

The Quarterly Evolution

Hi there,

Welcome to the first edition of the Quarterly Evolution! Your regular dose of practical insights on all things strategy, performance, culture and leadership. Plus a behind-the-scenes look at what's been happening at Evolve.

The first half of 2026 has moved quickly, and as we pause to reflect on FY26, this is the perfect moment to consider **what your team has achieved**, **what you've learned**, and the **priorities for the year ahead**.

If you haven't already, we encourage you to take the time (individually and with your teams) to reflect, reset and refocus as you look onwards and upwards to FY27.



What's inside today's edition...

- ☐ **How valuable are your values?** A model to reflect on how effectively your values penetrate within your team or organisation.
- ☐ **Introducing Evolve 360**, a practical leadership feedback tool
- ☐ **A new leadership program for FY27!**
- ☐ **An exciting partnership announcement**
- ☐ **The socials catch up!**

We hope you enjoy the read and welcome any feedback on what you'd like to see in our upcoming editions!

How Valuable Are Your Values?

We recently published [an article](#) prompting leaders to reflect on this simple question.

It is no secret that most teams and organisations have values.

But whether they actually shape culture and behaviours is another question.

We recently developed a simple maturity scale to help leaders reflect on how effectively their values are penetrating within their own team or organisation.

While the scale is explored in greater detail in the article, the five levels are introduced below:

1. No Values: Nothing formally defined. People rely on personal preferences, relationships, or trust to get things done. Can only work in a very high-trust environment.

2. Values Defined: Values exist conceptually, but they are not yet connected to daily work and team behaviours. Effort is required to provide clarity on how these values should show up, and how teams will be held accountable.

3. Values Influencing Some Behaviour: Values are starting to show up in behaviours and decision making, but not consistently across the team or in high pressure moments.

4. Values Driving Consistent Behaviour: Values are consistently shaping and influencing team behaviours, and are being used in decision making, performance management and recruitment. Some outlier behaviours are evident, but accountability to the behaviours is notable.

5. Values Fully Embedded: Values continuously shape behaviours, decisions and outcomes, in an environment of shared accountability. They are lived by everyone in the team, and a competitive value proposition for the business.

If your team or organisation could do with some support moving up the maturity scale, feel free to reach out to see how we can help.



Introducing, the Evolve 360° Review

For those unfamiliar with the exercise, a 360° review is a structured process where an individual receives feedback from the people they work with. Leaders, peers, direct reports, and so on.

Rather than relying on a single viewpoint, it creates a complete picture of how someone operates, leads, collaborates and delivers. It's called "360°" because it captures feedback from all angles.

A well-designed 360° review gives leaders a clearer, evidence-based understanding of their performance. It improves their self-awareness on their natural strengths, sharpens the focus on growth opportunities, and ultimately, **helps them to lead more effectively and create an environment where their teams can thrive.**

As part of our leadership development programs, participants now have the opportunity to complete our bespoke 360° review process - which has been designed around our point-of-view on 'effective leadership' in today's operating environment.

The review process produces a clear, evidence-based report summarising strengths and development opportunities, and paired with a 1:1 coaching session, the 360° insights are translated into a focused, actionable development plan that drives meaningful and sustained leadership improvement.



Announcing our Future Leaders Program!



INTRODUCING...

EVOLVE FUTURE LEADERS PROGRAM

A bespoke leadership development program suitable for aspiring leaders from all professional backgrounds.



REGISTER YOUR INTEREST!

We are excited to announce a new leadership development program, taking place throughout FY27.

Our Future Leaders program offers a unique opportunity for emerging leaders from a range of organisations and sectors, to come together to learn, grow and develop the skills and capabilities that will prepare them to step up into leadership roles in their respective organisations and careers.

The program is ideally suited to high performing and high potential 'future leaders' that will be moving into managerial and senior leadership roles over the coming years.

Built around our four-pillar framework of **leading self, leading others, leading high performing teams** and **sustainable leadership**, the program will provide participants with the skills they need to navigate complexity and lead with confidence, in an ever-complex operating environment.

Click [here](#) to view the program flyer and [here](#) to register your interest!

Spots are limited!



Client Testimonial

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Evolve provides LMS with high-value strategic planning and implementation, with Mark in particular bringing a deep understanding of our organisation and the challenges and opportunities ahead. As CEO, partnering with Evolve has made our strategy development more effective, more efficient and genuinely more enjoyable. They take care of the heavy lifting, which allows our leadership team to spend less time preparing and more time focused on the thinking and conversations that really matter. Since beginning our work with Evolve, the LMS business has grown by more than 30%. It's been great value for LMS, and we're looking forward to many more years partnering with Evolve.

Matthew Falzon, Co-Chief Executive Officer, LMS Energy

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Partnership Announcement

Evolve is proud to be partnering with Toowoomba Grammar School (TGS) to develop the next iteration of the School's five-year plan!

TGS is a leading boys' day and boarding school, known for its strong academic reputation, specialist teaching for boys, and a long tradition of developing young men of character, confidence and purpose.

The strategic planning process will bring together the TGS Board, Executive, staff, students and the wider community to build alignment on the priorities that will shape the School's next five years, and the output will be a high-quality strategic plan that positions the School for long-term, sustainable success.

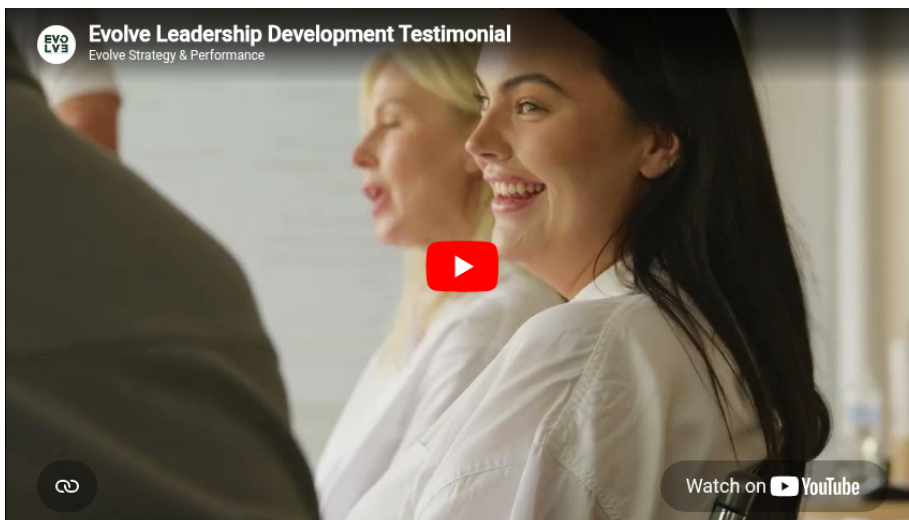
We look forward to continuing our work with the TGS community throughout 2026 as we create a strategy that honours the School's legacy and sets a confident and ambitious direction for the future.



The Socials Catch Up

Over the last 3 - 6 months we've been working with [JAX Productions](#) to bring some of our client work to life through these awesome testimonials.

Check out some of our recent work below or visit our [YouTube channel](#).



Closing

To our clients we've worked with during FY26, thank you. Working with you is a privilege and a pleasure, and we're looking forward to everything we'll achieve together in FY27, and beyond.



Thanks for reading and for being part of the Evolve community.

Mark



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