



LIGHT™ - Leadership You Can Prove, In the Moment

A five-step method and measurement system for difficult conversations

LIGHT™ is a practical leadership system used in workshops and real conversations. It gives leaders simple behaviours to follow, and measures both what they did and how it was felt – all in the same moment.

Why LIGHT™ Is Different:

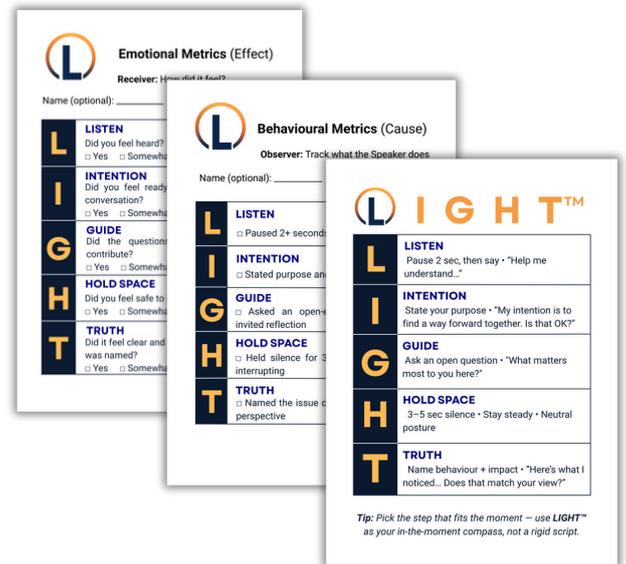
- ✓ **Behaviour + Emotional Impact** – Measurable in the same conversation
- ✓ **Immediate Application** – Not theory. Leaders act now
- ✓ **Simple, Proven Tools** – Three cards, three perspectives

Cause → Effect → Proof

The Five LIGHT™ Behaviours:

- L** – Listen (pause and focus)
- I** – Intention (state purpose, ask consent)
- G** – Guide (ask open questions)
- H** – Hold Space (stay silent, stay present)
- T** – Truth (name the issue, invite perspective)

Simple. Modular. Immediately usable.



What Gets Measured

- **Cause** – Leader’s behaviour: pause, hold space, guide → **Yes/No proof**
- **Effect** – Team member’s emotional response: heard, respected, safe, clear → **Live feedback**

Both captured in the same conversation

Proof

“Hold Space was completely new to me – and it changed everything.” – Participant, 40 healthcare leaders

“The world needs this.” – Senior coach trainer

Post-session evaluations show **strongest improvement in areas where LIGHT was applied**. Participants report **immediate confidence increases** and tool usability.



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Outcomes

Difficult conversations resolved faster

Trust and clarity built more quickly

Leaders leave with **measurable proof of impact, not just theory**

Organisations gain data on how leaders show up in the moments that matter

Why Now

- **Pressure is rising. Teams are stretched**, conversations are harder, and emotional clarity is no longer optional.
- AI can handle strategy – **only humans can hold the hard moments.**
- **LIGHT™ gives leaders tools they can use today** – and proves whether they worked.
- You don't need another framework. **You need a method that works in the moment.**

Workshop Formats:

Online: 3 hours via Zoom | Up to 12 participants | **£1,800**

In-Person: 3 hours at your location | Up to 12 participants | **£3,500**

(Includes facilitation, LIGHT™ Micro Cards, LIGHT™ Participant Guide, real-time metrics, 30-day follow-up)

Who This Is For

- **Frontline and emerging leaders** navigating their first difficult conversations
- **Managers and team leads** handling tension, feedback, or emotional derailment
- **Senior leaders modelling emotional presence** under pressure
- **Facilitators and coaches** seeking measurable tools for leadership development
- **Organisations** ready to move beyond theory and prove leadership impact in real time.



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Facilitated by:

Nick Haswell, creator of LIGHT™, with 10+ years of leadership coaching and executive development experience.

Jess Foden-Andrews, 10+ years of leadership coaching experience and trained actor. Workshops are co-facilitated to ensure real-time feedback, small group support, and authentic practice scenarios.

What Happens in 3 Hours:

Part 1: Introduction (30 min)

Live demo of a difficult conversation, group reflection, introduction to LIGHT™

Part 2: Practice (90 min)

Participants practice in groups of 3 (Speaker, Receiver, Observer) with real scenarios. Multiple rounds, immediate feedback, measurable results.

Part 3: Integration (60 min)

Reflection, personal commitments, post-workshop resources and follow-up planning

Q1 2026 availability is limited.

Most workshops are scheduled within 2-4 weeks of initial contact.

Book a 20-minute call to discuss bringing LIGHT™ to your team – online or in-person, up to 12 participants.

For the first time, leadership impact can be measured inside the conversation itself.

LIGHT™ shows what good leadership looks like when it matters most – not in theory, not weeks later, but in the moment.

