Programme Area | Leadership Development

Effective Leadership



iob

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Great leadership starts with understanding yourself. Exceptional leadership comes from understanding your impact on others.



IOB

IOB is a professional community of over 31,200 members who work in banking, funds and asset management and the international financial servives sector. Professional development of our members through education is at the heart of what we do. IOB provides a broad portfolio of programmes, from university accredited to Executive Education and all are developed to meet the career and personal development needs of our members.

As a recognised college of UCD and the standout financial services industry educator, we offer qualifications of the highest standard. We currently offer more than 50 programmes ranging from Professional Certificates and Diplomas to Masters degrees from levels 7 to 9 on the National Framework of Qualifications (NFQ). We design our programmes to be practical and relevant, but grounded in academic rigour. Executive Education at IOB offers a range of specialist director programmes, open enrolment programmes and customised development programmes.





Elena Day

Dr Margaret Fitzsimons

Welcome

Effective Leadership is a highly interactive leadership development programme designed for senior managers, heads of function, emerging enterprise leaders and experienced professionals transitioning into significant people leadership roles who work in Financial Services. The programme provides a unique opportunity to step back from the demands of daily leadership and explore the beliefs, values, experiences and behavioural patterns that shape leadership effectiveness.

Through a combination of leadership insight, executive coaching, practical application and peer learning, participants will develop greater self-awareness, strengthen their leadership presence and build the confidence to lead others more effectively. They will gain insight into how they respond under pressure, how their behaviour influences those around them, and how they can build stronger relationships, navigate difficult conversations and create high-performing teams.

The programme equips leaders with the self-awareness, resilience and coaching skills needed to enhance their impact, influence organisational culture and lead with greater effectiveness, confidence and purpose.

Who is this programme for?

This programme is designed for experienced professionals working within the financial services sector who are seeking to strengthen their leadership effectiveness and expand their impact. It is particularly suited to:

- Senior managers and department heads;
- Leaders with responsibility for teams, functions, projects or key stakeholder relationships;
- High-potential professionals preparing for enterprise-wide leadership roles;
- Experienced technical and professional specialists transitioning into people leadership positions;
- Existing leaders who want to deepen self-awareness, strengthen relationships and develop a more coaching-oriented leadership style.

How you will benefit

Leadership is rarely straightforward. As responsibilities increase, competing priorities intensify, stakeholder expectations grow and the decisions leaders face become increasingly complex. This programme provides a structured opportunity to step back from daily pressures, reflect on your leadership approach and develop the awareness, skills and confidence needed to lead effectively in a changing environment.

