

PROGRAM PROPOSAL  
**ALIGNED  
LEADERSHIP**

EMPOWERING LEADERS  
FOR PURPOSEFUL  
PERFORMANCE



**empathic**  
CONSULTING



**FEBRUARY 2020**

# ALIGNED LEADERSHIP

## PEOPLE-DRIVEN RESULTS



Many organisations implement skills and leadership training to help improve culture and drive peak performance. But too many fail to deliver the desired results. The most successful organisations know the key is an aligned leadership team who can deliver both the strategic performance and values-based purpose of the organisation.

Aligned leadership is not about fostering individual experts, it is building a team with clarity and empathy. The highest performing leadership teams are the custodians for delivering the organisational strategy while embodying the culture and behaviours aligned to the vision and values.

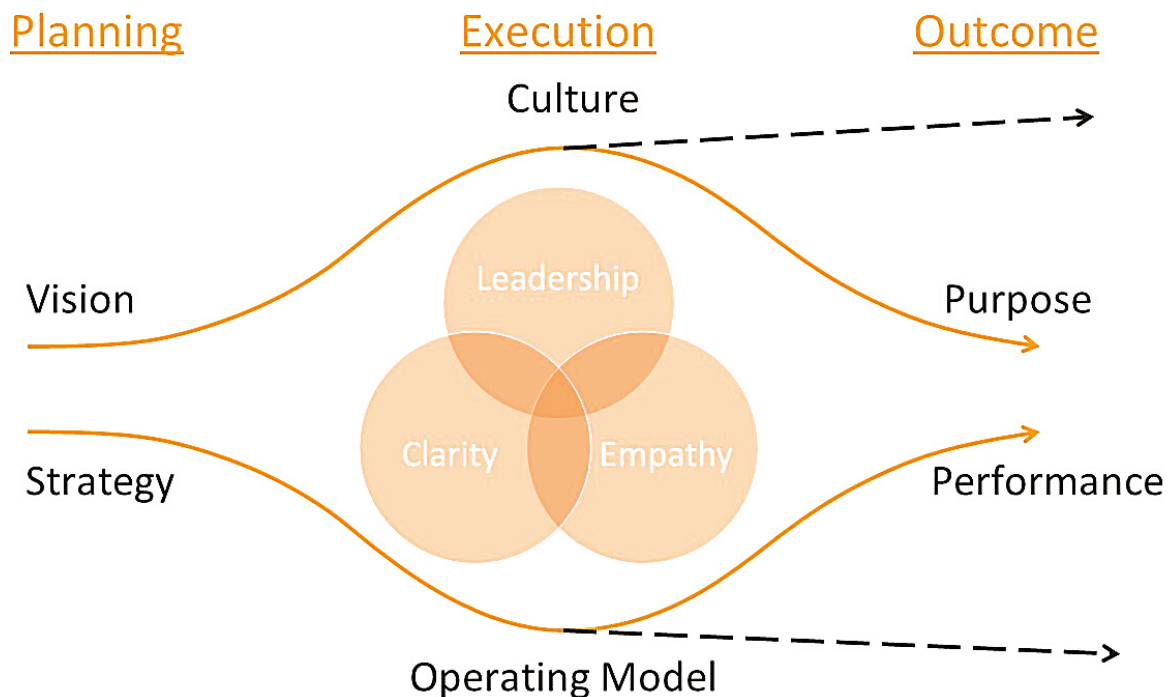
As a team, an Aligned Leadership team develops strong foundations of trust, shared understanding and continuous curiosity. When embedded within the leadership team, Aligned Leadership becomes the standard for values-based behaviours and operational excellence. Leaders motivate with empathy, not authority. They embrace crucial conversations with honesty. They inspire with clarity of purpose and consistency in delivery.

## LEADERSHIP TO DRIVE ALIGNED PERFORMANCE



# ALIGNED ORGANISATION MODEL

## EMPATHIC CONSULTING



After more than 15 years delivering strategic and transformation programs with large corporations, mid-tier businesses and not-for-profit organisations across Australia and New Zealand, we have seen first-hand the challenges with misaligned leadership.

