



# Fast Track Team Launch

A unique program for new teams who want to form the right culture and get to high performance in record time.

CONTACT

W | [fionarobertson.com](http://fionarobertson.com)  
P | +61 (0)3 8719 8020  
E | [info@fionarobertson.com](mailto:info@fionarobertson.com)



*Fiona* ROBERTSON

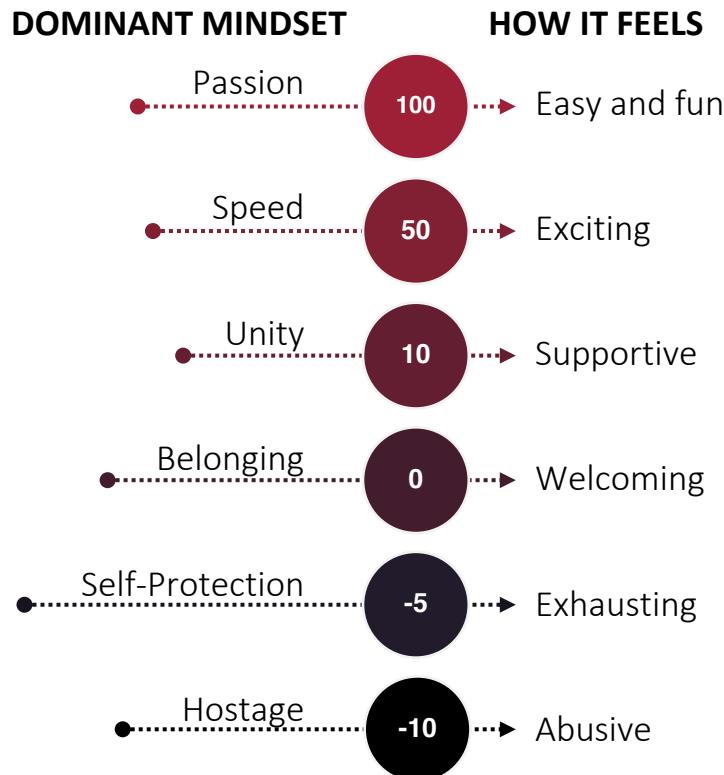


## Why the program is needed

The rate of change is accelerating faster than ever. Without teams that have unity, speed and passion for customers, purpose and working together, we're not going to be able to compete. That's why establishing the right team culture has become an essential focus for all people leaders and their teams.

New teams are forming more frequently than ever before. It's crucial to get to trust in record time.

Your team culture is forming right now whether you're actively managing it or not. If it's happening by accident, now's the time to make it deliberate. The upside potential is enormous. If you get it right, your team will unite with passion to perform and everything will be faster, easier and more fun.





## What the program will do

High performing teams trust each other and love working together. They deliver visible value from the start and are more productive in less time. Great people want to join them and stay with them. And they do all this while having more fun.

## Who the program is for

Any recently formed group of people who need to become a high performing team in record time – including newly formed teams and intact teams with new leaders or members.

### High performing teams...

... attract high performing individuals



... deliver visible value



... have more fun



... are more productive in less time



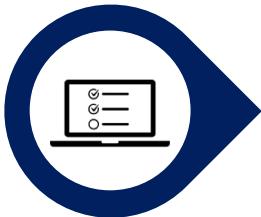
... retain talent



... trust each other and love working together



## What the program looks like



### Pre-workshop participant profiling tool (OPQ)



### One day workshop with tailored agenda



### Post-workshop leader coaching sessions

The Occupational Personality Questionnaire (OPQ) is one of the most widely used and respected measures of workplace behavioural styles in the world. It is used to generate each team member's Belbin team type – the role they are most likely to adopt in a team. Each participant receives an individual report.

The workshop follows a tried and tested methodology and is tailored to the unique team's context and objectives. The individual reports from the profiling tool are combined into a summary report showing the team's collective profile. This is shared at the workshop to promote meaningful discussion whilst maintaining confidentiality.

Three dedicated coaching sessions are scheduled over the six months following the workshop to support the leader to implement and embed the agreed culture and operating rhythm, and to trouble shoot any emerging issues.



# One Day Workshop Overview

*How do we fit in?*



Understand the role of the team in the broader context of its ecosystem

*Why do we exist?*



Understand the team's purpose

*How do we want others to see us?*



Determine what success looks like as a team

*Who's in the team? How are we similar or different?*



Get to know the preferred working styles of the team, individually and collectively

*How are we going to work together?*



Develop agreed team values and behaviours

*How are we going to organise our team time?*



Adopt a team operating rhythm - a sustainable way of working together



## About Fiona



An expert in culture change and team effectiveness, Fiona has worked with dozens of large and small organisations in Australia and overseas and coached numerous executives.

Clients have included IBM, Nasdaq, McKinsey & Company, Oracle, ANZ Bank, Telstra Business Systems, Kimberly Clark, Monash College, Newcrest, Freehills, the Department of Human Services and the Municipal Association of Victoria.

She has also spent twelve years in executive positions with the National Australia Bank including leading their market research function and several key transformation roles. Most recently she was Head of Culture during a period which included the introduction of a new set of values and a purpose.

Fiona holds an MBA from London Business School and is a Graduate of the Australian Institute of Company Directors and the Institute of Executive Coaching and Leadership.



## Testimonials

ST

Fiona's dynamic approach to engaging the business in the process of cultural change ensures everybody gets on the same page. Advocacy for change from within the business builds momentum and Fiona gets the connections really well, and that's the key. Delivering key messages and engaging with the leaders to get them to help build the "moment" is a great and rare skill.

**Steve Tucker**, Chairman Koda Capital,  
Executive Chairman Prodigy Investment Partners

MK

Fiona brings a unique combination of empathy, adaptability and experience into her approach to truly making a difference in designing and leading outcomes in complex environments. One of the best change agents I've ever worked with.

**Monica Klyszc**, Global Head of Property, BHP

AR

Fiona is one of the rare people you come across in your career who truly inspires. She has an instinctive understanding for where people are at which is matched with an equal amount of genuine caring. She asks the hard questions and challenges you to go deeper and harder to find solutions you never thought possible. She is smart, insightful and engaging and she absolutely delivers absolutely all the time. Spending time in her company is worth every moment.

**Allison Robison**, General Manager,  
Employee Transition, National Australia Bank

GC

I've worked with and known Fiona for over a decade. She is a thorough professional who distinguishes herself through her expertise in culture change, leadership and what it takes to effectively make change happen, combined with a genuine passion for getting the right strategic outcome for clients.

**Graeme Chipp**, Partner, Strategic Project Partners