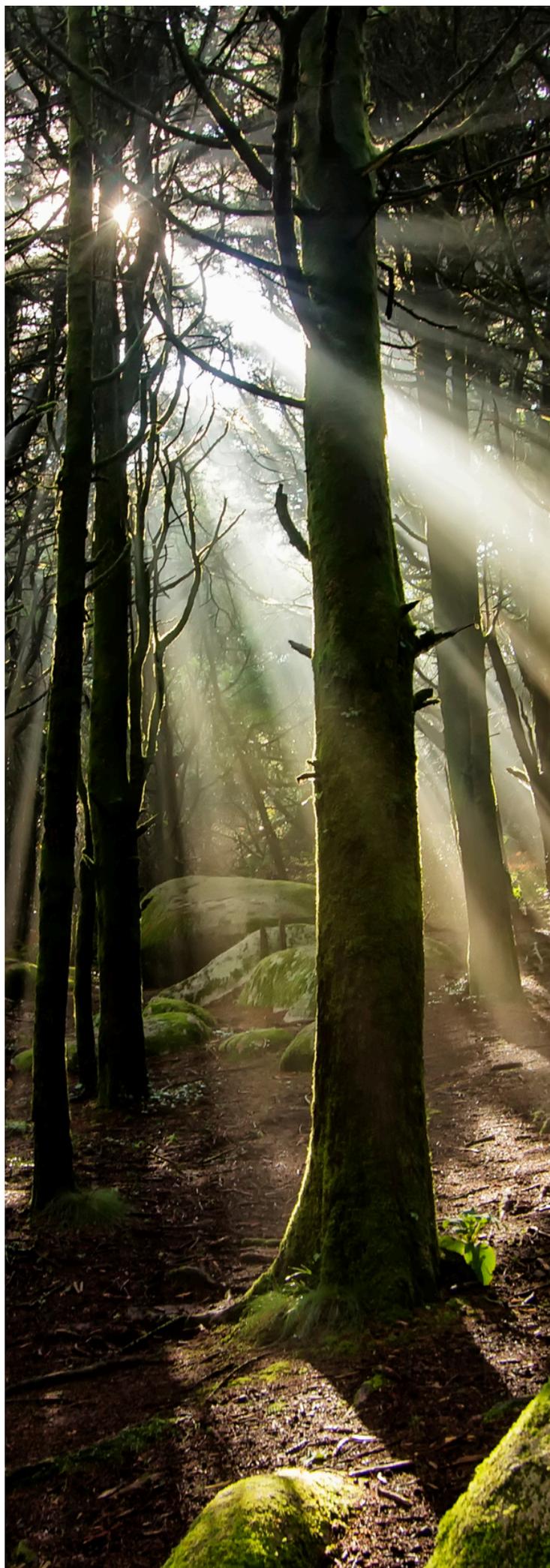
### Transitioning Work Values

Group coaching can help you redefine your work values to match the expectations and requirements of your new role, ensuring a smooth leadership transition.

### Skill Development for New Roles

We will focus on developing the specific skills required at different levels of leadership, ensuring you're equipped to meet new challenges.

These benefits collectively ensure that you're not just transitioning to a new role but growing into a more effective, insightful leader long term who can inspire and guide teams towards true success.



## Action Learning Sets (ALS) and Balint-style group coaching

*To help you gain full benefits and effectively overcome the challenges of leadership transition, my programme incorporates two powerful methods: Action Learning Sets (ALS) and Balint-style group coaching. Both are designed to support your personal leadership journey, offering unique approaches to problem-solving and peer learning. To give you a deeper understanding, let's look at these in detail.*

### What is ALS?

Action Learning Sets (ALS) are a dynamic, collaborative process tailored for working on real-life challenges, here particularly those encountered during leadership transitions.

In an ALS session, you'll be part of a small, supportive group where each member takes a turn to present a specific leadership challenge they are facing. Instead of directly discussing or advising on these challenges, group members engage in a powerful process of peer group coaching. They ask probing, thoughtful questions to help the presenter see their challenge from different perspectives and explore new opportunities. This inquiry-led approach encourages the presenter to reflect deeply and identify concrete actions they can take to address their challenge.

This method not only assists you in finding tailored solutions to your leadership issues but also enhances your problem-solving skills and understanding of complex leadership dynamics. By participating in ALS, you gain the benefit of collective intelligence, encouraging a deeper exploration of issues while also operating in a supportive learning environment.

