



ENVICTO COACHING

DEVELOPING LEADERS | MOTIVATING TEAMS

Capability Statement



Company Overview

At Envicto Coaching, we understand the pivotal role that motivated and engaged employees play in the success of any organisation. They are the driving force behind organisational growth and productivity. Unfortunately, they are a rare commodity. With only 23% of Australian employees engaged at work, there's an urgent need for effective solutions.

This is where we step in, working with leaders, teams and individuals across all organisational levels. Leveraging our collective expertise in motivational theory, positive psychology and leadership development, we specialise in the delivery of bespoke education and coaching solutions that drive meaningful, impactful and sustainable outcomes.



Vision

To create a future where every organisation has a motivated, engaged, and high performing workforce where everyone can thrive and reach their full potential.



Mission

To educate and coach leaders, equipping them with the knowledge, skills, and strategies they need to build motivated, engaged and high-performing teams, driving success within their organisation.



A Comprehensive Solution

We understand that one size doesn't fit all. That's why we tailor our services to your unique needs. For the most impactful and long-lasting results, we integrate seamlessly into your organisation, becoming an integral part of your strategic plan. Our comprehensive five-phased cycle unfolds over a minimum of three months, with optimal results achieved through a year-long plan.

Workplace Diagnostics - Baseline

Gain a comprehensive understanding of your workplace culture through validated surveys and employee interviews. Pinpoint your unique strengths and areas for growth, setting the stage for targeted improvement.

Learn & Plan

Uncover the motivational theory and core principles behind our program in this interactive one-day workshop. Utilising the Workplace Diagnostics, leaders leave with a customised action plan tailored to your specific workplace challenges.

Integrate (3 months)

With weekly personalised coaching, implementation support and accountability, leaders translate their action plan into real-world tangible results.

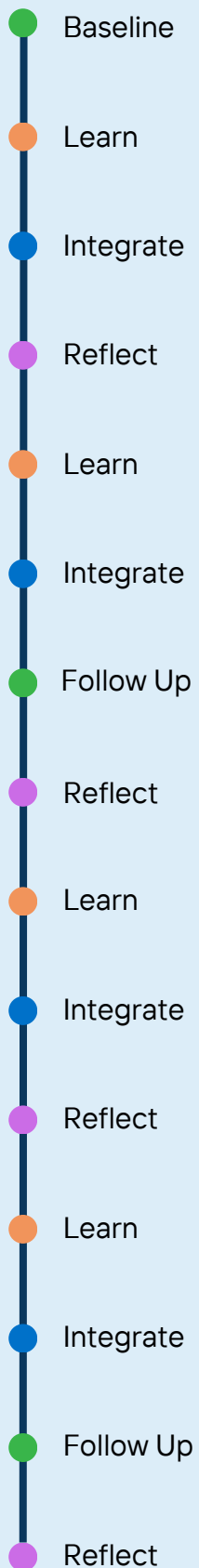
Workplace Diagnostics - Follow Up

Repeating phase 1, this follow up assessment highlights progress and areas for further growth.

Reflect

Collective learning is captured in this one-day workshop, with leaders sharing best practices and implementation challenges. This information, alongside the Workplace Diagnostics, ensures leaders leave equipped to sustain momentum and drive ongoing organisational improvement.

12 month plan





Our Services

Organisational Coaching

Culture Transformation

Facilitate positive cultural shifts to address critical issues such as motivation, engagement, burnout, job satisfaction, conflict, turnover, and more.

Strategic Frameworks

Assist organisations to develop and implement compelling vision, mission and value statements that unite employees and drive meaningful outcomes.

Individual Coaching

Executive Coaching

Develop high-performing executives who effectively lead and drive organisational success.

Leadership Development Coaching

Coach emerging and established leaders to inspire and effectively engage their teams.

Additional Services

Hogan Assessments

Leveraging a suite of assessments to deliver tailored solutions for leadership development, succession planning, recruitment, 360 feedback, talent management, team development, and more.

Workplace Diagnostics

Employing targeted questionnaires and in-depth interviews to uncover workplace strengths and opportunities for development (e.g. motivation, engagement, burnout, job satisfaction, wellbeing)

Courses, Workshops and Training

Courses and bespoke workshops covering a range of leadership and team development subjects tailored to meet organisational needs.



Who We Are

What Makes Us Different?

Aaron and Suzanne offer a distinct advantage you won't find elsewhere. Combined, they bring 40 years of expertise in leadership and psychology. With this unique blend of practical leadership experience and deep theoretical knowledge, they bridge the gap between academic research and real-world application, translating complex theory into actionable strategies you can implement immediately.



**Aaron
Haining**

Aaron has been in your shoes, facing real-world challenges and driving success. Drawing on over 25 years of practical leadership experience in high-pressure settings, Aaron brings invaluable first-hand knowledge, which translates into bespoke training programs. Having held numerous high-profile instructional roles and facilitated the development of leaders across all spectrums, Aaron understands the nuances of leadership today. He excels at program evaluation, ensuring your investment empowers your leaders and transforms your workplace.



**Dr Suzanne
Haining**

Drawing on 15+ years of academic experience and a PhD grounded in motivational theory and positive psychology, Dr. Haining's expertise in human behaviour helps leaders understand what truly motivates and engages their team and how to create a productive and fulfilling work environment. Passionate about fostering psychological growth and well-being, she designs impactful coaching interventions, drawing on her wealth of knowledge and expertise in program design, delivery, and evaluation.



ENVICTO COACHING
DEVELOPING LEADERS | MOTIVATING TEAMS

Get in Touch or Find us on Social Media

Book a free consultation to learn how Envicto Coaching can support you and your organisation.



+61 448 320 980



info@envictocoaching.com



www.envictocoaching.com



Aaron Haining, Suzanne Haining, PhD



Envicto Coaching



@envictocoaching



Look out for our upcoming podcast