5Mins.ai

LEADERSHIP SKILLS / CONTENT CATALOGUE

Leadership that moves people forward.

Practical learning for people who lead people.



73 curated courses

6 practical learning themes

5Mins.ai

WHY LEADERSHIP DEVELOPMENT NEEDS A NEW RHYTHM

Build leadership skills in the flow of work.

Busy managers need relevant learning, space to practise and a way to see their progress.

Learn in five minutes a day

Short lessons fit between real responsibilities, so development can become a daily habit.

Practise before it matters

AI roleplays let managers rehearse feedback, conflict and performance conversations.

See skill progress

Role-based paths and reporting help L&D focus support where it is needed.

95%+ **completion rate reported by 5Mins for its leadership learning**

Source: 5mins.ai/solutions/leadership-development

SIX LEARNING THEMES

Where does your team need to get stronger?

73 courses. Six themes. Use this guide to focus learning on the skills your people need next.

Grow as a leader

Foundations, styles and pathways for new and experienced leaders.

17 COURSES PAGE 04

Make performance a habit

Use one-to-ones, feedback and clear ownership to keep people moving forward.

18 COURSES PAGE 06

Coach and energise people

Help people grow through better questions, practical coaching and everyday motivation.

5 COURSES PAGE 08

Build teams that thrive

Create trust, inclusion and the conditions for people to do their best work together.

14 COURSES PAGE 09

Lead through the hard moments

Handle disagreement, change and pressure with clarity and care.

8 COURSES PAGE 11

Set direction and influence

Make sound decisions, explain the direction and bring others with you.

11 COURSES PAGE 12

Leadership AI roleplay
Practise the conversations that matter.

14

5Mins.ai

01 Grow as a leader

Foundations, styles and pathways for new and experienced leaders.

COURSE LIST / 01 OF 02 IN THIS THEME

COURSES IN THIS THEME

From team member to team leader

The essentials for new managers making the move from doing to leading.

Know your leadership style

Explore different styles, build self-awareness, and adapt how you communicate.

Advanced leadership skills for experienced managers

Sharpen the skills that lift team performance once you've mastered the basics.

Leading a customer-focused team

Put the customer at the heart of your team's decisions and service.

Building executive presence

Communicate with authority and make an impact in senior settings.

Leading for innovation

Create the conditions for new ideas to surface, get tested, and scale.

Confident, decisive leadership

Build the presence and self-belief to lead decisively.

Leading with integrity and ethics

Make principled decisions and set the ethical tone for your team.

Getting the best from different personalities

Use personality and strengths insights to get the best from each team member.

5Mins.ai

01 Grow as a leader

Foundations, styles and pathways for new and experienced leaders.

COURSE LIST / 02 OF 02 IN THIS THEME

COURSES IN THIS THEME

Shared leadership: leading together

How teams spread leadership roles to move faster and decide better.

Core leadership competencies

Self-management plus business and digital agility for modern leaders.

The fundamentals of great leadership

The core principles every leader needs, from setting direction to supporting people.

Emerging leaders pathway

Six modules for new leaders: coaching, communication, people and performance, resilience, and stress.

Thinking like a leader

Shift your mindset from individual contributor to leader.

Leadership for finance teams: development series

A multi-module pathway on leadership fundamentals, impact, and leading transformation.

Transformational leadership

Rally your team around a shared vision and help people grow.

The manager's playbook

A 15-module pathway covering the everyday skills managers need.

TRY IT AT WORK

Ask a colleague which one leadership behaviour would make their work easier this month. Choose an action and revisit it in your next check-in.

5Mins.ai

02 Make performance a habit

Use one-to-ones, feedback and clear ownership to keep people moving forward.

COURSE LIST / 01 OF 02 IN THIS THEME

COURSES IN THIS THEME

Managing performance all year round

Set expectations, track progress, and recognise results - not just at review time.

The performance review toolkit

A 10-part series covering every stage of the review cycle.

One-to-ones that move people forward

Run regular check-ins that build trust, surface issues early, and keep goals on track.

Accountability without micromanaging

Set clear expectations and follow through so ownership becomes the norm.

Performance conversations that land

Prepare for, run, and follow up on conversations about performance and growth.

Delegation that frees up your time

Hand over work clearly, grow your team's skills, and focus on what only you can do.

Running fair and useful appraisals

Gather evidence, lead the discussion, and agree next steps that stick.

Getting results through others

Plan the work, allocate resources, and keep the focus on outcomes.

Tackling underperformance early and fairly

Spot the signs, have the conversation, and agree a clear plan to improve.

5Mins.ai

02 Make performance a habit

Use one-to-ones, feedback and clear ownership to keep people moving forward.

COURSE LIST / 02 OF 02 IN THIS THEME

COURSES IN THIS THEME

Delivering tough feedback with care

Raise sensitive issues directly while keeping the relationship intact.

Managing up, down, and across

Build productive relationships with your manager, your team, and your peers.

Feedback that helps people grow

Give regular, constructive feedback and invite it in return.

Succession planning that works

Identify and develop future leaders before you need them.

Team goals and OKRs

Turn priorities into clear, measurable goals your team can own.

Talking careers with your team

Help team members plan their growth and stay engaged.

Developing and keeping great people

Grow talent and reduce avoidable turnover.

The essentials of managing people

Core skills for running a team day to day.

Leading high-volume service teams

Practical tactics for team leaders in fast-paced service operations.

