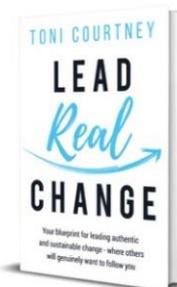
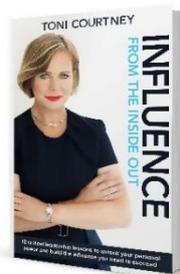




## ADAPT LEADERSHIP COACHING PROGRAM

Authentic and adaptive leaders  
will future-proof their team,  
organisation and career



## ADAPT LEADERSHIP COACING PROGRAM

Navigating our fast-paced, fast changing business environment is tricky business. For starters, we're bombarded with lots of information and still have to make decisions quickly. In addition, we're stretched and are required to do more with less. The performance climate leaders and their teams now operate in demands different thinking, skills and behaviours to discover new solutions to new problems.

Leaders need to engage, influence and inspire others to improve operational efficiency, spur innovation, and drive growth.

With all of this complexity, no wonder there is a power tool for leading the transition: influence, through a strong leadership voice.

Underpinning the new leadership benchmark is leaders with a strong communication toolkit who can:

- Shape positive mindsets
- Set an inspired journey and bring their team with them
- Develop others into their potential
- Optimise performance while improving engagement
- Lead effective change

Managing is fine until leadership is required. Leadership is more about 'how to be' rather than 'what to do'. Many leaders need help to bridge this gap for themselves, wherever they are at in their leadership journey. To earn the trust of their team, a leader needs to show who they are. In other words, leaders need to develop their leadership voice from the inside out.

### **Your leadership voice reflects your self-confidence.**

IQ and competence will only get you so far. There's a certain point in any career where incremental gains in competence provide a diminishing return on performance. At this point, leaders need to focus on building influence through their leadership voice. Your self-assurance is your biggest asset to help you evolve your leadership voice—and career—over time.

*Leaders today  
need to adapt to*

*Influence is the  
key competency to  
building the bridge  
between managing  
today and creating  
tomorrow.*

*ongoing change.*

*Your leadership voice is either working for you or against you.*

Although we all have a voice, many leaders acknowledge their leadership voice is far quieter than they would like. Leaders:

- don't voice their views and ideas freely
- don't give the feedback and have the tough conversations
- follow the decisions of others instead of doing what they really want to do
- let the chatter in their head get the best of them
- second guess actions or steps they take
- remain with the status quo or don't take enough action.

*'Don't let the noise of others' opinions drown out your own inner voice —Steve Jobs*

Having a strong leadership voice means trying different approaches to managing people and getting decisions made. For example, you might share a story that offers insight, ask questions that encourage others to think more broadly, or decide to be directive and share your expectations. Each approach will give a different experience of your leadership voice.

**This 1-1 coaching program will be tailored for:**

- Emerging / new leaders: build core leadership competency
- Middle-level leaders: expand core leadership competency
- Senior leaders: turbo-fuel core leadership competency

This 3- or 6-month program is an extensive 1-1 learning journey that will equip you (or your leaders) with the core skills, knowledge, strategies needed to be 'future leadership' ready.

You'll learn:

**Confidence:** build self-awareness, self-certainty and presence

**Intentional leadership:** adapt leadership style for different personalities and environments

**Leadership voice:** being authentic and having the impact you desire

**Leadership influence:** communicate with impact across the organisation

**Leader as coach:** empower others through coaching and feedback

**Initiating tough conversations** – influence win/win outcome

**Leading effective change:** build an adaptive team

If you want a different result, you have to be prepared to do something different. Are you ready to become an authentic and adaptive leader?

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You’ll learn to:

- **Authentic leadership:** Aligning your leadership identity (*how you value yourself and see yourself as a leader*) and your leadership brand (*how others value your leadership*) matters.
- **Building self-awareness** and self-assurance
- **Emotional intelligence:** closing the gap between intention and impact to truly
- **Adapting leadership style** for changing environments, audiences and situations
- **Leadership influence:** communicate with impact in a way that engages people in
- **Communication:** building a toolkit to create ‘speak up’ environments
- **Leading effective change**

**The future of work is creative, flexible and human. To thrive as a leader requires the ability to adapt and adjust to the new conditions, and confidently lead people through change.**

Leadership Voice	Influence: Impact
Fluid	10:1
Dynamic	8:1
Flexible	5:1
Considered	1:1
Reactive	-5:1
Rigid	-10:1

### **Rigid (leadership attitude ‘go by the book’)**

Rigid leaders see the things through a narrow lens. They are quick to, for example, get stuck on one solution to solve a problem with the justification of “we’ve always done it like this”.

### **Reactive (leadership attitude: ‘when it suits me’)**

Reactive leaders like to be right and feel in control, and often misread the cues around them to know to show up effectively for others. With low EQ, they are unaware of the impact they have on others.

### **Considered (Leadership attitude: ‘when we’re ready’)**

Considered leaders are open to new ideas and have a methodical and organised approach. They can be proactive in putting their ideas forward when they are confident the agenda supports their views, but under pressure they will revert to type.

