



Pitch Deck

Developing Leaders who Inspire, Relate, Evolve

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About Resonont

Resonont an Irish based company with a global footprint, elevates C - Suite and senior executive performance, building leadership capabilities that drive strategic alignment and measurable impact, using a tailored, practical framework aligned with each organization's strategy and operations

About Resonont - Executive Leadership guiding principles

At Resonont Leadership Development, we prioritize Transformation, Innovation, Collaboration, Sustainability, and Excellence to create meaningful impact. Join us in making a difference together!

Transformation | Innovation | Collaboration | Sustainability | Excellence



Resonont Executive Leadership Facilitators

Resonont connects leaders with highly experienced executive coaches specialising in the nuanced skills top-tier leaders need, navigating change, driving culture, strengthening influence, and elevating presence



Euzebio Viana
Facilitator / Coach / Owner

Resonont Developing Leaders who: inspire - relate - evolve

"True leadership is not defined by authority, but by the ability to inspire, relate and evolve. At the heart of RESONONT leadership development, lies the power to see beyond the present, to feel deeply with others, and to respond with agility to change. Vision, Empathy, and Adaptability, VEA are the pillars that transform leaders into catalysts of growth and resilience.

Together, these qualities create a style of leadership that resonates, leadership that not only drives results but also uplifts people, strengthens culture, and sustains long-term success. VEA is more than a framework; it is a practice of leading with clarity, compassion, and courage in an ever-changing world."

Together, these qualities create a style of leadership that resonates, leadership that not only drives results but also uplifts people, strengthens culture, and sustains long-term success. VEA is more than a framework; it is a balanced approach that supports the business strategy, that is leading with clarity, compassion, and courage in an ever-changing world."

Beyond One-Dimensional Coaching: The VEA Advantage

At Resonant, we believe leadership is more than just mastering a single skill, it's about cultivating the qualities that empower entire organizations to thrive. While many coaching programs focus narrowly on one dimension, our approach develops leaders who bring clarity of purpose, the ability to inspire teams, and the resilience to seize new opportunities.

Our signature VEA Framework:- Vision, Empathy, and Adaptability, provides a simple yet transformative path for leadership growth.

By balancing these three essential qualities, we help leaders not only drive performance today but also create lasting impact for the future.

VEA Framework - Balance

Impact of using only two of the three aspects:

Empathy + Adaptability (without Vision):

