

# Make it Easy for people to do their best work

## Leadership & Management Training, Coaching, Consulting

### Get in Touch

#### → Expert Educators

Highly capable, experienced leadership trainers are critical to developing strong leaders. We adapt the materials, models, research and activities to any context making the learning immediately applicable. Those who don't have experience leave it to the participant to make sense of the content which doesn't always translate into learning.

#### → Practical Workshops

We prefer discussions, game-play, practical models over long Power Points, dense research and intellectual discussions. Leaders walk away with an actionable plan to implement immediately after our sessions.

#### → Adapted to Workplace

We listen to what you really need rather than giving you what we have. We are masters at designing tailored programs that help to solve your leadership workplace issues.

#### → Flexible Delivery

We deliver programs virtually and in-person or a combination depending upon requirements.

BOOK A CONSULTATION  
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# Signature Leadership Programs



## Leadership training enables leaders to:

- Clarify and Communicate Vision & Goals
- Build Confidence to have Difficult conversations about Performance & Behaviour
- Obtain buy-in for Important Decisions
- Build Trust to develop loyalty and strong relationships
- Utilise modern tools like Design Thinking to improve customer service
- Build strong Teams focused on customer value rather than internal competition.
- Balance the focus on Strategic and Operational activities
- Inspire team members to work toward their Strengths

### **LEADERSHIP IN ACTION** 8 day program + 360 assessment + 5 coaching sessions

This program offers participants modern Leadership skills and a set of tools to practically apply. Leadership is an inside journey of transformation. It's about having the clarity of conscience and the courage to act from a common-good value set even when it is socially dangerous to do so. This program includes all of the content in the below programs. This is a truly transformational program.

### **INTRODUCTION TO LEADERSHIP** 2 day program

This Leadership Training Program is perfect for emerging managers, relief managers, and new managers. It provides a snapshot of the attitudes, behaviours, language, and actions required to succeed in a leadership role. It includes learning important strategies for managing peers and friends in the workplace.

### **MANAGEMENT ESSENTIALS** 2 day program

This leadership training program introduces managers, supervisors, team leaders to the basics of managing people including the importance of self-awareness, developing trust, managing time, navigating conflict situations, addressing performance & behaviour early-on and creating a healthy team atmosphere for people to do their best work.

### **LEADING STRONG TEAMS** 2 day program

This leadership training program follows from Management Essentials. Its purpose is to give leaders the mindset, frameworks and practice to develop the essential building blocks of strong teamwork. Strong teams make a manager's work easier as the team is responsible for achieving goals, motivating and keeping each other accountable. Without strong teamwork the leader will not be effective in their role.

### **LEADING STRATEGICALLY** 2 day program

This leadership training program follows on from Leading Strong Teams. Its purpose is to widen the manager's view of the organisational system so their focus can easily oscillate between operational and strategic activity. This program entices leaders away from 'busy work' and 'firefighting' towards the innovative and exciting work of planning with an agile and customer-focused approach.



“A brave leader is someone who says I see you. I hear you. I don’t have all the answers, but I’m going to keep listening and asking questions.” Brene Brown – Dare to Lead



## LEADERSHIP IN ACTION

### SUMMARY OF THE PROGRAM

This program offers participants modern Leadership skills and a set of tools to practically apply. Yet, it offers more than that. Leadership is an inside journey of transformation. It’s about having the clarity of conscience and the courage to act from a common-good value set even when it is socially dangerous to do so. Courageous leadership is not the absence of fear, it is feeling the fear and acting with integrity because it’s the right thing to do. This is a truly transformational program.

