



LeadBeyond

Advanced leadership journey
for future-focused executives

*Step into a transformative 6-month journey
designed for senior leaders ready to reshape
their leadership in a world of complexity,
innovation and human connection.*

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INTEREST



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OPEN PROGRAMME – WARSAW EDITION

Why join the **LeadBeyond** open programme?

This **six-month leadership experience** is designed exclusively for senior executives and board successors.

Here's what makes **LeadBeyond** a unique opportunity for transformative growth:



Experiential methodology: world-class facilitation, expert inputs, cutting-edge business simulations and deep peer collaboration.



Hybrid format: 2 x face-to-face 2-day workshops and 2 x online, interactive sessions for maximum flexibility and impact.



Delivered in collaboration with a team of **international experts**.



Graduation with Certificate of Attendance and access to an exclusive **alumni network**.



Created by **Impact**, global leaders in experiential learning, this programme blends deep human insight with strategic foresight to prepare you for the challenges ahead.

Through a powerful mix of **knowledge**, **action**, **reflection** and **connection**, you'll build real-world leadership capacity that will shape how you lead now and into the future.

LeadBeyond programme overview

Each element of **LeadBeyond** is designed to accelerate your growth, expand your influence, and equip you to lead boldly in a world of complexity and change.

MODULE 1 EXECUTIVE **RE-SHAPE**

- Cultivating critical awareness – noticing inward (myself) and outward (others and market).
- Navigating polarities in a transforming environment.
- Solving complex problems with clarity and courage.
- Building resilience and leadership actions.
- Connecting with international leaders.

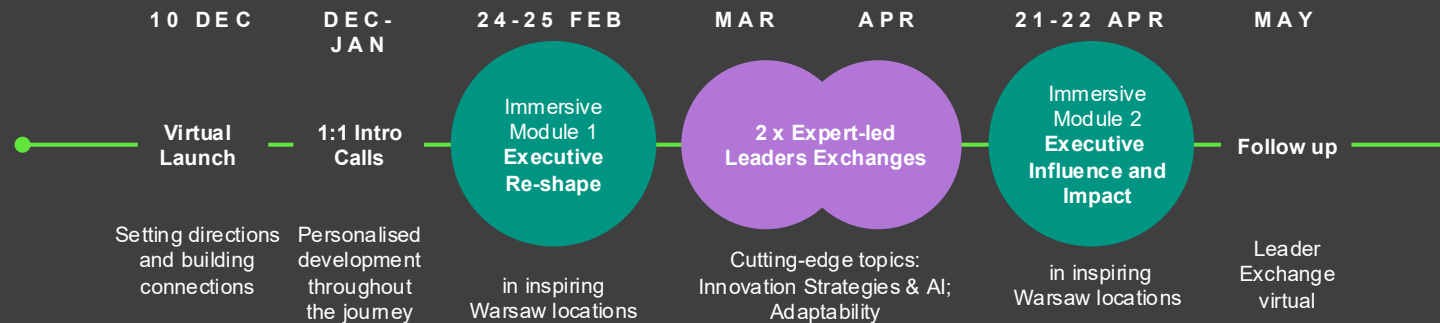
MODULE 2 EXECUTIVE **INFLUENCE & IMPACT**

- Developing a strategic mindset for long-term impact.
- Influencing systems and building powerful networks.
- Encouraging accountability and adaptability in teams.
- Connecting virtually with international leaders.
- Graduation dinner and ceremony.

EXPERT-LED LEADERS EXCHANGE

- Innovation Strategies & AI – harnessing technology for strategic advantage.
- Adaptability – exploring the key capabilities required to successfully adapt during periods of change and transformation

Programme timeline



Meet the LeadBeyond team

The programme will be delivered by a team of highly experienced consultants and industry experts.

Our lead consultant, **Daniel Giejbatow**, will accompany participants throughout the entire learning journey, ensuring continuity and depth of support.

In addition, selected modules will be hosted by C-level leaders with proven expertise in steering businesses and people through periods of change and transformation. These sessions will provide participants with the unique opportunity not only to learn from real-world experiences and explore diverse leadership approaches and frameworks, but also to work through their own challenges with the guidance of these seasoned professionals.



DANIEL
GIEJBATOW

When conditions are uncertain, the quality of leadership matters most.

For more than 20 years, Daniel has worked alongside executives and leadership teams navigating transformation, growth, and organisational change. Having held leadership roles in organisations such as Play, Alior Bank and Bank Pekao, he supported large-scale business transformation, cultural change initiatives, leadership transitions and post-merger integration efforts.

This combination of corporate and consulting experience gives Daniel a unique perspective on what it really takes to lead through complexity. He understands first-hand the realities of transforming large organisations while maintaining performance, engagement, and strategic focus.

Alongside his work as a Senior Consultant at Impact, Daniel serves as a TOPR mountain rescuer and psychotherapist, bringing a distinctive perspective on resilience, judgement, and leadership under pressure.

His expertise spans leadership transformation, executive coaching, organisational culture, and change leadership. Daniel helps leaders create alignment, build trust, and translate strategic ambition into sustainable business results.

