



NEW PANGAEA

Making extraordinary ordinary: habits that hold under pressure

ROB MURRAY

MSc Neuroscience candidate
Former police commander

MANTLE

A six-month leadership programme built the way the brain actually learns.

Your managers know what good leadership looks like. Why isn't it sticking?

Most leadership training fails quietly. People leave the away-day inspired, and within weeks the day job has erased most of it. That isn't a motivation problem. It's how the brain works, and it's fixable.

THE PROBLEM

The gap between knowing and doing sits in the middle of your organisation. First-line and middle managers carry the heaviest load, translating strategy down, escalating risk up and absorbing pressure from both directions, with the least development investment. The brain doesn't build lasting capability from one exposure. It builds it from spaced learning, applied under real conditions, with feedback. Mantle is built on that principle.

THE PROGRAMME

Six months, six modules. Each pairs a half-day cohort session with individual coaching to apply it before the next layer is added. 180° feedback from senior leaders is gathered at set points to sharpen awareness and accountability.

- 1. The Brain Under Pressure:** stress physiology, resilience and team wellbeing: why wellbeing is a performance system, not a perk
- 2. Change and the Threat Response:** why the brain reads change as danger, and how leaders lower the threat state to win genuine buy-in
- 3. The Social Brain:** trust, psychological safety and influence: leading people rather than managing process
- 4. Attention and Cognitive Load:** why strategy dies in translation, and prioritisation as a finite neural resource
- 5. The Deciding Brain:** bias, heuristics and structured decisions under uncertainty, taken at the right level
- 6. Wiring It In:** neuroplasticity and habit formation, so the change outlasts the programme

WHAT YOU RECEIVE

Blended delivery

Six half-day cohort sessions plus individual coaching (30 minutes at the start and end, 45 minutes mid-programme), in person or online

180° feedback & measurement

Structured senior-leader feedback and surveys that evidence movement, not just attendance

Written report

End-of-programme report on capability shifts, gaps and recommendations, with optional annual review

WHAT CLIENTS SAY

"Investing in the programme, and in our leaders, is a no-brainer."

Director of HR & Compliance, Select Car Leasing

Every delegate leaves each module with a specific action to take before the next. Latest module: 100% rated Good or Excellent.

Delegate feedback, Select Car Leasing, 2026

YOUR FACILITATOR

Rob Murray spent 20 years in policing, 17 of them in leadership roles. Later in his career, as a Silver and Bronze Commander, he commanded 4,500 officers for a US Presidential state visit. He worked on state visits for three US Presidents, royal events, one of the country's largest sporting occasions, the 2011 riots and the response to a national emergency. He went on to lead national graduate leadership programmes before founding New Pangea.

Few people have made life-and-death decisions and studied what that does to the brain. Rob has done both, and that combination sits at the heart of Mantle.

MSc Neuroscience candidate

BSc Zoology (Hons)

Silver & Bronze Commander

Senior Police Leader

INVESTMENT FROM £3,000 PER DELEGATE

Tailored to cohort size, sector and requirements

To discuss Mantle for your organisation: robmurray@newpangea.co.uk | newpangea.co.uk