### LEARNING OUTCOMES

- Identify 'One Big Thing' and "One Limiting Behaviour' to focus on growth goals.
- Affect lasting change by using 'the Four Quadrants of Change model.
- Identify effective and ineffective leadership attitudes and behaviours.
- Design and craft your Team Vision, Leadership Legacy and Adaptive Challenges.
- Strengthen integrity by becoming familiar with personal values.
- Take accountability and focus on what can be learned from the situation as opposed to blaming yourself or others.
- Identify what 'balance' and 'personal well-being' mean to you and how to avoid burnout.
- Practice Patrick Lencioni's model of effective teamwork "The Five Dysfunctions of a Team."
- Create a movement for change through the crafting and telling of stories.
- Help team members grow and develop by using a coaching style of leadership.
- Use the GROW Model of Coaching to shape development conversations.
- Manage conflict situations, find mutually beneficial agreements, develop synergy, and create win-win solutions.
- Develop active-listening skills to harness ideas, collaborate and strengthen relationships.
- Clearly communicate and commit to working towards the team vision.
- Take a big-picture or 'balcony' view of situations to achieve strategic goals.
- Use Stephen Covey's Time Management Matrix to prioritise Important work.
- Delegate work that can reasonably be completed by other team members.
- Build lifelong healthy leadership habits by identifying and tracking 'start/stop' behaviours.

### AT A GLANCE

#### Program Inclusions

- 8 days of training
- The Leadership Circle (LCP)360
- 2 hour debrief of LCP
- 6 X 1 hour Coaching sessions
- Monthly leadership circles

#### YOUR FACILITATOR

**Kristyn Haywood**

People for Success



Kristyn is wildly passionate about great leadership. As an experienced values-based leadership educator, executive coach, and facilitator she works in partnership with businesses to develop strong values-based leaders capable of building agile, human-centred, customer-centric and ethical workplace leaders and cultures.

For over 10 years, Kristyn has delivered quality leadership education in Australia and overseas. She has a Master of Business, Advanced Diploma in HR.

Kristyn has over a dozen coaching qualifications and is a Master Practitioner and Trainer in NLP. Kristyn has delivered AHCL's Leadership in Action program three times in the past two years.

Kristyn is the Chair of a large Strata Committee (300 units), and the Founder of not-for-profit Expand Now. Before becoming an obsessive Leadership Educator she was a Human Resources Executive.



# INTRODUCTION TO LEADERSHIP



## Program Summary

This Leadership Training Program is perfect for emerging managers, relief managers, and new managers. It provides a snapshot of the attitudes, behaviours, language, and actions required to succeed in a leadership role. It includes learning important strategies for managing peers and friends in the workplace.



## Program Objectives

- Definition of Leadership
- Explore Growth Mindset -v- Fixed Mindset.
- Understand the top 10 qualities of a good manager as researched by Google.
- Identify effective and ineffective leadership attitudes and behaviours.
- Understand key differences between leading, managing & doing operational work.
- Explore the transition from individual contributor to manager
- Apply techniques for managing team members who were once peers.
- Recognise unconscious bias in judgement and decision-making.
- Explore three main leadership styles and their effectiveness.
- Understand the importance of clear, concise communication.
- Avoid the common pitfalls of being a new manager.
- Explore the many benefits of cultivating an inclusive, diverse team.
- Gain clarity on what you stand for and what you are willing to risk to stay true to your values.

## PARTICIPANTS

- New Managers
- Acting-Managers
- Key Influences
- Project Managers
- HR Teams
- EA's, PA,s

## LENGTH

One-Day

## TOPICS

- Qualities of good Leaders
- Growth Mindset
- Managing Peers
- Unconscious Bias
- Communication
- Avoiding Common Pitfalls
- Diversity & Inclusion





# MANAGEMENT ESSENTIALS



## → Program Summary

This leadership training program introduces managers, supervisors, team leaders to the basics of managing people including the importance of self-awareness, developing trust, managing time, navigating conflict situations, addressing performance & behaviour early-on and creating a healthy team atmosphere for people to do their best work.

