



EQ Impact Leadership Circle

North America 2026

A confidential, industry-exclusive leadership circle for SME owners.



Begins February 18, 2026

Guided by Susan Judd - Award-Winning Emotional Intelligence Practitioner



Best B2B



Fearless Educator



Hustle & Heart



Best Regional/
Rural Business



Fearless Educator



Best B2B

ABOUT THE CIRCLE

The EQ Impact Leadership Circle is a confidential, high-trust space for SME owners who want clearer thinking, stronger leadership, and a community of peers who understand the weight of leading a business. Each month, you'll learn practical, emotionally intelligent leadership tools and work through real challenges together in facilitated Hot Seats, so you gain clarity, confidence, and support that translates into meaningful change for you and your team.

The EQ Impact Leadership Circle blends:

- Monthly learning (30 minutes): powerful, practical, emotionally intelligent leadership tools
- Two Hot Seats every session: strategic, facilitated problem-solving
- Quarterly 1:1 coaching
- A Genos International 180° Leadership Assessment Report + 1:1 Debrief
- Industry exclusivity (1 member per industry)
- Strict confidentiality (Chatham House Rule)
- This is a space for honest conversation, deep clarity, behavioural change and real business impact.



Why SME Owners Join

Running a small business comes with constant pressure, tough decisions, and very few people you can speak to openly. SME owners join the EQ Impact Leadership Circle because they want a confidential space to think clearly, strengthen their leadership, and get honest support from people who understand what they carry. They're looking for sharper communication, emotionally intelligent decision-making, practical tools they can use immediately, and a trusted circle where they don't have to lead alone.

Want to explore whether the Circle is the right fit for you?
Contact Susan: hello@susanjudd.com

HOW THE CIRCLE WORKS

Every month, you'll meet for a 90-minute high-impact leadership session combining learning, coaching, and collaborative problem-solving.



Leadership Learning Burst (30 minutes)

A focused, practical EQ leadership tool you can apply immediately.



Hot Seat #1 (25 minutes)

A member presents a real leadership challenge. Susan facilitates an emotionally intelligent inquiry process to unlock clarity and action.



Hot Seat #2 (25 minutes)

A second member receives the same depth of support.



Leadership Actions (10 minutes)

Each member sets clear, intentional commitments for the month ahead.

This rhythm ensures steady leadership growth, real problem-solving, and powerful accountability.

PROGRAM THEMES (2026)

One theme per month delivered in the 30-minute learning bursts

- EQ Identity & Psychological Safety (Kickoff)
- Above-the-Line Leadership
- Ladder of Inference + Assumption Awareness
- SCARF Model for Leadership
- Leadership Communication & Behavioral Agility (No DISC Profile)
- Courageous Conversations
- Emotional Regulation Under Pressure
- Delegation, Empowerment & Boundaries
- Bias & Decision-Making
- Leadership Habits & Behavior Design
- Culture Pulse Insights
- Year-End Leadership Identity Reset (Capstone)

WHAT'S INCLUDED IN YOUR EQ IMPACT LEADERSHIP CIRCLE?



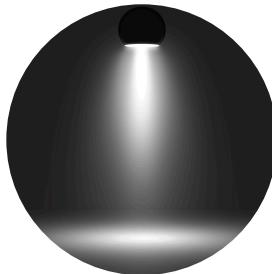
12 Leadership Circle Sessions

Monthly 90-minute high-impact sessions



12 EQ Learning Bursts

30-minute practical EQ leadership tools



24 Hot Seats

Real-world problem solving, 2 per session



Quarterly 1:1 Coaching

Private leadership coaching every quarter



Genos 180 EQ Assessment

Full leadership profile + debrief



Culture Survey & Insights

Complete the ECI and receive a business report to strengthen your culture and leadership impact.



Exclusive Access to Leadership Tools & Templates

Scripts, models & communication frameworks



Member Community Channel (WhatsApp)

Connection, accountability & support between sessions



Industry Exclusive + Confidential

Max 8 participants, 1 per industry, Chatham House Rule

GUEST EXPERTS (2026)

Elevating your leadership with world-class insight.

Two guest experts will join the EQ Impact Leadership Circle in 2026.

Their role is to deepen your leadership insight without overwhelming your schedule or learning load.



Guest Expert #1 - April or May

Topic: *Neuroscience of leadership, decision-making and emotional regulation*

How leaders think, decide and stay steady under pressure.



Guest Expert #2 - September

Topic: *Psychological safety, culture and communication for SME workplaces*

How to build trust, reduce friction and create a high-performing team climate.

Each guest session includes:

- 20–25 minutes of expert insight
- 20–25 minutes of guided Q&A
- Integrated seamlessly into the normal 90-minute circle structure

ABOUT SUSAN JUDD

Award-winning Emotional Intelligence Practitioner & Leadership Coach



Susan Judd is an award-winning leadership coach, Emotional Intelligence practitioner and business founder known for blending neuroscience, EQ strategy and practical leadership tools that create real behavioural change.

She is the recipient of the Genos International Award for Contribution to the Field of Emotional Intelligence and a multi-award-winning entrepreneur (including Roar Awards Best B2B Gold Winner).

Susan has spent more than 18 years helping leaders across Australia and internationally improve culture, communication and team performance.

She is known for helping leaders:

- Think more clearly
- Communicate more effectively
- Lead with greater emotional intelligence and impact

Her approach is calm, curious, practical and deeply grounded in behavioural science.

