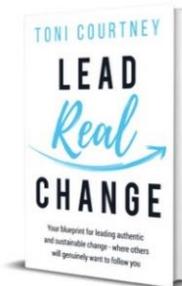
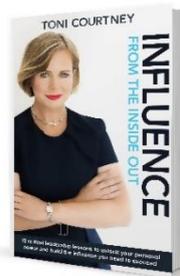




INFLUENTIAL LEADER COACHING PROGRAM

Leaders with influence who bring others with them will future-proof their team, organisation and career.



INFLUENTIAL LEADER COACING PROGRAM

Balancing managing today and creating tomorrow requires leaders with different thinking, skills and behaviours to adapt and lead others through uncertainty, complexity and change. It requires leaders to learn new ways of doing business, learn new competencies and begin to work collectively.

The more adaptive you are as a leader, the most influence you will have.

You want to be seen, heard and recognised. Your leadership success relies on you working with and through others and you want others to follow your lead. As you 'become more' in your role, your leadership voice and brand rely on you having influence.

Do these leadership challenges resonate with you?

- Working hard yet not having the traction you need to engage and bring people along
- 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
- Your strategies for engaging people aren't working as they used to
- Dealing with lots of complexity and change and struggling to lead within the shades of grey
- Flying under the radar and don't have the strength of relationships across your peer group and more senior leadership
- Playing small and yearning for more

There's a tipping point in any leader's career where their leadership potential is defined by the influence they have, not by the results they've achieved.

Are you ready to adapt your leadership and build your influence?

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 to:

- **Grow leadership confidence:** build self-awareness, breakthrough limits, and develop your authentic and confident leadership voice.
- **Build emotional intelligence:** show up as you intend and have the impact you desire.
- **Communicate with influence and impact:** develop a communication toolkit to engage, influence and inspire others.
- **Adapt your leadership style** for different audiences, personalities and situations
- **Lead effective change** where people genuinely want to follow your lead
- **Create safe 'speak up' team environments.**

The number one driver of engagement is an employee's sense of progress in his/her own career. Bersin Research Lab by Deloitte 2013.

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.

Levels of adaptive leadership	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.



Adaptability – the ability to change to fit new circumstances – is a crucial skill for leaders, and an important competency in emotional intelligence.

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 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**

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 two leadership books and a third on Transformational Leadership underway
- 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.