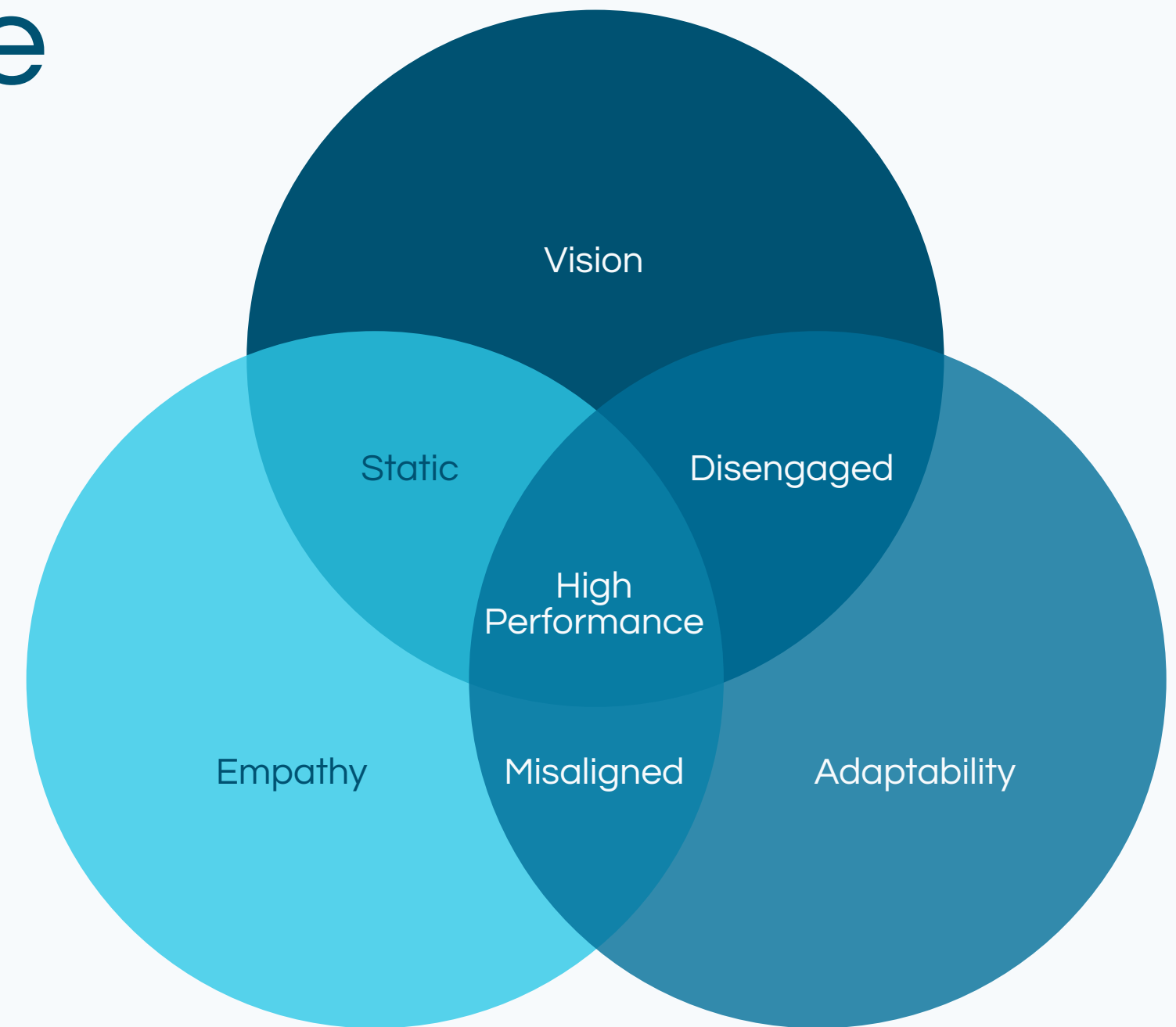
Organisations support their people but lack a unifying purpose, leading to scattered efforts and weak strategic focus

Vision + Adaptability (without Empathy):

Organisations can pursue change, but may face disengagement, poor communication, and turnover without connecting to their people

Vision + Empathy (without Adaptability):

Organisations with clear purpose and understanding of their people may still struggle to adapt to change



The Hidden Impact of Unbalanced Leadership Models

One-sided coaching creates blind spots. VEA balances vision, empathy, and adaptability for truly resilient leadership development and strategic alignment to Companies process

Overemphasis on Vision, lacking Empathy & Adaptability

Impact:

- Inspires at first, but employees may feel disconnected, undervalued, or burned out.
 - Execution may fail if the company cannot adapt plans to real-world changes.
 - Risk of becoming rigid and out of touch with employees, customers, or market needs.
 - Example: Companies with strong visionary leaders who ignore feedback often experience high turnover or failed product launches.
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Overemphasis on Empathy, lacking Vision & Adaptability

Impact:

- Strong culture and morale, but no clear direction.
- Employees feel good, but the company may drift without purpose or measurable progress.
- Too much consensus-seeking can slow decision-making.
- Example: Organisations that “want to please everyone” but fail to compete because they lack strategic boldness.

Overemphasis on Adaptability, lacking Vision & Empathy

Impact:

- Constant change creates confusion, instability, and fatigue.
- Without empathy, employees see changes as disruptive rather than empowering.
- Without vision, the company reacts to trends instead of shaping them.
- Example: Startups that pivot endlessly without clear strategy often burn out employees and lose investor confidence.

