

CREATE CLEAR Change™ Leadership Conversations



This overview introduces the principles and structure of the CREATE CLEAR Change™ Leadership Conversations framework as it is applied within ShadowLight® Global's leadership development work.

Overview

CREATE CLEAR Change™ Leadership Conversations is ShadowLight® Global's proprietary leadership development framework. This overview introduces the core principles and conversational structures that support leaders in creating clarity, trust, and meaningful movement in moments that matter most.

Rooted in presence and intentional dialogue, the CREATE CLEAR Change™ framework supports leaders in navigating the distance between current experience and desired outcomes through clarity, presence, and attuned communication. The approach integrates established practices from leadership development, coaching, and applied psychology to foster sustainable individual and organizational change.

Intention

Leaders who engage with CREATE CLEAR Change™ Leadership Conversations are supported to develop heightened awareness of self, others, and context in order to create aligned, effective conversations that build trust, clarity, and accountability.

CREATE CLEAR Change™ emphasizes mindful presence, intentional listening, and structured dialogue to support learning, development, and performance across a range of leadership contexts.

Core Capabilities

The CREATE CLEAR Change™ Leadership Conversations framework supports leaders to:

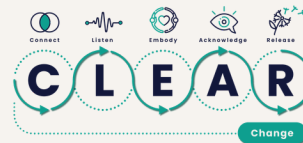
- Establish and communicate expectations with clarity and care
- Engage in both directive and non-directive coaching conversations
- Offer meaningful feedback that supports learning and growth
- Navigate complex or highly charged conversations with greater steadiness and confidence
- Recognize and respond to thoughts, emotions, beliefs, and behaviours in conversation
- Adjust expectations in changing contexts while remaining anchored in purpose

Foundational Models & Concepts



CREATE

A conversational framework that supports individuals in moving from present state to desired future outcomes.



CLEAR

A presencing practice that supports grounded, centred engagement and trust-based dialogue.



CLEAR the AIIR™

An interactive model that supports clarity, alignment, and sustainable performance.



CLEAR as MUD™

A framework for assessing motivation, understanding, and decision-making authority.



CLEAR is KIND™

Conversational principles that create the conditions for open, safe, and effective communication.