



Pressure without *fracture.*

A two-day workshop, held across a fortnight, that builds your people's capacity to stay steady and able to choose under pressure, without outsourcing their stability to outcomes they can't control.

The problem isn't the pressure.
It's what your people have hung on the outcome.

PRESSURE

Targets, restructures, deadlines. The load is real, but it lands hardest on people whose sense of being okay depends on how it turns out.

DECISION PARALYSIS

Leaders wait for certainty that isn't coming. Decisions stall, or get rushed, because getting it wrong feels like a threat to identity.

BURNOUT RISK

Exhaustion often isn't about hours. It's the cost of carrying every result as if it were a verdict on who you are.

WORTH OUTSOURCED TO RESULTS

When a quarter decides who a leader is, every miss becomes personal, and the team feels it.

WHAT TGL CALLS THIS

Outcome-Dependence: the psychological condition in which a person's stability, identity or felt safety becomes contingent on a specific result.

IT IS

An orientation and coherence system that helps people stay internally cohesive under pressure.

IT ISN'T

A motivational system, a mindset framework, therapy or a productivity method. And it never asks anyone to care less about results.

“ WHAT PARTICIPANTS SAY

I'm much more calm. I'd move towards my goals from a far more centred place. It wouldn't be rushing, it wouldn't be grasping... just walking towards the goal.”

Lucas Jeffries

Jeffries Property Group

The Three Pillars

ALWAYS ON · EQUALLY LOAD-BEARING

Internal Cohesion

Staying self-connected, functional and able to choose under meaningful pressure.

Responsibility Without Blame

Owning your response, contribution and next move, without blame, self-blame or shame.

Paradox Capacity

Holding competing truths and unwanted possibilities without collapsing into one, and still deciding.

What your people walk away able to do

ON A LIVE DECISION, NOT A CASE STUDY

- 01 Name Outcome-Dependence in their own decisions, without confusing it with ambition.
- 02 Ask "Given this situation, what's my move?" and own the answer without blame.
- 03 Spot Self-Fracture early: the self-attack, narrowing, over-control or withdrawal that shows up under load. Signals, not diagnoses.
- 04 Hold two competing truths long enough to make a better call.
- 05 Stay functional and able to choose while a problem is still unresolved.
- 06 Make a decision they can own without predictive certainty: "I cannot guarantee the outcome. I can own the way I chose."

Two days, across a fortnight

DAY 1 · ORIENTATION & STABILITY

See the real problem, and build the capacity to carry it.

Make the hidden dependency visible, read the signals of Self-Fracture, and strengthen all Three Pillars under real but contained pressure.

DAY 2 · RELEASE & ACTION

Release the need. Keep the intention.

Loosen the grip of outcomes without losing ambition, make consequential calls without predictive certainty, and begin leading others without control.

BETWEEN THE DAYS ----- Each person takes the language back to one live pressure point at work.

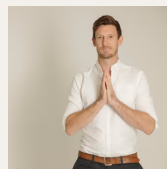
Paced for safety. The rule it's built on: *Internal Cohesion must strengthen before Outcome-Dependence is reduced.* Day 2 goes only as deep as Day 1's groundwork allows; readiness is checked, not assumed. Participation is voluntary, and nobody is asked to share more than they choose. The workshop is non-clinical and developmental: it isn't therapy and doesn't replace EAP or clinical support. It's built for capable people who are functional but strained, not for anyone in acute crisis.

WHO IT'S FOR

- Leadership teams carrying sustained pressure
- Founders and business owners whose decisions don't come with guarantees
- Managers of sales and high-performance teams
- HR and L&D leaders building their next layer of leaders

Group size: 5 to 30 people · in person

YOUR FACILITATOR



Mat Banks

Around 100 jobs across 40+ industries
Nearly two decades of inner work and study
Co-author, #1 Amazon bestseller *Living into Self-Esteem*

"The Golden Lighthouse is excellent — very well-structured, intentional, and purpose-driven... And the facilitator is relatable and non-judgmental, which makes it easy to open up."

Beck Hall

Founder of All Hearts Collective and CEO of Spirit Cacao

Talk to us about your team.

Start with a 20-minute conversation. No obligation.

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