## → Program Objectives

### day one

- Explore Growth Mindset -v- Fixed Mindset
- Take accountability and focus on what can be learned from the situation as opposed to blaming yourself or others.
- Clarify the personal values that guide your leadership journey.
- Explore Daniel Goleman's model of emotional intelligence.
- Understand the importance of regularly soliciting feedback to continually improve.
- Differentiate between sympathy, empathy and compassion.
- Understand why our brains respond with flight, fight or freeze reactions.
- Identify common triggers that keep you in a reactive cycle.

### day two

- Care personally by holding quality one-on-ones and career progression discussions.
- Empower people with a coaching style of leading.
- Practice the GROW Model of Coaching (Goals, Reality, Options, Way-Forward)
- Understand when coaching should be avoided
- Practice giving feedback with the NVC model to keep performance and behaviour on track.

## PARTICIPANTS

- New Managers
- Acting-Managers
- Key Influences
- Project Managers
- HR Teams

## LENGTH

Two Days

## TOPICS

- Growth Mindset
- Accountability
- Personal Values
- Emotional Intelligence
- Feedback
- Compassionate Leadership
- Managing Triggers
- One-on-ones
- Coaching
- GROW Model
- Giving Feedback



# LEADING STRONG TEAMS



## Program Summary

This leadership training program follows on from Leading Strong Teams. Its purpose is to widen the manager's view of the organisational system so their focus can easily oscillate between operational and strategic activity. This program entices leaders away from 'busy work' and 'firefighting' towards the innovative and exciting work of planning with an agile and customer-focused approach.



## Program Objectives

### day one

- Differentiate between a group of people and a team
- Identify the impact of great teamwork on goal-achievement and personal wellbeing.
- Create a clear vision so the team knows what success looks like
- Clarify team goals and strategies to achieve them
- Cocreate ground rules to encourage collaboration and teamwork
- Empower the team to work towards the vision
- Encourage open disagreements and sharing of diverse ideas
- Keep team accountable for results using dashboards

### day two

- Understand and practice the key skills to facilitating focused, action-orientated team meetings
- Strengthen team member's relationships with each other by supporting circle time i.e. team bonding.
- Identify team strengths using Gallup's Clifton's Strengths 34
- Identify the Balcony and Basement of the team strengths and the impact on the team
- Understand the four domains of team strengths: Executing, relationship building, influencing, strategic thinking
- Leverage team strengths.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

Two Days

## TOPICS

- Group -v- Team
- Impact of Teamwork
- Vision
- Goals/Strategies
- Collaboration
- Empower
- Constructive Conflict
- Accountability
- Facilitating
- Team meetings
- Team Strengths





# LEADING STRATEGICALLY



## Program Summary

This leadership training program follows on from Leading Strong Teams. Its purpose is to widen the manager's view of the system they are operating in so their focus can easily oscillate between operational and strategic goals. This program entices leaders away from 'busy work' and 'firefighting' towards the innovative and exciting work of planning with an agile and customer-focused approach.



## Program Objectives

### day one

- Take a big-picture or 'balcony' view of situations to achieve strategic goals.
- Apply systems thinking to problem-solving approaches.
- Gain insight into how others may see the system differently.
- Broaden your thinking by articulating problems in new and different ways.
- Reduce the busy, yet exciting work, by applying Stephen Covey's Time Management Matrix.
- Prioritise important work that contributes to strategic objectives.
- Delegate work that can reasonably be completed by other team members.

### day two

- Understand agile ways of working
- Map the customer (internal/external) to understand how to improve service delivery.
- Ideate, innovate and prototype new ways to serve the customer.
- Adopt the attitude 'design as if you are right' and 'test as if you are wrong.'
- Create continuous feedback loops into your products and services
- Apply a decision-making framework to improve the speed and quality of decisions.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

Two Days

## TOPICS

- Big Picture View
- Systems Thinking
- Articulating problems
- Time Management
- Prioritising
- Delegation
- Agile ways of working
- Customer Journeys
- Innovation
- Feedback Loops
- Decision-making



# Speciality Leadership Programs



## **DESIGN THINKING FOR LEADERS - 1 DAY**

This one-day Masterclass is for Leaders who want to design an employee experience that keeps their people engaged & working at their best. HR cannot do all the heavy lifting when it comes to providing an excellent employee experience.