### What are Balint groups?

Balint groups, originally developed in the medical field, are now a valuable tool in leadership coaching. In these groups, each participant presents a real case or situation they are facing in their leadership role. The group then engages in a structured discussion about these cases, as an example focusing on the emotional, mental and relational aspects of leadership. This method helps you gain deeper insights into your own leadership style and interpersonal dynamics. It encourages reflective practice and empathy, enabling you to develop more effective and compassionate leadership strategies.

***By combining ALS and Balint-style coaching, we create a comprehensive learning environment that addresses both the practical and emotional facets of leadership transition.***



## The LEAP Programme

**LEAP is a 4-week ONLINE leadership transition group coaching programme, limited to 3-8 participants in the group, starting on Wednesday the 6th May 2026 with subsequent dates on the 13th May, 27th May, and 3rd June at 18.30 - 20.00 (CET).**

***This is your opportunity to become a better and more effective leader through successful leadership transitions.***

This programme is suitable for leaders, who want to improve and accelerate their leadership transition and connect and learn from like-minded peers, who are leaders in different organizations.

In LEAP, we will focus on you as an individual leader in the group. You'll learn from peer group coaching, tackle real-life cases and leadership transition challenges and gain experiences from the group to support you with your leadership transition.

## Programme Outline

### WEEK 1: START

In this first session, your coach partners with you to set expectations while also getting to know your peer group of leaders (creating a safe and trusting space and agreement).

#### The group will engage in Action Learning Sets:

- The presenter (hot seat) shares their leadership transition challenge uninterrupted
- Group members ask the presenter questions about the challenge (peer-to-peer coaching)
- Round up and reflection on the experience, takeaways and actions
- All participants will get time to present in week #1-2
- Wrap-up



## WEEK 2: ACTION LEARNING

In this second session, your coach partners with you in reflecting on learnings since the last session. The Leadership Pipeline concept and transition elements are introduced.

### **The group will continue with new Action Learning Sets:**

- The presenter (hot seat) shares the leadership transition challenge uninterrupted
- Group members ask the presenter questions about the challenge (peer-to-peer coaching)
- Round up and reflection on the experience, takeaways and actions by the presenter
- All participants will get time to present in week #1-2
- Wrap-up

