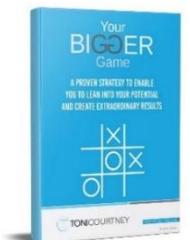
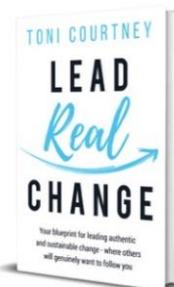
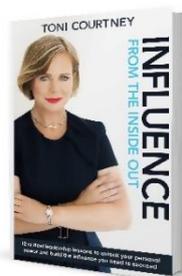




## TAKE THE LEAD COACHING PROGRAM

Develop a strong and confident leadership voice for greater influence and impact



## TAKE THE LEAD 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.

*To find your voice as a leader is to create a compelling and unique leadership brand.*

Leaders need to engage, influence and inspire others to improve operational efficiency, and drive growth, innovation and change. Leadership is a lonely job if you're on your own!

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:

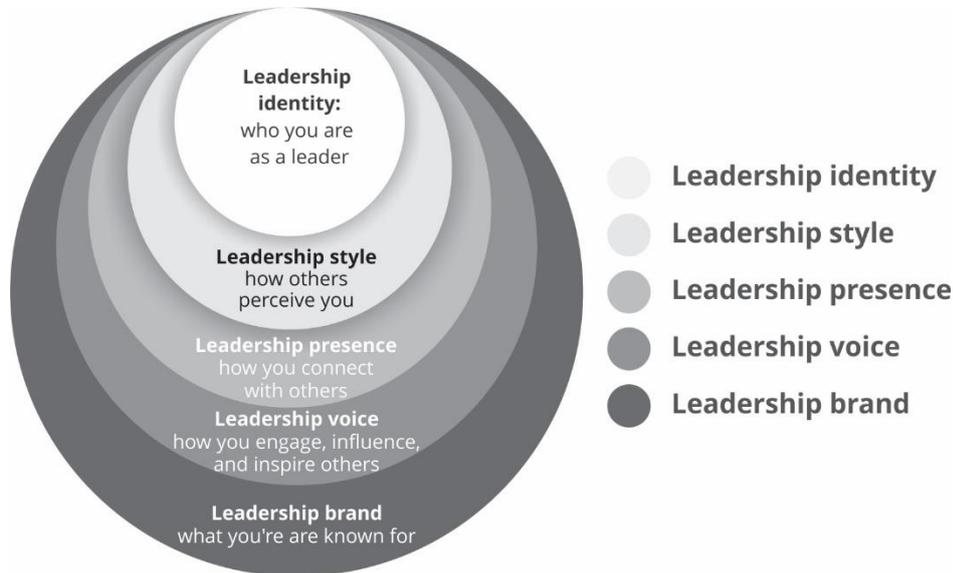
- Shape positive mindsets
- Set an inspired journey and bring their team with them
- Develop others into their potential
- Optimise performance while improving engagement
- Lead effective change

Leadership is more about 'how to be' rather than 'what to do'. Many leaders need help to bridge this gap; to develop their leadership voice from the inside out.

**Your leadership voice is heard in many ways beyond what you say.** It is mirrored through, for example, the strengths of your own style, how you walk your talk, and your energy and presence.

The model below demonstrates how each facet of your leadership is intrinsically connected to create your leadership brand. Your leadership brand is what you're known for how people experience you. Your brand is your perceived business worth. To be a

leader with influence and impact, each facet of your leadership needs to complement and support each other.



Do these leadership challenges resonate with you? Do you often / sometimes:

- don't voice your views and ideas freely
- don't give the feedback, coaching or have the tough conversations
- don't have the spheres of influence you need – up, down, and across
- follow the decisions of others instead of doing what you really want to do
- let the chatter in your head get the better of you
- remain with the status quo or don't take enough action
- fly under the radar and know you're playing small

*There is a bigger bolder version of your leadership waiting to come out!*

**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

***Aligning your leadership identity*** (how you value yourself and see yourself as a leader) **and your leadership brand** (how others value your leadership) matters. ***This is how you lead authentic change.***

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 want to be a leader where people genuinely want to follow you.**

You’ll learn:

- **Confidence:** build self-awareness, self-certainty and presence
- **Intentional leadership:** adapt leadership style for different personalities and environments
- **Leadership voice:** be authentic and have the impact you desire
- **Leadership influence:** be heard, seen and recognised the way you want
- **Leader as coach:** empower others through coaching and feedback
- **Initiating tough conversations** – influence win/win outcomes
- **Leading effective change:** build an adaptive and accountable team

Leadership Voice	Influence: Impact
Influential	Strong voice 1:5
Effective	Consistent voice 1:2
Inconsistent	Situational voice 1:1
Quiet	Little voice -5:1
Timid	No voice -10:1

**Timid:** While timid leaders may be technically competent, they should not be in a leadership role.

**Quiet:** Quiet leaders don’t speak up and say what needs to be said. This costs everyone.

**Inconsistent:** Inconsistent leaders are confident in leading their direct teams but often feel anxious /nervous with more senior leaders. Depending on the situation, they may speak up or hold back. They don't like confrontation. While they are solid performers, they are self-critical.

*There is a natural leadership tipping point where a leader's leadership voice is magnified with no greater effort. Crossing the tipping point for greater influence and impact comes when leaders shift their focus from self-focused to others-focused and build their leadership voice.*

**Effective:** Effective leaders are others-focused and proactive. They use sound judgement and take the lead in conversations so decisions can be made. They are proactive in having their leadership voice heard and understand that healthy discussion involves diverse opinions and perspectives. people, and know how to get the best from others to achieve organisational results.

**Influential:** Influential leaders engage, influence and inspire others in new directions and new journeys. As leaders, they are known for the difference they make to others and for the legacy they leave behind.

**'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)
<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**

*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.

