

PLAY YOUR BIGGER GAME

COACHING & MENTORING

WORKSHOP FACILITATION

BEHAVIORAL AND META PROFILING

CONFERENCE & KEYNOTE SPEAKING



Connect-IN Leadership Program

Quantum leap your leadership. Become the leader you want to be.

The biggest predictor to your career success is your ability to Connect-IN. Your success relies on your partnering with others to achieve results. This means you have to know how to truly connect. Success is never achieved alone—it's always achieved through others.

Program Overview

Effective leadership helps drive a high performing culture, productivity, morale and creativity and innovation – all of which are required to compete and thrive in today's challenging market conditions.

Effective leaders set a clear and compelling direction: and they engage, influence and inspire others along the journey. They are able to do this when they 'connect-IN' to others.

Leadership success is the ability to work with and through others to drive business performance and growth.

Become a leader others want to follow

People today want more than a job: they want leaders who they can trust, believe in, and aspire to be like. They want to be inspired and contribute to something meaningful. People want to connect to their organisation through its leadership: to feel like they're part of something bigger – to have a purpose for being there – that extends further than their job description.

Leaders who build high performing teams build a performance culture and environment: where people knock on the door to join and to be part of, where people are passionate and energised coming to work and being part of the team.

Accelerate your leadership effectiveness

Leadership is a journey of challenge, setback and success in equal measure. At critical transition points in your leadership journey, you'll require a new and diverse leadership skill-set and tool-kit to bridge the performance expectation gap.

Whether you've stepped up to your first leadership role, or you're a seasoned executive stepping into a role with significantly greater scope and scale, ensuring your leadership capability matches the leadership demands in your role will be critical to your success.

However, leaders often struggle with this performance gap when they transition: leaders who feel overburdened will often become stressed and disengaged – questioning whether they have what it takes, and whether they're good enough – and, in acknowledging these gaps, feel like they're a fraud. This mindset often starts a downward spiral to leadership failure.

Whether its leadership style, mindset, interpersonal skills, lack of strategic orientation, influence – whatever the specific skill or capability gap – often leaders want to do well, they simply don't know how to bridge the leadership gap(s) themselves.



Play a bigger game so you can impact, influence and inspire others.

Connect-IN Leadership is a comprehensive coaching program designed to give you focus and clarity on what matters most to develop high performing teams through building and fine tuning your

leadership capability. The program is designed to highlight the importance of translating insights from the program directly into your workplace and team environment.

The program covers the critical parts of leadership success that are required to shape your leadership influence. Ultimately, leadership is about self-leadership and leadership of others – both go hand in hand. **Leaders who are calm and self-certain: who act with clarity and confidence will have the highest impact.**

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.” – John Quincy Adams

Expected results

You can expect marked improvements in your leadership capability and confidence:

- High performance team culture
- Self-awareness - developing leadership identity and voice
- Setting the direction and strategy
- Structure of excellence
- Leadership performance and business delivery
- Team cohesiveness and engagement
- Building relationships: alignment and networking
- Influencing and negotiating
- Critical thinking
- Leader as coach/mentor

What you'll receive:

- Executive coaching program consisting of 6 sessions (3 months) or 12 sessions (6 months).
- 90 Day Action Plan and templates

- Transition to rolling 90 Day Plan cycles
- Program measurement tools: Leadership profiling tools, diagnostics and goal setting
- Program resources and other templates
- Dedicated support through the program
- Structured leadership development plan with performance standards and benchmarks to measure progress

Program length can be extended depending on participant needs and requirements.

Who the program is best suited to:

Often, leaders are at a key transition points in their career and want to bridge their perceived or real leadership capability gaps.

THIS PROGRAM IS DESIGNED FOR:

- Executives
- Senior leaders
- People transitioning from Manager to Leader
- Up and coming Managers who want to accelerate their leadership journey

GET MAXIMUM BENEFIT:

- Leaders who will thrive in this program will have a desire to:
 - Play a bigger game and create change
 - Build a high performing team
 - Create a bold and compelling vision and direction for their team
 - Commit to the leadership growth journey and do what it takes to become a leader
 - Build a leadership mindset
 - Build self-awareness and personal effectiveness

About Toni Courtney



Toni's mission is to empower leaders and teams to lean in and play a bigger game. She is engaged to instigate growth and improve performance. Her conviction is that people are capable of much more than they think—her practice is to help them achieve it.

Toni empowers leaders and teams to fast track their leadership and performance. She prepares leaders for starting new roles, accelerating within current roles, or getting role ready for a step-up position.

With an extensive blue chip commercial background, Toni brings over 20 years' experience in building and leading high-performance teams in New Zealand, UK, USA, and Australia working for brands such as ANZ, Amex, Westpac and Deloitte.

Toni is a certified Executive Coach, Practitioner in Neuro-Linguistic Programming, and a Thought Dynamics Consultant. She runs her practice as a coach, mentor, facilitator, advisor, and speaker.