



The Integral Business Leadership Group

Vision • Passion • Performance • Results

# Lead with Clarity, Presence & Impact *Under Pressure*

## How We Work with Leaders



**Elevate • Transform • Mastery**

**Achieve Breakthrough!**

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### ***What kind of leader do you need to be when it matters most?***

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Most leadership development work focuses on what leaders *should* do—and on building skills and behaviours. This is fine, of course, but it's not what helps leaders excel under pressure.

Because under pressure, leaders can lose access to those very skills and behaviours, despite knowing how they want to lead.

Our work with senior leaders focuses on how leaders can **reliably access the right inner capacities** when pressure is high, stakes are real, and emotions are activated—because how a leader shows up in these critical moments shapes their impact.



# What kind of leader do you need to be under pressure?

## The premise we work from

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### *Leadership Reveals Itself Under Pressure*

When pressure rises, leaders don't suddenly lose intelligence, experience, or the will to succeed. What changes is what becomes *available*:

- clarity can narrow
- steadiness can waver
- familiar strengths can misfire

This is the edge where most leaders feel stuck as they reflect back on their challenge:

“I know better — so why didn't I lead that way?”

Leadership cannot draw on capacities it cannot access in the moment.

## When Pressure Rises, Leadership is Revealed



# What kind of leader do you need to be under pressure?

## What we don't start with

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### *More tactics and techniques*

We don't begin with:

- Skills training
- Behavioural change
- Performance techniques

Those have their place—but under pressure, they're often the *first* things to drop offline.

You can't “apply” the skills you don't have access to in the moment.

## When Pressure Rises, Leadership is Revealed



# What kind of leader do you need to be under pressure?

## What we do work with

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*Build the inner capacities that shape how leadership shows up under pressure*

These inner capacities include:

- How steady you remain when stakes rise
- How clearly you see when others are confused
- How calm, grounded, and engaged you remain when situations become charged
- How aligned you stay with your values when authority, power, and politics are in play

These capacities lie underneath and drive behaviours. Over time, they organize into predictable “inner patterns” — the default ways leadership shows up under pressure — that can be identified and worked with intentionally.

## When Pressure Rises, Leadership is Revealed



# What kind of leader do you need to be under pressure?

## How development actually happens

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*Leadership transformation doesn't occur because a leader decides to be different*

Transformation happens when:

- inner patterns become visible
- capacities are strengthened through practice
- older patterns lose their grip without being forced
- new patterns become reliably available over time

This is not quick-fix work.

It is durable, practical, and deeply transformative.

Leaders often notice:

- conversations feel less charged
- decisions require less effort
- situations that once triggered reactivity now feel workable and require less effort
- clarity arrives sooner — and stays longer

What's changed is not a tactic—it's what capacities are available in the moment, and how leadership shows up under pressure.

## When Pressure Rises, Leadership is Revealed



# What kind of leader do you need to be under pressure?

## How we support this work

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*Helping client's develop and access the capacities to lead under pressure*

Depending on where the leader is in their development, support may involve:

- clarifying what inner capacities are available, drop off, or dominate under pressure
- identifying and working the next developmental edge
- working directly with real, high-stakes moments
- strengthening the inner capacities required for sustained clarity, presence, and impact
- integrating a New Way of Leading that is effective when stakes rise, pressure intensifies, and emotions are active

This work meets leaders where pressure already exists — not in theory, but in practice.

## When Pressure Rises, Leadership is Revealed



# What kind of leader do you need to be under pressure?

## Who this is for

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*Leaders who want to lead with clarity, presence, and impact when it matters most*

This work is for leaders who:

- operate in high-stakes environments
- carry real responsibility and consequence
- sense that what got them here is no longer sufficient
- are not looking for tactics, but for depth that holds up under pressure

It is not about becoming someone else.

It is about leading **more reliably as yourself** when it matters most.

## When Pressure Rises, Leadership is Revealed





# What kind of leader do you need to be under pressure?

## A final thought

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*What becomes available under pressure can change everything*

Leadership isn't defined by what you do at your best. It's defined by what becomes available when you're tested.

That's the moment we work with.

*Because when pressure rises, leadership is revealed. And what becomes available under pressure can change everything.*

## When Pressure Rises, Leadership is Revealed



## *Lead Differently Under Pressure*

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Let us help you lead with clarity, purpose, and steady impact when it matters most.

If this resonates, you are welcome to reach out.



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### **Achieve Breakthrough!**