***There is a natural leadership tipping point where a leader’s influence and impact are magnified with no more effort.***

### **Flexible (Leadership attitude: ‘expect the unexpected but still plan ahead’)**

Flexible leaders consider multiple perspectives when weighing up options and elicit ideas from others which help to shape their own perspectives. Flexible leaders are confident in taking the lead because they are present and emotionally aware.

**Dynamic (Leadership attitude: ‘change allows us to be our best’)**

Dynamic leaders focus on the ‘why’ with the view ‘it’s about people, not the change’. They see role as harnessing the potential in others. Dynamic leaders create outstanding results and cultural environments that others want to be part of.

**Fluid (Leadership attitude: ‘This is my legacy’)**

Fluid leaders see the value in ideas and people to transform organisations and leave behind an endearing legacy.



## Program Details

	Silver (3 months)	Gold (6 months)	Platinum (12 months)
<b>Discovery/planning session</b> Valued at \$800	✓	✓	✓
<b>Stakeholder engagement:</b> with Reporting Leader and/or other stakeholders to establish coaching objectives/outcomes Valued at \$1,000	✓	✓	✓
<b>Personalised Coaching Plan</b> Valued at 400	✓	✓	✓
<b>Coaching Sessions</b> (typically 60-75 mins) face to face or Zoom/Skype Valued at \$800 per hour	6	10	20
<b>Self-leadership Profile Questionnaire</b> Valued at \$500	✓	✓	✓
<b>Follow up emails and supporting resources post 1-1 sessions</b> Valued at \$2,000	✓	✓	✓
<b>Ongoing support</b> in between sessions Valued at \$2,000		✓	✓
<b>Profiling:</b> DiSC profile and/or Meta Dynamics Profiling Tool (thinking preferences) Valued at \$800		✓	✓
<b>Personalised reading list</b> Valued at \$100		✓	✓
<b>Fortnightly accountability</b> Valued at \$2,000			✓
<b>VALUE</b>	\$9,530	\$15,630	\$25,630
<b>ACTUAL COST</b>	\$5,000 + GST	\$10,000 + GST	\$15,000 + GST

### What Toni's other clients say – Executive Coaching

*Toni has fundamentally changed how I view myself as a leader, the difference I can make in my role, and what's possible for me in my career. She challenged my thinking and taught me how to think in a way that's enabled me to become a better leader for myself, team and organisation.* **Darren Quinlivan, General Manager, Strategy & Risk, Metro Trains**

*Toni is an insightful and inspiring coach and mentor. She has stretched my thinking, guided me with practical advice, and enabled me to build my leadership confidence and effectiveness.* **Jo Lowman, Marketing Manager, AGL**

*Toni is an astute coach and mentor who challenges your thinking and gives you the space to connect the dots yourself. I trust her implicitly.* **Dean Boyle, COO, Exablaze**

*The 360-feedback process Toni led was significantly more insightful and useful than other standard profiling tools. Toni is an inspiring coach and I value her counsel enormously.* **Kirrily Lord, General Manger, Stockland Communities.**

*Toni has fundamentally changed how I view myself as a leader, the difference I can make in my role, and what's possible for me in my career. She challenged my thinking and taught me how to think in a way that's enabled me to become a better leader for myself, team, and organisation.* **Samantha McNevin, Regional Practice Manager (Dental Centre Network), HCF**

*Toni's insight provoked my thinking, gave me broader context to consider, and I highly valued her counsel. Toni also provided a series of workshops to the Executive Management Group that were timely, insightful and engaging. She has great ability to connect with others, keep the room focused, and initiate valuable conversations. It was a pleasure working with Toni.* **Emma Dalton, Ex-GM Infrastructure Services, Campaspe Shire Council**

## ABOUT TONI



- 20+ years blue chip corporate experience
- Multi-industry client experience
- Authored three leadership books
- Thousands of people inspired by Toni's passion for leadership through her coaching, training/facilitation and speaking engagements.

Toni drives the results, profitability and team development of every business she partners with. Her mission is to empower leaders and teams to lean in and play a bigger game. Toni is engaged to instigate growth and improve performance.

With an extensive blue-chip commercial background, Toni brings over 20 years' experience in building and leading high-performance teams. She has served in senior leadership roles in New Zealand, the UK, the USA and Australia working for brands including ANZ, Westpac, American Express and Deloitte. Toni has led teams through significant organisational change and has held a range of roles within emerging and mature businesses.

Toni enables leaders and teams to fast track their leadership and performance, and prepares leaders for starting new roles, accelerating within current roles, or getting role ready for a step-up position. She works across a broad range of industries and clients – some of her clients include: AGL, HCF, FleetPartners, Eclipx, Metro Trains, Stockland, Shire of Campaspe Council, Exablaze, Sunshine Coast Council.

Toni is a certified Executive Coach and a Practitioner in Neuro-Linguistic Programming. She is a Telstra Businesswomen's Award Nominee. Toni holds a Bachelor of Business (First Class Hons), a Diploma in Coaching, and a Certificate in Training & Assessment.



