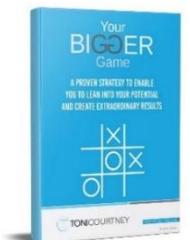
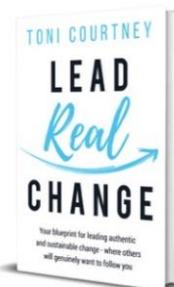
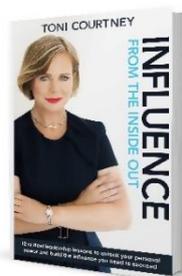




CHANGE-MAKER LEADERSHIP COACHING PROGRAM

Empowering leaders to lead
authentic and sustainable
change



CHANGE-MAKER LEADERSHIP COACING PROGRAM

Leaders today are facing layer upon layer of change; whether the change be centered in market disruption, digital transformation, ways of working, regulatory changes and so on. Change is accelerating. No business is future proofed. No business - or leader - can afford to be left behind.

If the only constant is change, then successfully leading people through change is core to effective leadership. While that sounds obvious, it's one of the primary reasons why change so often fails or gets derailed.

Managing today and creating tomorrow is tricky business; it's a balancing act. Change success doesn't rely upon strategy, structure or a 'new shiny thing'; it comes from leading and empowering people from where they are not from where they are expected to be.

Leaders need different thinking, skills and behaviours to adapt and lead others through uncertainty, complexity and change. Leading change requires leaders to learn new ways of doing business, learn new competencies and begin to work collectively.

Organisations with emotionally aware leaders who can lead authentic and sustainable change will outperform those that don't. This is how organisations ensure they are leadership ready for the future they're creating.

An organisation's ability to win is dependent on its leaders leading transformational change rather than transactional change.

Managing change as a process isn't rocket science. The problem with the process is that it doesn't teach leaders how to lead.

	Transactional change MANAGE THE PROCESS	Transformational change LEAD PEOPLE ON THE JOURNEY AHEAD
Focus	Implementation: executing the process efficiently to deliver the result with available resources	Value created: realising the benefits to the organisation and its people
Mindset	Narrow: fixed and predictable ways of doing things	Possibility and flexibility: embracing uncertainty
Way of working	Silos: doing the work to achieve the result	Collaboration: expanding thinking to support new ways of being
Benchmark	Organising and managing to the performance standards	Engaging, motivating and inspiring people toward shared goals and a shared vision
Cultural imperative	People working to the set guidelines, processes and expectations	Embedding a learning-based and adaptive culture
Cultural environment	Low trust and low influence	High trust and high influence
Outcome	Managing today <i>Ticking the boxes showing the positive result</i>	Creating tomorrow <i>Creating a positive energy and momentum bigger than the change itself</i>

Do these leadership challenges resonate with you?

- Working hard yet not having the traction you need to engage, collaborate and bring people along the change journey?
- Getting stuck in day to day 'doing' rather than leading and creating tomorrow?
- Leadership voice not being heard and recognised, and knowing confidence is lacking?
- Dealing with lots of complexity and change and struggling to lead within the shades of grey?
- Resistant mindsets making it challenging for everyone involved in change

Are you ready to become a change-maker leader?

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 provide a **blueprint for leading authentic and sustainable change—where people genuinely want to follow you**. You will learn how to act and behave in new ways that support you becoming a change-maker leader.

You'll learn:

- **Intentional leadership:** adapt your leadership style for different personalities and environments
- **Leading effective change that sticks:** building an adaptive and accountable team.
- **Relationships:** building connection and trust and a 'circle of safety' for people to be open and vulnerable
- **Ways of working:** leading collaboratively for collective impact
- **Leadership voice:** being authentic as you engage and inspire others
- **Leadership influence:** communicating with impact across the organisation
- **Leader as coach:** empower others through coaching and feedback

Level of leadership	Influence: Impact
Nimble	10:1
Adaptive	5:1
Steady	1:1
Unpredictable	-5:1
Passive	-10:1

Passive (*leadership lens: change gets in the way*)

Passive leaders hinder change effort.

Unpredictable (*leadership lens: change is good or bad*)

Unpredictable leaders can hinder or positively contribute to change efforts depending on how they view the change.

Steady (*leadership lens: change is necessary*)

Steady leaders can be proactive when it suits them, when they are confident or when the agenda supports their views and goals. Steady leaders can be contributors or drivers of change.

There is a natural leadership tipping point where a leader's influence and impact is magnified with no more effort. Crossing the tipping point comes when leaders shift their focus from self to others and focus on the needs of others before meeting their own need for certainty and control.

Adaptive (*leadership lens: change creates competitive advantage*)

Adaptive leaders are curious, questioning, courageous, and proactive; they embrace change as core to optimising and innovating to lead progress and results. For some leaders, this is the point at which they become truly effective in their roles and become leaders who others want to follow.

Nimble (*leadership lens: change creates opportunities to transform business and people*)

Nimble leaders are future-focused strategic thinkers who want to innovate, disrupt and change the game. Nimble leaders transform organisations and leave behind an endearing legacy. Very few leaders will reach this level of leadership.

***'At the end of the day people won't remember what you said or did, they will remember how you made them feel.'*— Maya Angelou**



Program Details

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

Working with Toni has given me the opportunity to better understand myself, my reactions and how I can lead and work with others more effectively. Toni's given me the space to learn, to reflect and to arrive at my own conclusions. I've also appreciated her wise counsel and gentle admonishment. I trust Toni deeply, she has added significant value in our coaching, and I'm looking forward to continuing to work with her. **Matthew Grosvenor, Senior Vice President Technology, Exablaze**

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.