## **LEADING WITH EQ - 1 OR 2 DAYS**

This one-day Masterclass supports leaders to understand why emotionally intelligent leaders are superior at fostering loyalty and obtaining discretionary effort from their people over those who simply have high IQ's and technical ability. It's a partial cure for the intellectual arrogance that can creep into arrogant-prone industries.



## **COACHING FOR PERFORMANCE - 1 DAY**

This one-day Masterclass supports leaders to adopt a coaching style of leadership that encourages people to use their own intellect and develop their own potential to solve problems, think creatively and improve their performance and the organisation's overall effectiveness.



## **GIVING PERFORMANCE FEEDBACK - HALF DAY**

This half-day Masterclass provides the motivation, skills & process for the trickiest of management responsibilities - Having difficult conversations about performance & behaviour.



## **LEAD WITH YOUR STRENGTHS - HALF DAY**

Heard of the strengths revolution? It's the idea that you, your team, and your company will get farther faster when you focus on what you do well versus what you don't. This half-day Masterclass includes Gallup's Clifton's Strengthsfinder top 5 strengths assessment.



## **LEADING ACROSS CULTURES - HALF DAY**

This dynamic one-day Masterclass supports professionals working in global environments and/or managing people from diverse cultures to enhance their cultural intelligence & develop cross-cultural communication skills.





# DESIGN THINKING FOR LEADERS



## Program Summary

This one-day Masterclass is for Leaders who want to design an employee experience that keeps their people engaged & working at their best. HR cannot do all the heavy lifting when it comes to providing an excellent employee experience.



## Program Objectives

- Practical activity to demonstrate the 5 phases of the Design Thinking Model.
- Shift mindsets away from relying on centrally distributed HR programs.
- Understand the value of placing employees at the centre of operational planning.
- Analyse and discuss design thinking and implications across the Leadership context.
- Create solutions to common problems such as employee engagement, and attracting and retaining talent.
- Map the Employment Lifecycle from the employee's point of view to improve all employee experiences.
- Reduce risk and accelerate learning through rapid testing and feedback loops.
- Problem-find and reframe problems in a way that enables Leaders to develop a culture of innovation.
- Map the employee journey to identify touchpoints and needs and redesign the employee experience.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

One Day

## TOPICS

- Employee Experience
- Design Thinking
- Journey Mapping
- Empathy Mapping
- Innovating



# LEADING WITH EQ



## Program Summary

This one-day Masterclass is for Leaders who want to design an employee experience that keeps their people engaged & working at their best. HR cannot do all the heavy lifting when it comes to providing an excellent employee experience.



## Program Objectives

- Understand why emotionally intelligent leaders are good at fostering loyalty and obtaining discretionary effort.
- Gain appreciation for the different types of intelligence as presented by Howard Gardner in his work “Intelligence Reframed”.
- Deepen your level of self-awareness through the science and practice of mindfulness.
- Gain a basic understanding of the latest in neuroscience and how the rational (neocortex) and emotional (limbic) parts of the brain work together to make decisions (both rational and irrational).
- Understand the many different filters we have to perceive and process information and how our perceptions will always differ from others.
- Gain greater clarity of your values and beliefs and align these with your thoughts, feelings and behaviour to be a more authentic leader.
- Gain insight from the Johari Window model to understand 'blind' areas of your behaviour and exhibit a more 'constructive' leadership style.
- Understand the role of 'ego' in self-protection and how, if overused, can undermine leadership efforts.
- Apply the SCARF Model to regulate emotions when navigating the social environment in the workplace.
- Manage your triggers
- Recognise negative emotions that lurk below the surface in the form of hostility, passive-aggressive actions, sarcasm and complaining.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

One Day

## TOPICS

- History of EQ
- Importance of EQ
- Self-Awareness
- Self Management
- Self Motivation
- Values Clarification
- SCARF Model
- Neuroscience
- Managing Triggers





# COACHING FOR PERFORMANCE



## Program Summary

This program helps leaders communicate and coach to empower team members to be accountable for their results. The communication component of this program introduces the importance of 'framing' conversations, giving constructive feedback and learning essential communication skills such as rapport-building, listening and asking meaningful questions. The coaching component of this program inspires leaders to tap into the creative potential of their team members by replacing the 'old' management style of imposing solutions to the new 'leadership' style of soliciting solutions.