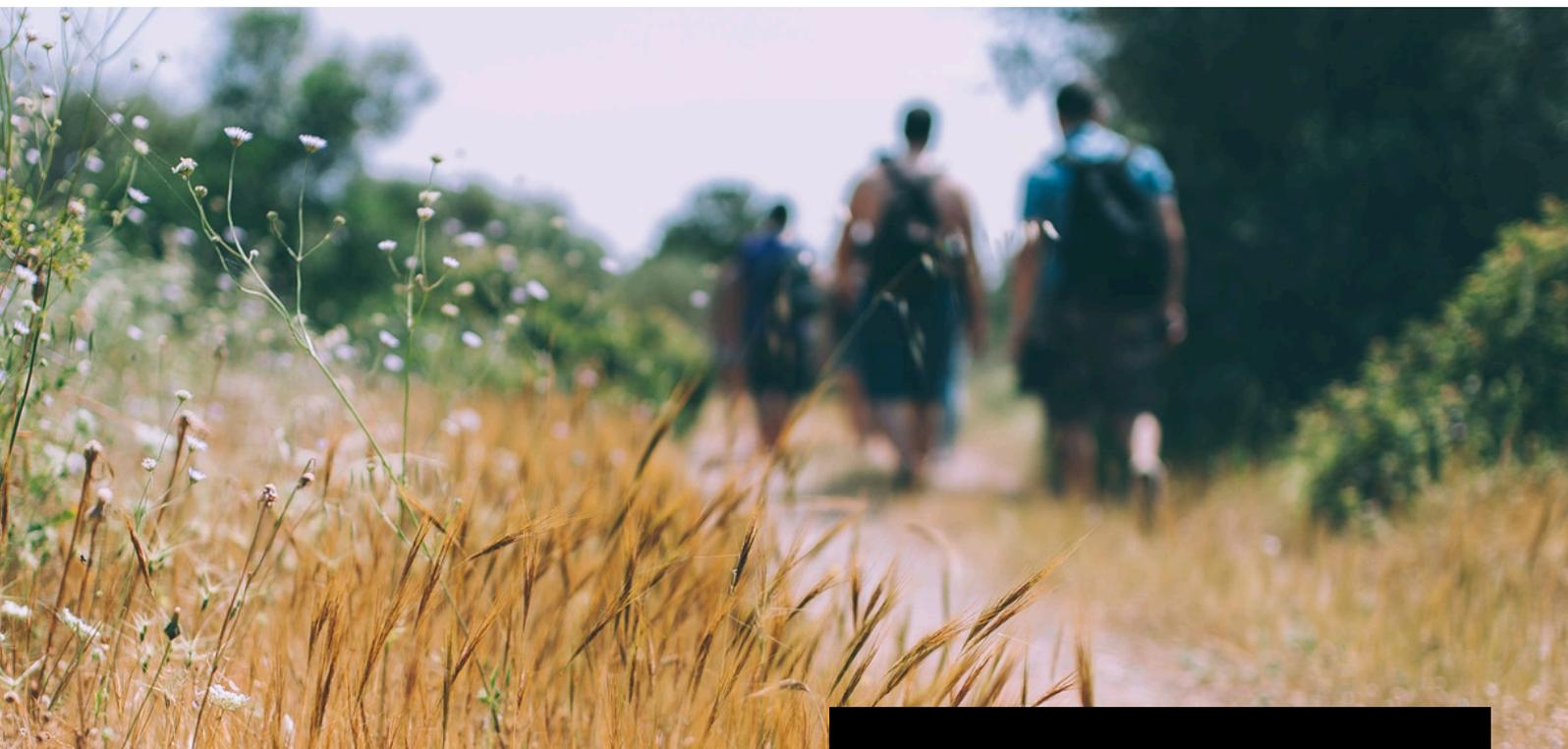
## WEEK 3: BALINT-STYLE COACHING

In the third session, your coach partners with you to reflect on learnings since the last session.

Balint-style group coaching is introduced.

### **The group engages in Balint-style group coaching:**

- Presenter(s) brings a topic / challenge from leadership transition to the group
- The Coach clarifies the topic or challenge with the presenter
- Group members discuss what topic / challenge the presenter brings
- Round up and reflection on the experience, takeaways and actions for presenter
- All participants will get time to present in week #3-4
- Wrap-up



## WEEK 4: YOUR NEXT LEAP

In the fourth and final session, your coach partners with you in reflecting on learnings since the last session. The group works on how they can become better, more effective leaders from here.

### The group continues Balint-style group coaching:

- Presenter(s) brings topic / challenge from leadership transition to the group
- Coach clarifies topic / challenge with presenter
- Group members discuss what topic / challenge the presenter brings
- Round up and reflection on the experience, takeaways and actions
- All participants will get time to present in week #3-4
- Appreciative inquiry elements will be introduced for reflection
- Wrap-up / your next LEAP as a leader

### What's **included** in the programme?

**Kick-off for setting expectations/agreement**

**4 x 90-minute online group coaching sessions**

**Wrap up  
(with Q & A / next steps)**

**WhatsApp group access  
(for sparring and Q & A)**

**€170**

*All prices include VAT*

## About Your Coach

Hi there, I am Christian Madsen.

I'm an ICF, EMCC Accredited Coach & Leadership Development Trainer, dedicated to helping people and organizations unlock their potential through healthy performance, well-being and meaningful growth.

I design and facilitate impactful development experiences that support leaders, teams, and organizations through critical moments of change—whether stepping into new leadership or specialist roles, moving through career transitions, or building high-performing, engaged teams.

My qualifications as a Coach include an Accredited Diploma in Transformative Coaching from the Animas Centre for Coaching, recognized by the International Coaching Federation (ICF Level 2), the European Mentoring & Coaching Council (EMCC), and the Association for Coaching (AC). Furthermore, I am a Hints Performance Certified Coach from Hints Performance.

I am credentialed by ICF as **Associate Certified Coach (ACC)** and **EMCC Accredited Coach at Senior Practitioner level**.



## Who I work with

- Senior leaders & leadership teams
- Emerging & transitioning leaders
- Cross-functional & high-impact teams
- Individual high-potential professionals

With over 20 years of experience from military leadership (Danish Army & Navy), entrepreneurial success and diverse corporate roles and international HR leadership, I've partnered with leaders at global companies like A.P. Moller - Maersk, Novonosis, Nordea and start-ups to elevate their leadership, build thriving teams and drive impact.

## My transformational journey

One of my most defining experiences? Running the 250 km Marathon Des Sables across the Moroccan Sahara—a seven-day ultra-race that tested every ounce of self-leadership, perseverance and collaboration under pressure.

These lessons in resilience, systems thinking and adaptability now shape how I approach coaching, leadership and organizational development.

## My approach

I co-create safe and fun spaces for reflection, learning and real change—blending coaching and facilitation to build trust, shift perspectives and spark extraordinary development experiences.

Whether 1:1, in teams or groups, we mix seriousness and playfulness—because laughter is a powerful tool for transformation too.

I look forward to working with you throughout the LEAP programme.