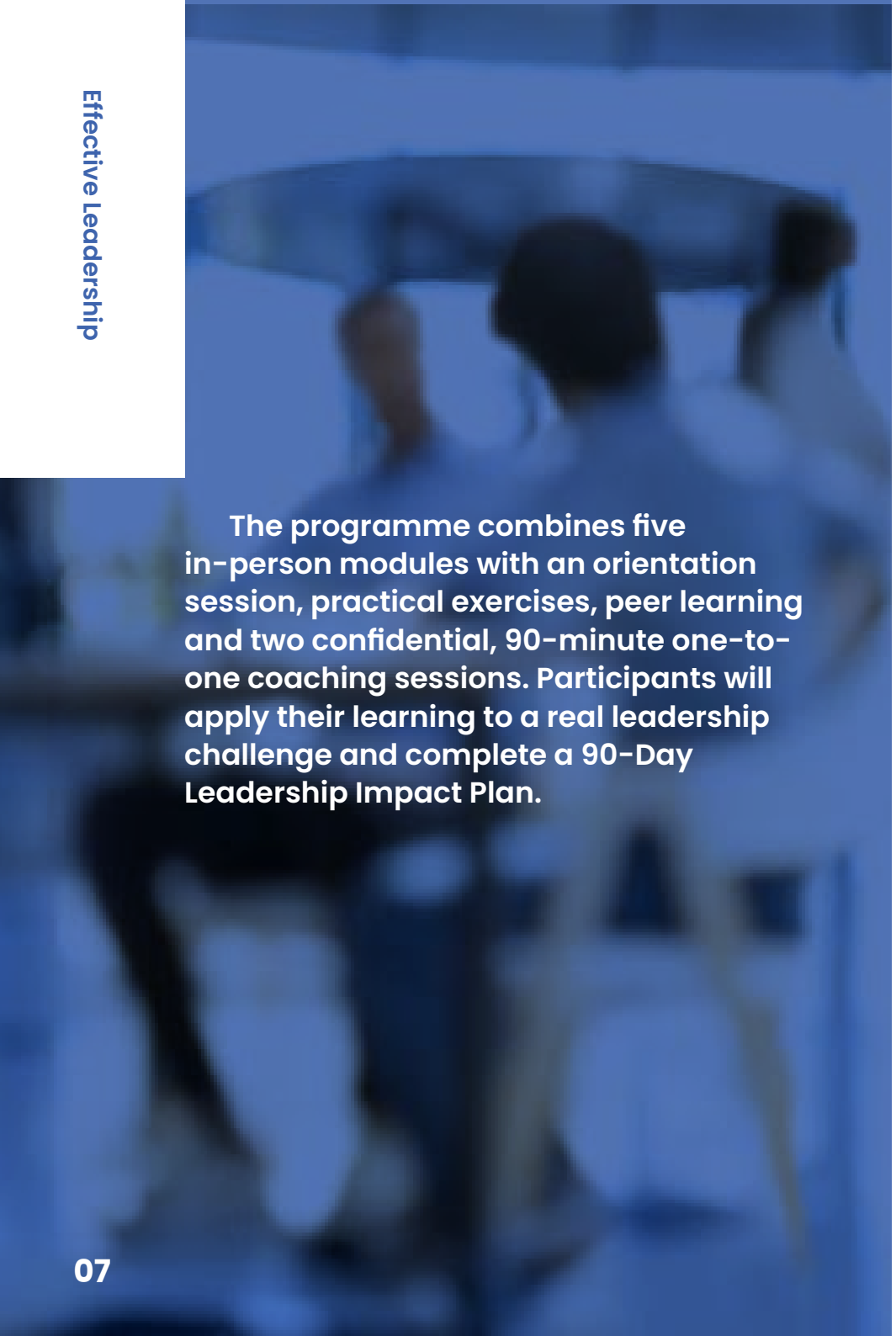
Throughout the programme, you will gain practical insights into your leadership strengths, behavioural patterns and areas for growth, while developing strategies that can be immediately applied in your professional context.

You will have the opportunity to:

- Strengthen your leadership presence, confidence and personal impact;
- Develop a deeper understanding of how your behaviours influence others;
- Build stronger relationships founded on trust, credibility and effective communication;
- Enhance your ability to navigate difficult conversations, conflict and change;
- Improve your emotional intelligence, resilience and self-management under pressure;
- Adopt a more coaching-oriented leadership style that empowers and develops others;
- Increase your influence across teams and stakeholders;
- Create a practical leadership development plan aligned with your professional goals and organisational priorities.



This transformative leadership development experience equips you with the insight, tools and confidence to lead with greater effectiveness. You will leave with a clearer understanding of your leadership impact, enhanced capability to support and influence others, and a practical roadmap for continued growth and success.



The programme combines five in-person modules with an orientation session, practical exercises, peer learning and two confidential, 90-minute one-to-one coaching sessions. Participants will apply their learning to a real leadership challenge and complete a 90-Day Leadership Impact Plan.

Delivery

Orientation	**5pm to 6.30pm** Wednesday 27th January 2027
Module 1	**The Leader Within** Thursday 28th January 2027
Module 2	**Psychological Dimensions of Leadership** Friday 29th January 2027
Coaching	**Session 1** During February 2027
Module 3	**Leading Others** Thursday 4th March 2027
Module 4	**The Leader as Coach** Friday 5th March 2027
Module 5	**The Challenges of Leadership** Friday 9th April 2027
Coaching	**Session 2** During April 2027 and first two weeks May 2027

100% attendance is required for all modules which are delivered from 9am to 5pm in IOB, 47-49 Pearse Street, Dublin 2.



Executive Coach

Elena Day

Elena Day is Registrar and Chief Assessment Officer at IOB and brings over 30 years' experience in higher education, professional development and senior leadership. She has extensive experience designing and delivering third-level programmes in business information systems and strategy, combining academic insight with practical understanding of leadership in complex and highly regulated environments. Throughout her career, Elena has led strategic initiatives, organisational change and governance functions, giving her first-hand insight into the opportunities and challenges faced by senior professionals and those leading teams, functions and transformation.

Holding a Master's degree in Business Studies and an MSc in Executive and Business Coaching, Elena brings an engaging, collaborative and applied approach to leadership development. Her lecturing, leadership and coaching experience enables her to connect evidence-based ideas with the realities of the workplace, supporting participants to strengthen self-awareness, broaden their perspective, enhance their influence and translate learning into practical, sustainable action.