## Program Objectives

- Learn advanced rapport-building techniques such as mirroring, matching and pacing and leading.
- Assess communication style and learn strategies to become an assertive and respectful communicator.
- Learn the art of 'framing' conversations to set the scene for quality dialogue that influences the quality of the 'action' required for improvements in performance.
- Identify and overcome the multitude of unconscious fears which prevents difficult performance improvement conversations.
- Practice techniques to hold quality conversations that keep top performers working to their strengths and motivated.
- Deal with performance issues immediately.
- Identify the essential coaching principles such as building awareness before action, believing in potential and encouraging team members to take responsibility.
- Understand the negative effect of giving advice and how it undermines performance, erodes self-esteem, and results in sub-standard solutions to problems.
- Construct a comprehensive set of coaching questions using John Whitmore's simple four-step process, known as the GROW model.
- Conduct a full coaching session with another participant working on a 'real' issue whilst being assessed by an observer.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

One Day

## TOPICS

- Quality Conversations
- Rapport Building
- Communication Styles
- Coaching Questions
- GROW Model
- Performance Improvement





# GIVING PERFORMANCE FEEDBACK



## Program Summary

Giving performance feedback is an essential part of the role of a manager. Yet all too often managers avoid this tricky part of their role. The consequences are that people continue to behave and perform in ways that are detrimental to the successful and harmonious operation of the team. It is hoped this program will provide the motivation and process for having difficult conversations that result in improved performance and behavioural outcomes.



## Program Objectives

- Understand the neurobiological reasons for avoiding difficult conversations about performance.
- Prepare your mindset for having a potentially difficult conversation about performance.
- Set your intentions and start the conversation off positively.
- Prepare for giving performance feedback by gathering facts and observations.
- Use the right language to get your message across clearly and constructively.
- Avoid pointless arguments that arise from differences of opinion.
- Handle deflective tactics like defensiveness, justifications, blame and going off-track with ease.
- Handle intense emotional responses such as crying or shouting.
- Deliver feedback to those with little insight and self-awareness
- Keep the focus on the behaviour without making yourself the issue.
- Learn the 4-step giving feedback process.
- Practice the 4-step giving feedback process with real workplace scenarios.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

Half Day

## TOPICS

- Neurobiology
- Difficult Conversations
- Intentions
- Facts & Observations
- Language
- 4-Step Feedback Model





# LEAD WITH YOUR STRENGTHS



## Program Summary

Heard of the strengths revolution? It's the idea that you, your team, and your company will get farther faster when you focus on what you do well versus what you don't. This half-day Masterclass includes Gallup's Clifton's Strengthsfinder top 5 strengths assessment.



## Program Objectives

- Apply your greatest talents in your role and integrate your strengths to become more effective;
- Improve your self-awareness by using strengths to overcome obstacles, weaknesses, and vulnerabilities;
- Transform your relationships by gaining a deeper understanding of others' strengths and how they are different from yours;
- Confidently address conflict, team-related issues and challenges by using your strengths and the strengths of others;
- Discover, develop, and use your unique talents for greater engagement and productivity;
- Gain an understanding of the commonalities and differences in strengths and work styles of other team members;
- Avoid "pressing buttons" of others you work with during times of stress;
- Build a stronger team through enhanced communication;
- Create a plan to further develop individual strengths and apply them to your work.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

Half Day

## TOPICS

- Top 5 Signature Strengths
- Improve Self-Awareness
- Discover Unique Talents
- Team Commonalities
- Strengthen Collaboration





# LEADING ACROSS CULTURES



## Program Summary

This dynamic one-day Masterclass supports professionals working in global environments and/or managing people from diverse cultures to enhance their cultural intelligence & develop cross-cultural communication skills.



