

*A more
human way
forward*

LEADERSHIP TRANSITION PROGRAMME

When the way you have lived
and led no longer quite fits
what comes next

A private depth-coaching journey
for accomplished leaders navigating
what is changing within them — and
what may be trying to emerge.



REFLECT
REALIGN
REIMAGINE
BECOME

Pietro Pazzi

LEADERSHIP TRANSITION ADVISOR
& EXECUTIVE DEPTH COACH



A DIFFERENT KIND OF LEADERSHIP TRANSITION

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There are periods in a leader's life when something begins to shift.

Sometimes the reason is obvious: a larger role, succession, organisational upheaval, reinvention, pressure, setback or success. At other times, almost nothing has changed on the outside. Yet the old answers no longer land in quite the same way. Achievement may feel flatter. A familiar way of leading may start to feel constraining. Questions once postponed become harder to ignore.

“*You may not even know
what is changing.
That is often where the
work begins.*”

The Leadership Transition Programme creates room to understand what is happening beneath the immediate circumstances, recognise the patterns and identities that have shaped the way you live and lead, discern what may be ending, and pay attention to what may be emerging.

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You do not need to be in crisis

Some of the most profound transitions begin while a person is still highly capable and successful. The very qualities that helped us succeed can become identities we feel obliged to keep inhabiting.



The achiever cannot stop achieving.



The expert finds it difficult not to know.



The strong leader cannot reveal uncertainty.



The rescuer carries what others ought to carry.



The controller struggles to trust.



The indispensable person discovers that being needed has quietly become part of who they are.

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What is this stage of my life and leadership *now asking of me?*

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Two ways transition can begin



Outside In

Something changes in your circumstances and disrupts the equilibrium you relied upon: a bigger role, succession, organisational change, sustained pressure, an exit, reinvention or a changing relationship with work.

“What is this situation asking me to become?”



Inside Out

Nothing dramatic needs to have happened. Instead, you begin to notice a quieter movement. What once motivated you feels less compelling. A role that fitted for years begins to feel narrow. You want to lead differently.

“What is trying to emerge?”

Both are *legitimate beginnings*.

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WHAT THIS PROGRAMME IS

This is not a fixed competency course. It is a depth-coaching partnership.

We work with what is actually present — leadership challenge, identity, pressure, meaning, purpose, confidence, control, ambition, fear, fulfilment or the question of what comes next. The intention is always to connect inner development with the realities of decisions, relationships, organisations and delivery.

*You do not have to arrive knowing
what the transition means.
Discovering that is part of the work.*

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Orientation without forcing the process.

THE TRANSITION JOURNEY I

FROM AWARENESS TO A WIDER VIEW



Notice

1. NOTICE

What is changing?

We begin by paying attention. What has brought you here? Where does something no longer quite fit? What has become harder to ignore? Where is pressure revealing something important? The aim is not diagnosis. It is greater sight.



What is changing — even if I cannot yet explain it?



See

2. SEE

What has been shaping the way I live and lead?

Over time, our strategies can feel like identity: the capable one, the responsible one, the achiever, the expert, the rescuer, the strong one, the controller. Once I can see a pattern, I gain more freedom in how I relate to it.



What has been organising the way I live and lead — and does it still need to?

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THE TRANSITION JOURNEY II



3. RELEASE

What is ending?

Transition does not only ask us to add something. It may ask us to put something down: an identity, a definition of success, an attachment to certainty, being indispensable, carrying everybody else, proving yourself, or a future that no longer belongs to you. The work is not rejection but integration.

What has served its purpose but does not need to accompany me into what comes next?



4. LISTEN

What is trying to emerge?

Once there is a little more space, another kind of attention becomes possible. We listen for the qualities, values and directions seeking greater expression: authority, tenderness, creativity, courage, trust, directness, compassion, wisdom, contribution and meaning.

What wants more room in my life and leadership now?

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5. EMBODY

How do I live and lead from here?

Insight matters. But insight that never survives contact with Monday morning changes very little. Embodiment means testing inner change in real life: how you lead when pressure returns, what you delegate, what you stop rescuing, which conversation you finally have, what becomes more important, and what you no longer need to prove.

What would it mean to live and lead from this now?

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*Lasting change
lives in how you
show up, not just
what you know.*

What we may work with



Leadership identity



Meaning, values and purpose



Pressure patterns



Control, trust and delegation



Authority and confidence



Success and ambition



Reinvention and changing roles



Difficult relationships



Subpersonalities and inner conflict



Shadow and Golden Shadow



Decision-making and conscious will



Translating inner change into leadership behaviour

What might change

POSSIBILITIES FOR WHAT COMES NEXT

While every leader's journey is unique, here are some of the outcomes leaders often experience through this work.



Greater clarity about what matters now

A clearer sense of direction and priorities in this next chapter.



More freedom from automatic patterns

Increased awareness and choice in how you respond.



A changing relationship with achievement

A healthier, more sustainable way of relating to success.



Greater grounded authority

Leadership that is calm, confident and rooted in who you are.



More capacity to lead through others

Stronger collaboration, trust and collective impact.



A deeper relationship with meaning

A renewed connection to what gives your work and life significance.



Recognition of emerging capacities

Greater awareness of new strengths, possibilities and contributions.



A more congruent way of living and leading

Closer alignment between your values, choices and daily life.

How the programme works



A private 4–6 month coaching partnership

A dedicated space to reflect, realign and move forward with clarity — supported, challenged and accompanied at each step.

- ✓ 8–10 private coaching conversations
- ✓ Opening transition exploration
- ✓ Selected assessments and reflective tools
- ✓ Individual practices between sessions
- ✓ Midpoint transition review
- ✓ Integration and continuation
- ✓ Limited between-session contact

Confidential, tailored, and grounded in real leadership practice.

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Who this programme is for

Designed for accomplished CEOs, founders, executives and senior leaders who sense that something significant is changing — whether through pressure, succession, reinvention, a larger role, a changing relationship with success, or a quieter inner shift that is harder to name.

About Pietro Pazzi

Leadership Transition Advisor & Executive Depth Coach.
More than 30 years across general management, transformation, consulting and entrepreneurship, bringing depth coaching, Psychosynthesis and practical leadership judgement together.

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What is changing?
What is ready to be released?
What is trying to emerge?
How will you live and lead it?

Starting a conversation

REQUEST A PRIVATE CONVERSATION →

Pietro Pazzi

LEADERSHIP TRANSITION ADVISOR & EXECUTIVE DEPTH COACH
pietropazzi.com

*Perhaps the question is not simply what you should do next.
Perhaps it is who you are becoming — and what that asks you to live differently.*