Testimonials

"Working with Elena was genuinely transformative - insightful, supportive, and always focused on meaningful progress. Throughout the coaching experience, I gained clarity and practical tools that continue to shape how I lead and make decisions. I would highly recommend to anyone interested in leadership growth and personal and professional development."

Chief Risk and Compliance Officer
Fund Management and Investment Services firm

"Elena combines genuine empathy with a deep understanding of the realities of corporate life, making it easy to build trust from the very beginning. Rather than offering solutions, she guided me to discover my own, helping me challenge limiting beliefs, uncover root causes, and recognise strengths I hadn't fully appreciated. The coaching has had a lasting impact on both my personal and professional growth."

Learning Partner
Central Bank of Ireland

"Elena combines a clear, structured approach with the creativity and insight needed to help clients think differently. At a point when I was seeking greater professional direction, she helped me recognise the potential in the opportunities ahead and make purposeful decisions with confidence. Her coaching enabled me to move forward with clarity and conviction."

Head of Fundraising and Communications
Non-Profit



Executive Coach

Dr Margaret Fitzsimons

Dr Margaret Fitzsimons is Dean and Chief Learning Officer at IOB and an experienced executive coach, educator and leadership development specialist. With over 25 years of senior leadership experience across financial services, higher education and professional services, she brings a unique combination of executive leadership, coaching expertise and teaching excellence. Margaret has designed and delivered programmes in leadership, coaching, finance, entrepreneurship and professional education, and has extensive experience developing faculty, leading educational transformation and supporting leaders to achieve meaningful personal and professional growth. She holds a PhD in Finance, a Master's in Executive and Business Coaching, a Postgraduate Diploma in Teaching and Learning, a Diploma in Leadership Development, and is a Fellow of Chartered Accountants Ireland. Her approach combines evidence-based leadership theory, coaching practice and practical workplace application to help leaders deepen self-awareness, strengthen relationships and achieve lasting impact.

Testimonials

"I worked with Margaret at a time when the company I led was experiencing great growth. The challenge for me during this time was to juggle my life/work balance from stress to delegation and employee performance. With a combination of insight, patience and humour Margaret assisted me with some real-life practical solutions. These coaching sessions enabled me to move forward with clarity and confidence. I would have no hesitation in recommending Margaret to friends and colleagues and wish her every success for the future. Thank you, Margaret!"

CEO, Dublin

"Margaret is an excellent Business & Executive Coach. She helped me to explore my chosen topics from multiple perspectives, to heighten my awareness and to successfully action areas in my personal life and career that have truly given me a greater deal of success and contentment. I have gained a huge amount from my coaching engagement and would highly recommend Margaret to anyone interested in pursuing coaching. You will find Margaret to be a sincere, intelligent people person who will support you on your journey."

HR Leader

"I couldn't recommend Margaret highly enough, wholly professional, but with a personable approach that makes you feel immediately comfortable and at ease. Her demeanour is truly engaging and meticulous, actively listening to what you have to say, dissecting issues so that you can categorise each one, and giving you the space and initiative to understand how to prioritise, address and resolve any challenge."

Leader Education

Further Information

Professional body membership

You must be a current member of IOB to apply for this programme.

Fees

- €8,500 per participant
  (includes two individual coaching sessions)

How to apply

Email; kate.walsh@iob.ie

Participant profile

Designed for experienced professionals in financial services who have responsibility for leading people, teams, functions or strategic initiatives and who are committed to strengthening their leadership impact through greater self-awareness, coaching, resilience and relationship effectiveness.

Assessment

Continuous assessment.

Course learning outcomes

On successful completion, participants should be able to:

1. Critically evaluate the values, assumptions, psychological drivers and relational patterns that influence their leadership behaviour and effectiveness.
2. Analyse the impact of their leadership style, emotional responses and interpersonal behaviours on trust, performance, challenge, decision-making and organisational culture.
3. Apply psychologically informed leadership approaches, including attachment-informed perspectives, to build more effective workplace relationships and enhance leadership impact.
4. Give, receive and seek feedback, conduct difficult conversations, and respond constructively to challenge in high-pressure financial services environments.
5. Develop and implement a coaching-oriented leadership approach and personal development plan that enhances the capability, ownership, judgement and performance of others while supporting their own ongoing leadership growth.

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