Lead with Vision, Connect with Empathy, Thrive with Adaptability

Empowering Visionary Leaders

We help leaders align their values with organizational goals, building confidence, direction, and purposeful leadership.

Empathic Centered Leadership

Empathic leadership builds trust by understanding others' perspectives and creating environments where people feel valued and inspired.

Adaptability Skill Development

Adaptability drives success by enabling organizations to meet changing markets, customer needs, and foster innovation.

Main Benefits of VEA Framework

Clear Strategic Direction (Vision)

Defines a unifying purpose and goals that align teams, inspire, and guide decisions.

Stronger Relationships & Trust (Empathy)

Fosters empathy to improve collaboration, resolve conflicts, and boost morale.

Resilience in Uncertainty (Adaptability)

Enables quick adaptation to change while maintaining effectiveness.

Better Decision-Making

Integrates strategic, human-centered, and flexible thinking for sustainable choices.

Sustainable Growth

Fosters lasting innovation, strong relationships, and relevant strategies.

Our Leading Pillars VEA Framework

That empower leaders to unlock their full potential

	Vision: Shining Star	Empathy: The Human Connection	Adaptability: Embracing Change
Key Components	<ul style="list-style-type: none">• Purpose: Clear, values-driven goals.• Foresight: Awareness of trends and opportunities.• Storytelling: Inspire through meaningful communication.	<ul style="list-style-type: none">• Active Listening: Be fully present.• Safety: Create space for open voice.• Compassion: Decisions with people in mind.	<ul style="list-style-type: none">• Resilience: Bounce back from setbacks.• Agility: Open to feedback and iteration.• Flexibility: Respond without overreacting.
Leadership Behaviors	<ul style="list-style-type: none">• Set direction.• Align teams.• Inspire with vision and stories.	<ul style="list-style-type: none">• Check in with teams.• Build inclusion and diversity.• Handle conflict with understanding.	<ul style="list-style-type: none">• Encourage innovation.• Adjust strategies with data.• Model growth mindset.

Shaping Organizational Culture and DNA



1

Step 1: CEO Coaching (1 Hour)
Personal alignment with VEA
Individual reflection & commitment

2

Step 2: Leadership Coaching (1 Day)
VEA applied to team leadership
Case studies & role-play Feedback sessions

3

Step 3: Leadership Development (3 Days)
Organizational-level VEA integration
Group exercises, cross-team collaboration
Building leadership behaviors & culture

4

Step 4: Company-Wide Integration
VEA embedded into processes
Performance reviews, hiring, training
Ongoing measurement & reinforcement

Our Tailored Programs



Individual Coaching - One Hour Session VEA Framework

Join us for a one hour coaching session using the (VEA) Framework Vision, Empathy, and Adaptability. This session is tailored for executives, students, and anyone seeking change. Gain personalised guidance and actionable strategies to support the next step in your journey.

Duration : One Hour
Venue: Online/ Office



CEO Leadership Development - One Day Program VEA Framework

Here's a full-day program for conducting a Vision, Empathy and Adaptability (VEA) Framework development session tailored to CEO-level leadership development. This session integrates strategic thinking, emotional intelligence, and adaptive leadership, all essential for today's CEOs

Duration : 8 Hours
Venue: Online / Office



Leadership Development - Three Day Program VEA Framework

This three-day program is designed to embed the Vision, Empathy, Adaptability (VEA) Framework across all levels of leadership within the organisation. Each day is dedicated to one pillar of the framework Vision, Empathy, and Adaptability providing a full-day, immersive development experience.

Duration : 8 Hours
Venue: Online / Office



Thank You

Developing Leaders who
Inspire, Relate, Evolve

Contact us :

Reach out to us for your first step in the
transformation of you and your organisation



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