## Program Objectives

- Understand the importance of learning about cultural differences in the workplace.
- Build awareness and develop respect towards diverse cultures.
- Improve and maintain a culture in teams based on the acceptance of different ways to see the world.
- Motivate, support and promote each person's contribution to the team.
- Understand the importance of being a conscious cross-cultural leader and how to become intrinsically motivated to continue developing cross-cultural leadership skills.
- Understand that there are no good or bad, logical or illogical cultures; that it is a matter of perception.
- Understand what teams need to be cohesive and effective
- Understand how a facilitative style of leadership is best to build cohesiveness.
- Develop cross-cultural communication skills by minimizing communication blockers and developing reflective listening skills.
- Invest time in developing teams who trust one another and their leader to ensure energy is directed towards achievement of goals.

## PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

## LENGTH

One Day

## TOPICS

- Big Picture View
- Systems Thinking
- Articulating problems
- Time Management
- Prioritising
- Delegation
- Agile ways of working
- Customer Journeys
- Innovation
- Feedback Loops
- Decision-making



Coaching has made a huge difference

# LEADERSHIP COACHING



## → WHY LEADERSHIP COACHING

Executive or Leadership Coaching is the most effective way to improve Leadership Skills over the long term. We use our coaching programs to improve the skills of leadership teams, and individual leaders and/or to complement the Leadership Training Programs. Programs begin with a 360-degree assessment and 2 hour debrief. Coaching sessions generally last 1.5 hours.

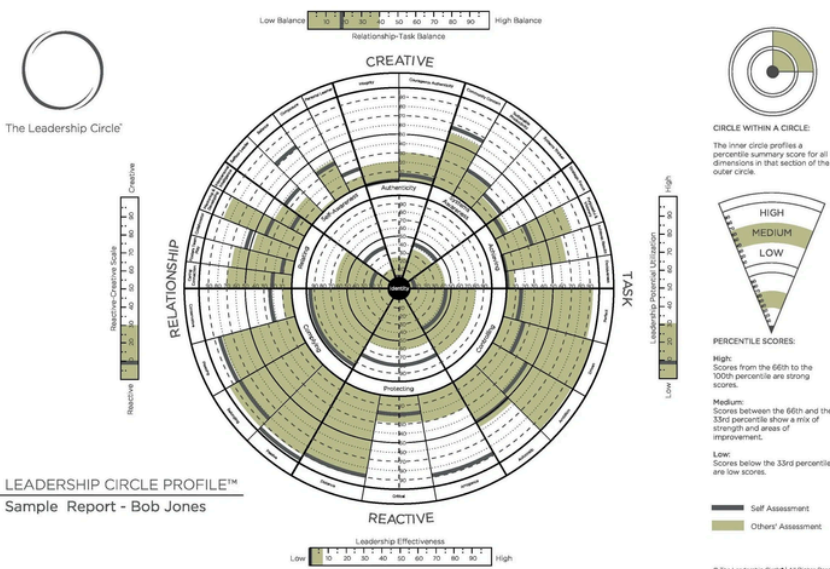
## → Outcomes of Coaching

- Create powerful cross-functional relationships and teams;
- Give feedback to people with difficult behaviours (e.g. defensiveness);
- Improve the effectiveness of a leadership team;
- Clarify expectations between team members and management;
- Sort through challenges; a place to think out loud;
- Deal with overwhelm and busyness;
- Create a team, value-driven vision/mission statement;
- Complete a project in less time than forecasted;
- Improve team meetings;
- Organise and get started on a new project;
- Identify and overcome barriers to accomplishing projects;
- Become a better listener and a master of coaching;
- Stay focused and relaxed while managing a large team;
- Speak more effectively in group settings;
- Understand and work through cultural differences;
- Get a handle on priorities and effective use of time;
- Work through self-imposed restraints;
- IE.Q, influencing skills, presentation skills, developing strong customer relationships and leadership skills.
- Complement Leadership Training Programs.

