

The Leadership Sphere Overview

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WHO ARE WE?

The Leadership Sphere is an energetic and focused consulting firm specialising in creating sustainable performance through effective leadership and teams.

Our four service lines are:

- 1 Management and Leadership Development;
- 2 Team Development and Alignment;
- 3 Organisational Improvement; and
- 4 Leader-led Development.

Our mission is to support leaders and teams to achieve sustainable and positive change to deliver results and build healthy organisations.

We have a long history of creating outstanding outcomes for clients at all levels, from frontline supervisors to the Boardroom.

The Leadership Sphere is the trusted business partner for many organisations in Australia. Our business model enables us to scale up or down delivery requirements quickly.



We have a long history of creating outstanding outcomes for clients at all levels...

OUR APPROACH

All of our programs and services are based on evidence-based adult learning principles and are designed to improve the effectiveness of the individual, the team and the organisation. Our interventions focus on creating a more effective culture, resulting in increased engagement and ultimately improved shareholder value.

We use a variety of proven and validated tools, techniques, interventions and models drawn from and developed from many disciplines including systems, psychodynamics, positive psychology, appreciative inquiry, and learning and behavior. We also provide strategies to support learning transfer and performance improvement.

HOW ARE WE DIFFERENT?

Our point of difference is a structured systematic approach to achieve realistic and sustainable positive change. More specifically, our clients expect and we ensure that:

- The desired change happens (individual, team and organisational transformation).
- We operate a transparent business model. There is a clear scope of work and costs.
- We deliver what we say we're going to deliver.



OUR PROGRAMS AND SERVICES

1

MANAGEMENT AND LEADERSHIP DEVELOPMENT



Our management and leadership development programs (including coaching) help leaders to develop their own style so that they are able to truly inspire their people and drive the interests of your organisation and bottom line performance while creating healthy, sustainable cultures.

The focus is on:

- 1 Intrapersonal Awareness and Skill Building;
- 2 Interpersonal Skills (relationship and team); and
- 3 Building and Leading High Performance Teams and Organisations.

All our programs are customised to embrace the needs of each organisation. Specific areas of focus include: adaptive leadership, leadership in times of chaos and change, leadership styles, leadership purpose and legacy, living our values, managing and leading change, building resilience, feedback and coaching skills, building a high performance team, effective communication skills, performance management conversations, decision making, creative conflict, and high performance coaching.

2

TEAM DEVELOPMENT AND ALIGNMENT



Our team development and alignment programs help teams become clear on direction, improve interaction quality and establish practices that support ongoing individual and team renewal.

High performing teams can be described as having a deeper sense of purpose, relatively more ambitious performance goals compared to the average team, better work approaches, mutual accountability, acknowledgement of their joint accountability towards a common purpose in addition to individual obligations to their specific roles, and complementary skills.

Our flagship program, the Distinctive Execution Program[©] supports leaders and teams to meet and exceed their strategic priorities, goals and targets through effective leadership and team processes. It also helps create a healthy and energised workforce and organization where people want to work and who customers want to deal with. It has been demonstrated to achieve significant results in relatively short time frames.

Other areas of focus for our programs include: a discovery phase, building trust, effective communication, including how to have difficult conversations, how to give and receive feedback, building resilience through managing energy effectively, feedback and coaching skills, how to build an effective team, decision making, creative conflict and productive disequilibrium, establishing common working approaches, team norms, methods for using team meetings effectively, establish team purpose, vision and values, creating shared leadership and accountability, setting challenging and inspiring performance goals, developing individual leadership qualities, and creating the most appropriate team mix with the right combination of skills.

PROGRAM OVERVIEW

Discovery	Interviews or Survey
Immersion	Two-Day Foundation Workshop
Mentoring #1	Development (90mins)
Skill Building #1	Change Leadership (Half Day)
Mentoring #2	Embedding (90mins)
Skill Building #2	Implementation (Half Day)

3

ORGANISATIONAL CAPABILITY



Our organisational capability practice helps organisations deliver their strategy by building a strong culture, developing the capability and capacity of leaders and teams, and by leading and navigating complex change effectively.

Building organisational capability requires an approach that understands the role and interplay of people, processes, systems and structure. We distinguish between a values-based culture (which every organisation should strive for) and a culture that is fit-for-purpose to deliver its strategy successfully. Developing a values-based culture and one that is fit-for-purpose are interdependent and equally important. We have an excellent track record of supporting organisational change initiatives. Methodologies deployed ensure true engagement to support meaningful change.

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LEADER-LED MANAGEMENT AND LEADERSHIP DEVELOPMENT



BUSINESS PARTNER

We are the Australian partners for an innovative development program (known as TakeON!), which is built on the fact that the central challenge in transformation is not about systems and process, it's about people, and changing behaviour.

In order to change behaviour we need to change, challenge and create new mindsets in the business. In order to challenge the way we do things around here, TakeON! shapes the critical conversations happening in the business – those between its leaders, and those conversations the leaders are having with their people.

TakeON! is delivered by experienced facilitators, quickly transitioning to internal managers to deliver (supported by TLS). The entire program is supported by a social media learning platform (the ON2Net) which helps create enhanced momentum and learning.



The differentiator between The Leadership Sphere and other organizations is clearly the skill and integrity of the coaches, depth of information and tools and the impactful one-on-one coaching sessions.

SENIOR EXECUTIVE

ENSURING SUCCESS

Everything we do is about creating a stronger client 'system', meaning that we actively work to not create a co-dependent relationship, but rather one that is mutually beneficial.

We do this by partnering in a meaningful way and by building capacity and capability within the organisation.

We create long term sustainable change through the alignment of mindsets, behaviours and systems/processes.



Please
feel free
to call and
speak with
one of our
consultants
to find out
more.



I would highly recommend the team development and alignment course to others who are facing leadership roles, organisational change, and who acknowledge that we can all grow further and learn more about leadership.

SENIOR CLINICAL LEADER

The facilitators were respectful, entertaining facilitators and coaches, and after just four group sessions I feel we have developed further both as a team and as individuals than I thought possible.

SENIOR LEADER

Breakthrough Performance. **Delivered.**

Capability and Capacity Building
Leadership Development
Change Leadership
High Performance Team Development
Executive Coaching
Conference Speaking



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