MEMBER COMMITMENTS

How We Create a High-Trust, High-Impact Circle

The EQ Impact Leadership Circle is a confidential, industry-exclusive space.

To protect the integrity of the group, and ensure every member gets real value, all members commit to the following standards.

1. Psychological Safety & Confidentiality

This is the foundation of our work. Members agree to:

- Full confidentiality at all times
- Chatham House Rule
- No recording, screenshots, forwarding or sharing
- Protecting both commercial and personal insights shared in the Circle
- Immediate removal if confidentiality is breached

Trust is not optional here, it is essential.

3. Contribution to the Circle

The Circle thrives when everyone participates intentionally.

Members commit to:

- Attending sessions live (camera on)
- Engaging respectfully and generously
- Supporting others through EQ-based inquiry, not advice dumping
- Being an active part of the WhatsApp group by offering encouragement, wins and insights
- Holding themselves and others to a high standard

Every member contributes to the quality of the room.

2. Leadership Behaviour in the Room

Members agree to model the behaviours we develop inside the program:

- Curious rather than defensive
- Open rather than guarded
- Reflective rather than reactive
- Solution-seeking rather than problem-repeating
- Accountable for their choices, actions and growth

How you show up here amplifies how you lead everywhere else.

4. Hot Seat Readiness

Hot Seats are where the deepest breakthroughs occur.

To ensure each session is valuable for the person in the seat (and the group), members agree to:

- Submit Hot Seat topics 7 days before the session
- Share context clearly so the group can prepare
- Arrive open, curious and ready to explore new perspectives
- Stay coachable and committed to action

Prepared leaders create powerful breakthroughs.

These commitments ensure the EQ Impact Leadership Circle remains a trusted, safe and transformative space where real leadership growth happens.

Ready to Join the Circle?

Secure your place or request more information by contacting Susan:

hello@susanjudd.com | Enquire Now to Secure YOUR Place

INVESTMENT

Founding North American Cohort, 2026

OPTION	PRICE	DETAILS
Pay in Full - Upfront (Secure your seat with a 10% deposit, final invoice due prior to Feb 17, 2026)	US\$5,500	Best value
Payment Plan - 12 equal monthly instalments (Secure your seat with 1 months payment immediately, then equal monthly instalments from Jan-Nov, 2026)	US\$497/month	Total: US\$5,964

2027 Pricing (Indicative)

PROGRAM	PRICE
Virtual Leadership Circle	US\$6,500
Circle + In-Person Leadership Intensive	US\$7,500–\$8,500

Founding members receive special pricing and industry exclusivity.

Your place is confirmed once payment is received.



Director, Watson's Caravans
Current EQ Impact Member (2025)

A YEAR THAT TRANSFORMED HOW I LEAD

The EQ Impact Circle gave me a valuable deep dive into how I operate day-to-day and the impact this has on my team. It encouraged genuine reflection and helped me consider alternative behaviours and perspectives.

Throughout the year, I addressed broader team culture challenges within the business. Together, we identified key gaps and focused on strengthening engagement, ensuring our staff feel supported in the right ways.

Cayelle Watson

A CIRCLE THAT BRINGS CLARITY, ACCOUNTABILITY AND REAL SUPPORT



Principal, Port Macquarie Performing Arts
Director, Morgan Media & Roar Australia
Current EQ Impact Member (2025)

Stacey Morgan

After 15 years in business, I wasn't sure if EQ Impact would offer anything new or be relevant for me. But Susan helped me get crystal clear on what was working, and what absolutely wasn't, across my businesses.

The clarity was unexpected and incredibly valuable.

What surprised me most was the accountability and support from the group. It wasn't just Susan keeping me on track; the Circle itself became a sounding board - a place for advice, ideas and fresh perspectives that helped me elevate my leadership even further.

I can't recommend EQ Impact highly enough.

FAQ

Q: What is the time commitment for the EQ Impact Leadership Circle?

A: Monthly 90-minute sessions (Feb–Dec 2026) plus four 1:1 coaching sessions. If you miss a session, you receive Learning Burst materials (Hot Seats are not recorded)

Q: Do I need prior EQ or leadership training to join?

A: No. The Circle suits SME owners and senior leaders with people responsibility or a commitment to emotionally intelligent leadership.

Q: Is the Genos 180° EQ Leadership Assessment included?

A: Yes. The full assessment and debrief are included for all 2026 founding North American members.

Q: Can I request additional coaching?

A: Yes. Members may purchase additional 1:1 coaching sessions at a preferred member rate.

Q: How many members will be in the Circle?

A: Eight maximum, with one per industry to protect confidentiality and depth.

Q: How do payments work?

A: Pay in full at US\$5,500, or choose US\$497/month for 12 months. Credit card payments accepted.

Q: What if I'm in a different time zone?

A: The Circle runs at a time suitable for US/Canada. Learning Burst materials are provided if you miss a session.

Q: What level of confidentiality is expected?

A: Strict Chatham House Rule; no screenshots, recordings, or sharing of insights.

Q: Is this suitable for consultants or solopreneurs?

A: Yes. Anyone who influences people, culture, clients or partnerships will benefit from EQ-based leadership development and Hot Seat support.

Ready to Join the Circle?

Spaces are strictly limited to eight members across North America.

Industry exclusivity applies (one per industry).

Secure your place or request more information:

 hello@susanjudd.com

 +61 400 019 700 (international line)

 [Book a Call](#)

