

Build Leaders Who Think, Decide and Deliver Without Waiting for You.

Practical, high-impact leadership programs for founders, managers and multicultural teams - built around the real challenges inside your organization.

INTENSIVE WORKSHOPS

EXECUTIVE PROGRAMS

1:1 ADVISORY

TAILOR-MADE

500+

LEADERS TRAINED

4

CONTINENTS

15+

YEARS IN OPERATIONS & PEOPLE LEADERSHIP



THE BUSINESS PROBLEM

When leadership is unclear, the founder becomes the operating system.

The team may be capable, committed and busy - yet decisions, priorities and accountability still flow back to one person.

"I hired managers, but I am still the person answering every question, fixing every mistake and pushing every priority."

That is not a motivation problem. It is a leadership system problem.

WHAT IT LOOKS LIKE

The warning signs

- Decisions keep escalating to the founder or senior leader.
- Managers report activity, but not outcomes, risks or decisions.
- Delegation creates more follow-up instead of more freedom.
- Meetings repeat the same issues without clear ownership.
- Multicultural communication gaps create friction and rework.

WHAT IT COSTS

The hidden impact

- Founder time disappears into daily operations.
- Execution slows because people wait for certainty.
- Accountability weakens when expectations are not explicit.
- Strong people disengage when they are not trusted to lead.
- Growth becomes fragile because the business depends on individuals, not systems.

TheEpicWays turns leadership from a personality trait into an operating system.

THE OUTCOME

From dependency to ownership. From noise to execution.

THE CURRENT REALITY

Everything comes back to one person

THE LEADERSHIP SYSTEM YOU NEED

People know what to own, decide and deliver

01

FOUNDER / CEO

FROM

Constant supervision, repeated follow-ups, reactive decisions.

TO

More strategic time, cleaner escalation and confidence in the team.

02

MANAGERS

FROM

Task-taking, unclear authority and fear of making the wrong call.

TO

Stronger judgment, explicit accountability and ownership of results.

03

TEAM

FROM

Conflicting priorities, communication friction and low initiative.

TO

Clear expectations, faster collaboration and consistent execution.

The result: a company that can move faster without asking the founder to move faster.

OUR METHOD

Diagnosis first. Practical change second. Reinforcement always.

We do not start with a generic curriculum. Every engagement is designed around your leadership reality, your team and your business priorities.

01 DIAGNOSE

We identify where leadership is breaking down: roles, decisions, communication, trust, accountability or operating rhythm.

Leadership diagnosis + Stakeholder input + Real examples and pain points

02 DESIGN

We select the right format, focus areas and level of challenge. Content is adapted to your industry, culture and maturity.

Tailored learning journey + Business-specific scenarios + Clear success measures

03 DELIVER

Sessions are practical, energetic and facilitated around real work - not abstract leadership theory.

Interactive training + Live problem-solving + Tools managers use immediately

04 EMBED

We convert insight into repeatable behavior, manager routines and simple operating systems.

Action plans + Templates and scorecards + Follow-up and reinforcement

THE ENTRY POINT

The Leadership & Communication Diagnosis

A focused diagnostic conversation that clarifies what is slowing your work, where ownership is getting lost and which intervention will create the highest return.

- 1 Priority bottleneck
- 2 Recommended format
- 3 Clear next step

This makes the engagement more precise, more credible and easier to measure.

Four ways to build stronger leadership.

Choose the level of support your organization needs today. Every path can stand alone or become part of a wider leadership journey.

01

INTENSIVE WORKSHOP

Fix an urgent leadership gap. Fast.

FORMAT

Half-day or full-day

IDEAL FOR

Best for alignment, communication or a defined team challenge.

PRIMARY RESULT

Immediate clarity and action.

02

EXECUTIVE PROGRAM

Build a leadership system that scales.

FORMAT

Flagship 10-week journey

IDEAL FOR

Best for manager cohorts and sustained behavior change.

PRIMARY RESULT

Stronger ownership and operating rhythm.

03

1:1 ADVISORY

Solve high-level leadership and growth challenges.

FORMAT

10 sessions or flexible retainer

IDEAL FOR

Best for founders, CEOs and key leaders.

PRIMARY RESULT

Faster decisions and less operational noise.

04

TAILOR-MADE

Design the exact intervention your business needs.

FORMAT

Custom scope and duration

IDEAL FOR

Best for complex, cross-functional or multi-level needs.

PRIMARY RESULT

A solution built around your reality.

Not sure which format fits? The diagnosis identifies the smallest intervention capable of creating the biggest shift.

Fix the leadership bottleneck in hours, not months.