A gap emerges between our intentions in planning and the outcomes post execution. While the performance metrics have been closely scrutinised and managed to targets, the clear vision and purpose we aspired toward has become distorted or destroyed.

The unspoken power of culture can steer good people to do terrible things simply to 'fit in' to the social construct. Unless we have clarity through clear and consistent communication of our vision, values and strategy, execution can be misdirected. Without empathy and understanding of the impacts of outcomes, we can lose touch with the outside world. Crucially, without leadership behaviours to support the culture, systems and processes, businesses can become misaligned.

This program provides the key elements to ensure your leadership team are providing the clarity, empathy and strategic challenge needed for driving purposeful performance.



# PROGRAM OVERVIEW

## 5 CORE COMPONENTS

The program is designed to be delivered across 5 workshop sessions for the leadership team with integrated 1:1 coaching for individuals.

Each session is between 1-3 hrs and provides detailed content, tools & frameworks, practical application and progress review of implementation.

### **1. Leading with Empathy**

Exploring the shortcuts used by the brain, we identify how assumptions and mental models shape our perceptions. We then explore the power of empathy and perspective taking through simple, practical processes.

### **2. Crucial Conversations**

This session supports leaders with tips to be more engaged listeners. We then develop skills to respond, not react in conflict situations and tools to provide powerful, thoughtful feedback.

### **5. Embedding Beliefs & Rituals**

Actions shape reality. This session provides leaders with the critical skills to identify misalignment as individuals, a team and an organisation. It helps embed individual commitments and shared accountability for outcomes.

### **3. Curious Leadership**

To succeed in a complex world, modern leaders need to explore with curiosity. This session improves the ability for open exploration of business drivers and cultural influences on performance.

### **4. High Performance Culture**

Leaders are the custodians of the values in action. This session breaks down the key elements of trust, understanding and challenge required to develop a high performance culture.



# INVESTMENT

## NEXT STEPS TO ALIGNED PERFORMANCE

### ALIGNED LEADERSHIP PROGRAM

Program includes:

- 4 x 2 hr Core Program Workshops
- 2 x 1 hr Individual Coaching Sessions per person
- Organisation-wide Keynote
- Participant Workbooks
- Workshop materials & general expenses\*

Total investment: \$15,000 + gst

### INDIVIDUAL PROGRAM WORKSHOPS

Core Program Workshops can be delivered individually:

- Up to 3 hr Core Program Workshop
- Participant Workbooks
- Workshop materials & general expenses\*

Each session: \$4,500 + gst

### ADDITIONAL PROGRAM WORKSHOPS

Empathic Consulting also provides specific workshops on:

- Storytelling for Impact
- Confidence through Crisis
- Beat Busy & Be Strategic
- Impact Mapping & Social Value

Each session: \$3,000 + gst (when added to program) or \$6,500 + gst (standalone)

\* Travel & accommodation expenses to be negotiated if required



# PAST CLIENTS

Hear from our

"Thought inspiring, provoking and interesting. Took you through the emotional journey of using empathy in your business"  
Robbie Cooke, CEO, Tyro Payments

"Fantastic both in content and delivery. I was looking for someone to open up other ways of approaching leadership and looking at our business environment and they delivered!- Michaela Flanagan, Head of Branch Operations, Swiss Re

"I can honestly say it was one of the best sessions I have been a part of. The content was unique & very interactive. I highly recommend Empathic Consulting to build empathy & understanding to drive performance." - Daniel Markovski, Group Sales Manager, Nova

"They engaged people who I didn't think would ever respond, let alone take-away actions. Post this session, I observed genuine behaviour changes. This was one of the best things I have done for the team." - Rochelle Eldridge, Executive Manager, CBA



For more information on how Empathic Consulting can support with specific programs and the key steps to implementation, contact:

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