

TRANSFORMATION TEAM COACHING PROGRAMS

Unlock the **power** and **capability** from within

Transformation Teams

Changes aren't often driven by charters, sprint boards and budget allocations. They're driven by **those who believe in your organisation, the solution proposed and are willing to show some grit and determination to succeed**. This program will harness their power and enthusiasm

- ✓ Develop a unique culture aligned to successful delivery
- ✓ Empower decision making and self driven standards
- ✓ Inspire the organisation to believe
- ✓ Develop leadership & problem solving capabilities
- ✓ Cross skill team members whilst delivering
- ✓ Break down barriers with BAU staff
- ✓ Find pockets of time where the stats say you're 100% utilised

Management Teams

Management teams are often a group of high performing individuals who are in a hurry to take the next step on their own career pathway. This program coaches **Management Teams to get the most out of each other, their staff and increases the likelihood of success by learning how to focus on the collective**.

- ✓ Align organisational goals with the teams current reality
- ✓ Create team values
- ✓ Define management vs leadership behaviors
- ✓ Create team and personal development plans
- ✓ Develop teamwork capabilities
- ✓ Develop individual coaching capabilities and styles
- ✓ Measure and celebrate team and individual successes

Coaching Principles



Understand your DNA



Stare into your environment



Adopt a positive mindset

Values



Put those you love first



Be humble and respectful



Be curious and tenacious



Celebrate helping others

Vitals



Full Programs to 1/2 Full day workshops



Onsite / Offsite and flexible hours



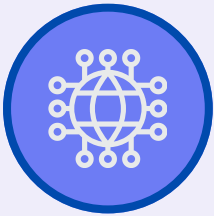
Available across eastern Australian seaboard



Cost effective and aligned to an ROI

TRANSFORMATION TEAM COACHING PROGRAMS

All coaching programs comprise of four repeatable phases



INTRODUCE

- Establish goals & targets
- Understand current state environment
- Establish governance oversight & schedules
- Introduce program to team members



BASELINE

- Assess leadership styles
- Assess individual and organisational values
- Assess cultural elements
- Assess coaching maturity & readiness



COACH

- Coaching mindset education/ training
- Team coaching for style, value and culture
- Individual coaching for delivery
- Individual coaching for development



REFLECT

- Measure improvement trends
- Interrogate team coaching performance
- Assess expansion opportunities
- Celebrate successes

Business Help Continuum



We Focus Here

Mentoring	Advising	Education	Business Coaching	Couselling
Often elder statesman providing insights and advice based largely on experience	A specialist or subject matter expert focusing on a course and education of 'what to do'	A specialist or a subject matter expert focusing on a course and training of 'how to do it'	An equal partnership focused on opportunity / goal identification, capability development, problem solving and leadership	A specialist in psychological treatment, issue or problem focus, caused by deep psychological disturbance and distress