A focused, high-energy intervention for an urgent challenge that needs immediate alignment and practical action.

Ideal when the team needs a reset, a shared language or a clear way to handle one recurring leadership problem.

FORMAT

What it includes

- Pre-session alignment with the sponsor or founder.
- Tailored half-day or full-day workshop using your real scenarios.
- Interactive exercises, reflection and structured discussion.
- Practical leadership tools managers can use the next day.
- 30-day action plan and implementation priorities.

POPULAR FOCUS AREAS

What we can solve

- Delegation without micromanagement
- Clear roles, priorities and decision rights
- Feedback and difficult conversations
- Multicultural communication and trust
- Manager accountability and performance rhythm
- Founder-manager alignment

SAMPLE HALF-DAY FLOW

01

Reality check

What is happening now and what it is costing.

02

Leadership reset

The mindset and expectations behind the issue.

03

Practice

Real cases, tools and facilitated problem-solving.

04

Commitment

Decisions, owners and a 30-day implementation plan.

Result: your managers leave aligned, equipped and clear on what changes immediately.

Build the leadership system your growth requires.

10 WEEKS

Focused learning journey

LIVE SESSIONS

Interactive and practical

REAL BUSINESS

Applied between sessions

MEASURABLE

Behavior and system shifts

01 LEAD SELF

Leadership role, strategic focus, Human Picture and moving from doing to leading.

02 LEAD PEOPLE

Communication, feedback, trust, expectations and manager confidence.

03 BUILD OWNERSHIP

Delegation, decision rights, accountability, KPIs and escalation rules.

04 SUSTAIN CHANGE

Operating rhythm, innovation, continuous improvement and systems that last.

BUILT INTO THE JOURNEY

- Initial leadership diagnosis
- Session workbooks and templates
- Between-session business application
- Manager action commitments
- Final implementation roadmap

Direct support for the decisions only you can make.

Confidential, tailored advisory for founders, CEOs and key leaders navigating complexity, growth and leadership pressure.

WHY IT EXISTS

You do not need more generic advice.

You need an experienced thinking partner who can understand the business, challenge the assumptions and help convert difficult issues into clear decisions.

ADVISORY CAN FOCUS ON

- Getting out of the operational bottleneck
- Organizational structure, roles and decision rights
- Leadership team performance and accountability
- Difficult people decisions and conversations
- Founder-manager alignment and trust
- Growth, priorities and strategic execution

1 10-SESSION JOURNEY

A defined leadership objective, structured progression and implementation between sessions.

OUTCOME

Greater strategic focus

2 FLEXIBLE RETAINER

Ongoing access for real-time decisions, leadership challenges and strategic reflection.

OUTCOME

Faster, cleaner decisions

3 KEY LEADER SUPPORT

Targeted development for a manager stepping into greater scope or responsibility.

OUTCOME

More confident leadership

Result: less noise, sharper judgment and leadership that feels deliberate - not reactive.

Built around the business, not around a catalogue.

Tailor-made does not mean "more content." It means the right sequence of diagnosis, training, facilitation, coaching and implementation for your exact reality.

1 NEW MANAGER ACCELERATOR

Give first-time managers the mindset, tools and confidence to lead people.

2 LEADERSHIP TEAM RESET

Align senior leaders around priorities, roles, behaviors and decision-making.

3 MULTICULTURAL COMMUNICATION

Build trust and clarity across nationalities, functions and working styles.

4 DELEGATION & ACCOUNTABILITY

Replace founder dependency with clear ownership, follow-up and escalation.

5 FEEDBACK & PERFORMANCE

Create a consistent way to address issues early, directly and respectfully.

6 INNOVATION & OWNERSHIP SYSTEMS

Build a culture where people improve the work, not only complete the work.

A TAILOR-MADE ENGAGEMENT MAY COMBINE

Diagnostics + Workshops + Leadership Offsites + 1:1 Coaching + Manager Clinics + Operating Tools + Follow-up

Practical frameworks that make leadership easier to understand - and easier to use.

TheEpicWays translates complex leadership concepts into tools leaders can apply in real conversations, decisions and daily moments that shape trust, performance and long-term results.

HELIX VISION™

Connect personal direction, business ambition and the strategic choices required to move forward.

HUMAN PICTURE™

Expose the beliefs leaders hold about people - and how those beliefs shape trust, control and culture.

ALIGNMENT PYRAMID™

Create a clear line from vision to priorities, roles, decisions and daily execution.

OWNERSHIP EQUATION™

Balance clarity, authority, capability and accountability so responsibility actually sticks.