## 360 - DEGREE ASSESSMENT

Leadership Circle Profile™ is the tool we prefer to use when working with our leaders. It is a strength-based tool integrates the Field of Leadership with the most comprehensive 360° Leadership Assessment. Unlike most 360 leadership assessments that take hours to interpret, the Leadership Circle Profile reveals itself in seconds, putting leaders in touch with what is working, what is not, and why. Watch this short video to understand how Leaders have benefited from The Leadership Circle Profile.

The Leadership Circle Profile™ (LCP) provides a detailed snapshot in time, enabling leaders to answer the question: "How are my behaviors and mindset enabling or constraining my intended leadership impact and our business performance?"



# Kristyn Haywood

Leadership Development Specialist/  
Executive & Leadership Coach

**PEOPLE FOR SUCCESS**



**Kristyn Haywood specialises in Transformational Leadership Journeys** that support leaders to clarify and deeply connect with their values, and strengthen their integrity so they are empowered and emboldened to make a positive difference with their people and in their organisations. Kristyn supports C-Suite leaders to build healthy, positive workplace cultures, aligned with strategies, that engage, motivate and encourage people to give their absolute best.

**Kristyn has ten years of human resources management experience.** For four of those years, she was a C-Suite Human Resources Executive of an international business. During that time she completed a Master of Business by thesis on the subject of leadership development. Almost 20 years ago Kristyn left Human Resources to specialise in Leadership Development. She has worked in almost every industry at all levels including with ASX200 Executives. She's supported thousands of leaders to navigate the tension between fear-based and purpose-led decision-making, connect them deeply with their values and gently guide leaders to lessen their reactions to stressful situations so they show up with courage, compassion and vision.

**Kristyn is obsessed with great leadership.** She's read hundreds of books, has over a dozen coaching qualifications, and has personally attended many leadership conferences to hear experts like Brene Brown, Patrick Lencioni, and Simon Sinek share their wisdom. In 2019 Kristyn joined 100 academics from across the USA to learn from Dr. Mary Gentile on her groundbreaking research, 'Giving Voice to Values'.

**Importantly, Kristyn holds a gentle, non-judgemental space** for Leaders to let their guard down. It's a place to simply 'be' and 'grow' if Leaders choose to. In addition to being a Leadership Educator and Coach Kristyn is a published poet, and a local conservationist and runs a not-for-profit Expandnow.org to support women to grow in confidence and stand in their power.

Kristyn is an authentic educator, coach and community leader. Her passion for developing great leaders through her well thought out and planned programs is visible in all the material and activities. I have worked with Kristyn at various times over the last 12 years, she has had a personal impact on my career and leadership journey. I cannot recommend her enough.

**Marie Yarak - Senior Manager - Supply Chain Sourcing, Contracts & Strategy Boeing**

Our team and I personally gained immensely from Kristyn's skills. She is an excellent facilitator and a coach who is able to make you think about things that matter to your company, team, and you. I would have no hesitation in recommending Kristyn for any similar leadership services.

**Ajay Bhatia, CEO - mobile.de | Adevinta Mobility Portfolio| Chairman - Olx Brazil**

Kristyn's executive coaching approach has been to build self-reflection, curiosity, and self-awareness, and assist in building values-based solutions to help individuals navigate complex people-related matters. If you are looking for a trainer/facilitator/coach to build high-performing, resilient teams with highly effective leaders who lead with values, kindness and compassion, Kristyn would be right at the top of my list of recommendations.

**Mark Harrison - CFO/COO Procreate**



**BOOK IN A CONSULTATION**  
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