TRY IT AT WORK

In your next one-to-one, agree one clear outcome, one obstacle and one concrete next step.

5Mins.ai

03 Coach and energise people

Help people grow through better questions, practical coaching and everyday motivation.

COURSE LIST / 01 OF 01 IN THIS THEME

COURSES IN THIS THEME

Coaching mastery, step by step	From first coaching conversations to advanced practice.
Coaching to raise performance	Use coaching to close performance gaps and build capability.
Making mentoring work	Set up, support, and get real value from mentoring relationships.
The coaching manager	Ask better questions, listen well, and help people find their own answers.
Motivating and engaging your team	Understand what drives people and create the conditions for them to give their best.

TRY IT AT WORK

Before giving an answer, ask: What have you tried, and what would you do next?

5Mins.ai

04 Build teams that thrive

Create trust, inclusion and the conditions for people to do their best work together.

COURSE LIST / 01 OF 02 IN THIS THEME

COURSES IN THIS THEME

Growing your team from forming to performing

Understand the stages of team development and what each stage needs from you.

Team leadership from beginner to expert

Build team-leading skills step by step, from beginner to expert.

Leading remote and hybrid teams

Keep distributed teams connected, aligned, and productive.

Team meetings worth turning up to

Plan, run, and follow up on team meetings that lead to decisions.

Psychological safety: making it safe to speak up

Help your team share ideas, raise concerns, and learn from mistakes.

Team-building tools and activities

Practical activities and recognition ideas that strengthen working relationships.

Shaping a positive team culture

Everyday actions that make teams more collaborative and enjoyable to work in.

04 Build teams that thrive

Create trust, inclusion and the conditions for people to do their best work together.

COURSE LIST / 02 OF 02 IN THIS THEME

COURSES IN THIS THEME

Trusted leadership: building credibility with your team

Earn trust through consistency, visibility, and keeping your word.

Building inclusive teams

Everyday habits that help every team member feel heard and valued.

What high-performing teams do differently

Practical habits that help teams set direction, work well together, and deliver.

Diversity, equity, and inclusion for leaders

What inclusive leadership looks like day to day, and the part you play.

Emotionally intelligent leadership

Read the room, manage your reactions, and adapt your style to the person in front of you.

Hiring and interviewing fairly

Use consistent questions, assess evidence and make considered hiring decisions.

Leading with empathy

Understand your team's perspective and lead with compassion, without losing clarity.

TRY IT AT WORK

Ask your team which habit helps people speak up, and which one gets in the way.

5Mins.ai

05 Lead through the hard moments

Handle disagreement, change and pressure with clarity and care.

COURSE LIST / 01 OF 01 IN THIS THEME

COURSES IN THIS THEME

Difficult conversations for managers

Prepare for and handle tough conversations with your team calmly and fairly.

Staying well while leading others

Manage pressure, prevent burnout, and protect your own wellbeing.

Resolving conflict in your team

Spot conflict early and guide people towards workable solutions.

The adaptable leader

Stay effective when plans change and setbacks hit.

Leading people through change

Plan, communicate, and support your team through change so it sticks.

Leading AI-enabled teams

Guide people through AI adoption, redesign tasks thoughtfully and keep human judgement in the loop.

Managing a leader's workload

Prioritize, protect focus time, and keep a leader's workload under control.

Leading through uncertainty

Communicate clearly, decide with incomplete information and help people keep moving.

TRY IT AT WORK

Before a difficult conversation, write down what you observed, the outcome you need and the first question you will ask.

5Mins.ai

06 Set direction and influence

Make sound decisions, explain the direction and bring others with you.

COURSE LIST / 01 OF 02 IN THIS THEME

COURSES IN THIS THEME

Getting your message across as a leader	Get your message across in person, in writing, and in virtual meetings.
Influence without authority	Win support for your ideas across teams, upwards, and with stakeholders.
Leaders who listen	Hear what's really being said and ask questions that open up the conversation.
Big-picture thinking for leaders	Tools to spot trends, weigh trade-offs, and think beyond the day-to-day.
Building a team of problem solvers	Help your team tackle problems together instead of escalating them.
From strategy to plan	Translate strategy into operational plans with clear priorities and owners.

5Mins.ai

06 Set direction and influence

Make sound decisions, explain the direction and bring others with you.

COURSE LIST / 02 OF 02 IN THIS THEME

COURSES IN THIS THEME

Making the call: decision-making for leaders	Weigh options, manage risk, and make the call.
Setting a clear vision and direction	Turn strategy into a direction your team understands and buys into.
Strategic leadership: scaling your impact	Connect day-to-day leadership with long-term strategy and growth.
Data-informed people decisions	Use performance and engagement signals to ask better questions and act with judgement.
Commercial acumen for managers	Connect team priorities, costs and customer value to everyday decisions.

TRY IT AT WORK

Explain a decision in one minute: what changes, why now and what happens next.

LEADERSHIP AI ROLEPLAY

Practise the conversation before it matters.

Managers can speak or type with an AI character, then receive a score and coaching feedback against the skills that matter in that conversation.

REAL CONVERSATIONS, SAFELY REHEARSED



Feedback | Delegation | Conflict

Illustrative visual

Choose a scenario. Speak or type. Get coached. Try again.

Use a ready-made roleplay or tailor one to your own standards.

Explore AI Roleplays

Book a demo