CONTRACT OF TRUST™

Define what trust requires from leaders and teams - not as a feeling, but as observable behavior.

CULTURAL THERMOSTAT™

Help leaders set the emotional and behavioral standard instead of merely reacting to the room.

DISC COMMUNICATION

Adapt communication, feedback and delegation to different working and decision styles.

3-STEP FEEDBACK

A direct, respectful structure to address behavior, explain impact and agree the next action.

Frameworks are selected and adapted to the challenge - never forced into the conversation.

WHAT STAYS AFTER THE SESSION

Insight matters. Operating tools make it last.

Every engagement is designed to leave your leaders with practical assets that support decisions, communication and accountability after the training ends.



DECISION RIGHTS MAP

Clarifies who decides, who contributes, who executes and when an issue should escalate.

CUSTOMIZED FOR YOUR TEAM



ROLE & PRIORITY CANVAS

Connects each manager role to the outcomes, priorities and behaviors the business needs.

CUSTOMIZED FOR YOUR TEAM



DELEGATION BRIEF

A repeatable structure for context, outcome, authority, checkpoints and definition of done.

CUSTOMIZED FOR YOUR TEAM



3-KPI REPORTING

A simple operating report focused on results, risk and next decisions - not activity lists.

CUSTOMIZED FOR YOUR TEAM



FEEDBACK SCRIPT

A practical structure for direct conversations without ambiguity, aggression or avoidance.

CUSTOMIZED FOR YOUR TEAM



30-DAY ACTION PLAN

Turns the session into named actions, owners, dates and visible progress.

CUSTOMIZED FOR YOUR TEAM

Where useful, we also define simple success indicators: decision speed, escalation quality, manager autonomy, reporting clarity, follow-through and founder time recovered.

CLIENT IMPACT

Trusted by founders and executives who needed leadership to improve execution.

"For the first time in six months, they closed their target five days earlier."

DIAMOND FARES - FOUNDER & CEO, ONPOINT STAFFING

“

"The training enabled our managers to strengthen their competitiveness in leadership, communication and team management."

CLOTHILDE GRUMELO

CO-FOUNDER & COO, C-ONNECT

“

"It was a great day of training with Estefanía. Knowledgeable, well prepared, energetic and fun too."

LIJU THOMAS EAPEN

FOUNDER & CEO, LAADS CONTRACTING

ORGANIZATIONS WE HAVE WORKED WITH

OnPoint Staffing

Ritzy Yachts

C-ONNECT

LAADS Contracting

Absolute Builders

Rotaract Club of Dubai

24six9 Founder Community

AGEI Argentina

MEET THE EXPERT



Estefanía Badra

Leadership & Communication Expert
Founder, TheEpicWays

Estefanía combines 15+ years in operations, people management and global coordination with hands-on experience building leadership systems across Europe, India, the Middle East and the Americas.

In her previous corporate role, she managed 8 direct reports and more than 100 people indirectly across Europe and India, leading complex workflows, governance, accountability and communication across multiple stakeholders.

Her approach is direct, human and highly practical: understand the real problem, make expectations visible and give leaders the tools to take ownership without creating bureaucracy.

CREDIBILITY AT A GLANCE

500+

leaders trained

4

continents reached

90%

reporting error reduction in 3 months

15+

years across operations, people and leadership

Former global operations leader | Founder & business consultant | Leadership facilitator | Keynote speaker | English and Spanish delivery

DELIVERY & LOGISTICS

Designed to fit the way your organization actually works.

We keep the experience high-touch and practical while adapting delivery to your location, leadership level, team size and culture.

1 ONSITE

Dubai, UAE and GCC

Best for leadership teams, offsites and high-interaction workshops.

2 VIRTUAL

Worldwide

Live, facilitated sessions designed for participation - not passive webinars.

3 LANGUAGES

English and Spanish

Arabic facilitation or support can be coordinated for selected engagements.

4 AUDIENCE

Founders to managers

Small leadership teams, manager cohorts and cross-functional groups.

WHAT WE ASK FROM THE CLIENT

The conditions for a high-impact engagement

- A clear sponsor and business objective
- Participation from the people who need to lead the change
- Willingness to make decisions, not only discuss them
- Access to the real context - not a sanitized version
- Time to apply the tools between sessions

FROM FIRST CONVERSATION TO DELIVERY



Let's build a leadership system that does not depend on you.

Start with a Leadership & Communication Diagnosis. We will identify the highest-impact bottleneck, recommend the right format and define a practical next step.

CONTACT

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SCAN TO VISIT THE WEBSITE

Get your time back. Build leaders who take ownership.