Meet the LeadBeyond team



SAMANTHA
AZAD

Samantha is a corporate strategist and transformation leader based in London, with a background spanning global finance, engineering, strategy and marketing in complex, technology-driven industries. She currently holds a Group Director Strategy role at Morgan Advanced Materials, a global leader in advanced engineering and materials technologies. She began her career at Rolls-Royce as an aerospace engineer, later moving into strategic and commercial roles, including leading product strategy for large-scale aviation programmes.

Drawing on experience across highly regulated and innovation-driven industries, Samantha helps leaders align strategy with execution, navigate complexity and build resilient organisations that deliver sustainable business impact.



NICOLAS
FISCHBACH

Nicolas is Senior Engineering Director for AI, Trust and Security at Google, where he leads global teams responsible for securing critical infrastructure, cloud platforms and AI-enabled services. With a career spanning cybersecurity, large-scale technology platforms and digital transformation, he is widely recognised as an expert in the future of secure and responsible technology adoption.

Before joining Google, Nicolas served in senior technology leadership roles including Global CTO at Forcepoint and leadership positions at Colt Technology Services. His expertise spans artificial intelligence, cyber resilience, cloud architecture, and technology strategy, helping organisations balance innovation, trust and risk in an increasingly digital world.



MONICA
BARROSO
(PHD)

Monica is a senior researcher, lecturer, and project lead at the Sustainability Innovation Lab and Head of Executive Education at the Competence Center for Social Innovation at the University of St. Gallen, Switzerland. Her work focuses on sustainable business models, leadership for corporate sustainability, multistakeholder management, and impact-driven organisations.

With experience spanning South America, including Brazil, Monica brings a global perspective to systems leadership. She is actively involved in the Inner Development Goals movement, helping business students and corporate leaders develop the inner skills needed to lead the system transition from the inside out.



DAVID
GRAM

An innovation leader, executive advisor, and co-founder of Diplomatic Rebels, David has spent the past two decades helping global organisations build innovation capabilities and foster cultures of intrapreneurship. At LEGO, he served as Senior Innovation Director in Future Lab and later as Head of Venturing at LEGO Ventures, leading breakthrough initiatives from early experimentation through to commercial scale.

David specialises in helping leaders navigate disruption, accelerate innovation and transform large organisations from within. Combining design thinking, lean start-up and agile methodologies with real-world business experience, he equips executives with practical tools to unlock creativity, empower teams and turn bold ideas into sustainable business value.

Meet the LeadBeyond team



**JULITA
RUDOLF**

Julita brings a wealth of experience in leading transformation and strategic initiatives across diverse industries. She has held senior leadership roles, including Chief Operating Officer and Business Transformation Director, where she drove large-scale change programmes and operational excellence.

Her career spans global consultancies such as IBM, industry leaders in media and technology like Ringier Axel Springer, and mid-sized organisations such as PKP CARGO S.A. and Katalog Marzeń.

This breadth of experience gives her a unique perspective on how to align vision, strategy and execution in complex business environments. Julita combines analytical rigor with a practical, people-centered approach, enabling organizations to adapt and thrive during periods of disruption and growth.



**PETE
COULSON**

With over two decades of experience leading global programmes, Peter specialises in large-scale transformations, aligning strategy and operations to deliver sustainable change across complex organisations.

Peter's career includes senior roles at KPMG and other leading organisations, where he partners with executive teams to design and implement strategies that balance innovation with practical execution – creating measurable impact and long-term value.



**PAULINA
BARTOSZEK**

Transformation success depends on more than strategy. With roots in strategy and extensive experience in business transformation, Paulina has become a passionate change practitioner, combining a strategic business mindset with a deep understanding of the human side of transformation.

As Executive Director of Transformation & Strategy at Lingaro (a data & AI company) and a former management consultant at PwC and EY, she helps organizations turn strategic ambition, digital transformation, and AI investments into measurable business outcomes. Her work focuses on navigating complexity, accelerating change, and building capabilities for a technology-driven future.



**ANNA
CONNOR-
ŁAKOMY**

„Helping people and organisations work with the brain, not against it” lies at the heart of Anna's work. A neuroscientist, keynote speaker, executive advisor and founder of Naked Intelligence, she brings the science of how people think, feel and make decisions into the heart of leadership and organisational performance.

Combining academic research in social neuroscience with over a decade of experience working with global organisations and universities, Anna helps leaders strengthen judgement, adaptability, and sustainable performance. Her work focuses on the foundations of leadership, human behaviour, wellbeing, and thriving in times of change.

Programme **investment**

The fees below include all programme elements, learning materials, lunch and coffee breaks during in-person modules, and the graduation dinner.

- **Standard fee: 14,300 PLN + VAT per participant**
- **Early Bird offer: 13,500 PLN + VAT per participant**
(available until 15th November 2026)

To get the most out of the experience, we ask that you are a senior leader with experience in managing managers; comfortable learning in English; and can commit to the full journey.

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About **Impact**

We partner with our clients to **liberate the human potential** in their organisations, so that together we can solve the complex economic, social and environmental problems that challenge humanity.

Our **global** capability



20+
industries



50+
countries



400+
talented
people



40,000
participants
annually

Achieving **results** in partnership, since 1980



PEPSICO



Santander



UBS



Mercedes-Benz



ABInBev

Google

A **proven** and **purposeful** approach



Global Compact
Network UK

