

High Performance Programs for Delivery Teams

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

Delivery 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




EMPO and Governing Bodies

Management teams are often a group of high performing individuals who are in a hurry to take the next step for their business and what they're accountable. 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

Development 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

-  Onsite / Offsite and flexible hours
-  Available across eastern Australian seaboard
-  Cost effective and aligned to an ROI

Reduce Delivery Cost ● Improve Delivery Speed ● Improve Outcome Quality ● Improve Staff Capability

High Performance Programs for Delivery Teams

Workspring engagements comprise of five repeatable phases



SCOPE & INTRODUCE

- Establish goals & targets, schedules, governance
- Introduce program to Delivery Team members / participants



ASSURANCE

- Understand current state environment
- Complete baseline assurance assessments
- 12 Delivery Categories, 63 Performance Elements
- Quick win identification



TEAM DEVELOPMENT

- Positive organisational scholarship
- Understand team cultural elements
- Understand leadership styles
- Understand values
- Understand virtues
- Identify and Evaluate opportunities



INDIVIDUAL DEVELOPMENT

- Individual coaching for delivery
- Individual coaching for development



REFLECT & REFINE

- Measure improvement trends
- Interrogate Team Development performance
- Refine where required
- Celebrate successes

Business Help Continuum

We Focus Here

Mentoring	Advising	Education	Business Coaching and Development	Counseling
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