*Christian Madsen*

“

*I would recommend Christian's coaching unreservedly, through working together I've had several insights which have enabled me to gain clarity and make more informed decisions. Christian is an excellent listener and asks powerful questions which help you see the situation from a different perspective. After working with Christian, I feel more confident and empowered to progress with my career and global travel aspirations.*

David Garwood



“

*I've known Christian for several years. Various times, I have valued his great talent for coaching, communication and mentoring [...]*

*To Christian no goal is too big - and that spreads to his surroundings. Christian's unique mix of a high professional level, empathy and humour makes him attractive to any organization wanting to develop to the next level.*

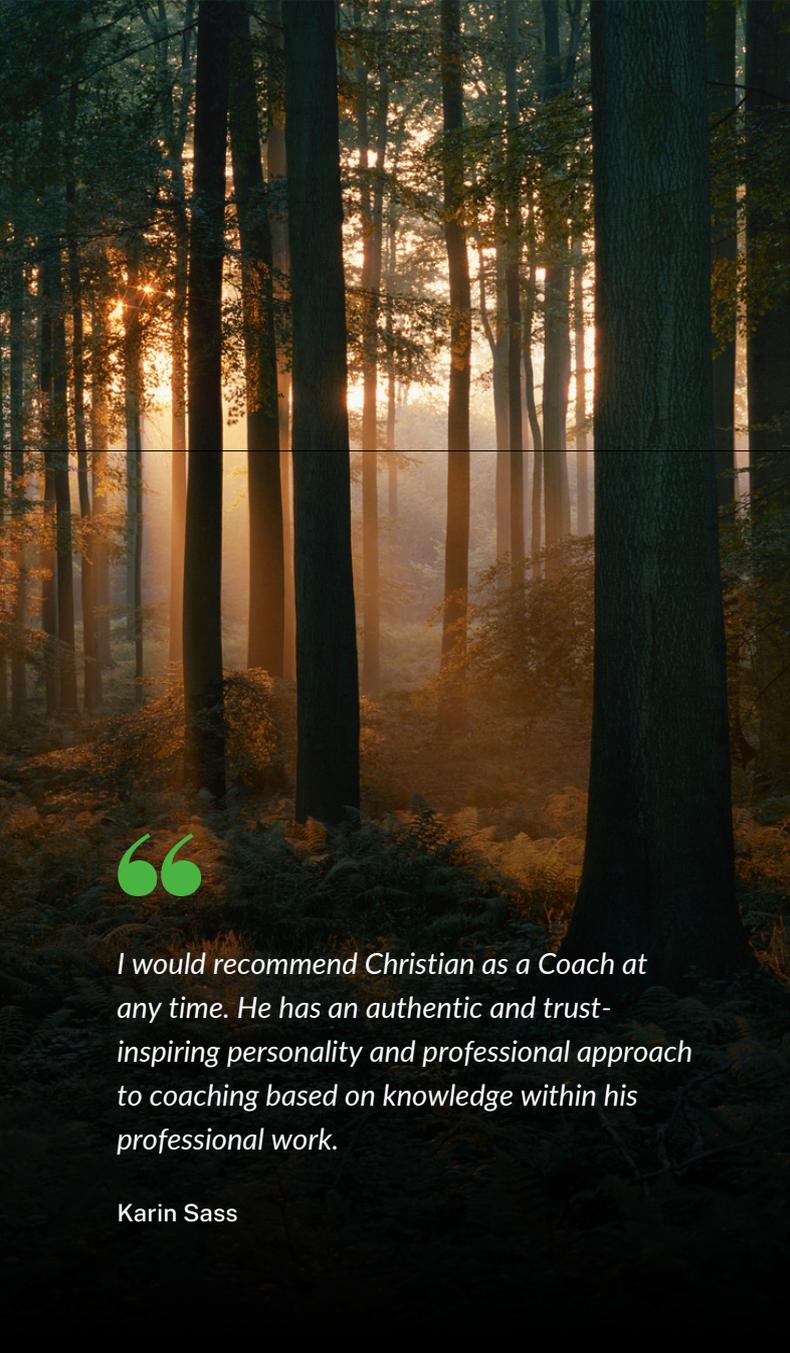
*My very best recommendations goes to Christian.*

Morten Munck

“

*I would recommend Christian as a Coach at any time. He has an authentic and trust-inspiring personality and professional approach to coaching based on knowledge within his professional work.*

Karin Sass



## CM Academy

VAT: DK32366724

Address: Islands Brygge 24A, 2. tv, DK-2300 Copenhagen S, Denmark

E-mail: [coach@christianmadsen.academy](mailto:coach@christianmadsen.academy)

Tel: (+45) 26 82 76 84



[WWW.CHRISTIANMADSEN.ACADEMY](http://WWW.CHRISTIANMADSEN.ACADEMY)