

CREATING HIGH PERFORMING

TEAMS THAT SWEAR BY EACH OTHER

AND NOT ABOUT EACH OTHER



Create the culture your team
needs to succeed



Create the space for you to lead
and influence more broadly



Build on current levels of trust



Gain ability to benchmark
progress and adjust accordingly



Solve ongoing issues
quicker



Increase your confidence in
your leadership style

Leaders who are at the top of their game drive energised teams who deliver outstanding results. And they do it in a way that takes into account the whole of the individuals. These teams often take the initiative, become role models for the organisation and sort through issues on their own. This high performing culture does not happen by accident. High performing leaders know that teams who are galvanised often deliver better outcomes and allow themselves to be influencing at a higher level. They also start to realise their culture can also influence more broadly in the business and often, their culture becomes the company's culture.

My "Teams who swear by each other and not about each other" is a specialised program for organisations to create the culture their team requires to work with each other in a way away that allows you to focus on the things that will drive meaningful results.

BENEFITS

Following the program, you will feel more energised because of the alignment to the team's new way of working.

Benefits include:

- Spending more of your time leading and influencing across your business instead of putting fires out within your team;
- Increased levels of trust amongst team members, abilities to share concerns and solve issues quicker;
- Increased engagement and employee Net Promoter Score;
- Ability to benchmark progress and adjust accordingly;
- Increased confidence in having important discussions; and
- More swearing by each other than about each other.

LEADERS' ACCELERATION PROGRAM

By including The Leaders' Acceleration program, the team leader will:

- Gain confidence in their decision making and ability to lead the desired culture;
- Feel more energetic by gaining clarity on what they want and how they'll get it.
- Reduce the natural feelings of loneliness in a political free, safe environment; and
- Validate their thinking with an external in a non-judgemental manner. I will become their biggest supporter.



TEAMS WHO SWEAR BY EACH OTHER PROGRAM OPTIONS

Optimised Team Engagement Program

Bring out that swear jar because your team will be swearing by each other in the quickest way possible. This package includes:

Teams who Swear by Each Other blueprint building sessions

- Two days of face to face workshops over 2-3 months; this can split into 4 half days, 1 full day and 2 half days - let's work out what's best for you.
- An initial assessment of how effective the team works together and an indication of the level of safety they feel within the team;
- A system for measuring progress to share with your team, manager and senior executives;
- A blueprint for how your team will work together;
- One set of team Value Cards for ongoing use and reference; and
- Five (5) business books related to the team's way of working for the team to share and discuss throughout the year.

Leaders' Acceleration Program

This component provides the necessary support for the team manager to further develop their leadership skills and lead the successful implementation of the Teams who Swear by Each Other blueprint. The Leaders' Acceleration program includes:

- A two hour introduction session;
- 3 x 90 minute sessions over the course of the team program;
- A new book for each session related to the development activity;
- Invitation to the Philosophers Group event; and
- A personal set of value cards.

Mentoring program for each team member

See the culture embedded quicker and the right behaviours elevated by each team member with:

- 3 x 75 minute individual mentoring sessions/person over the period of the team program;
- 1 set of Values Cards/individual;
- A business book related to a particular area of focus resulting from our mentorship work; and
- Co-developed summary of learnings and new behaviours taken as a result of the program.

Celebrate Success

At the end of the program, we will take your team out to celebrate the successful implementation of your team's program. And of course, lunch is on me.

Maximised Leader Program

Teams who Swear by Each Other and Leaders' Acceleration

This program includes the Teams that Swear by Each Other two days of workshops, initial and final benchmark assessments and the Leaders' Acceleration Program.

Team Program

Teams who Swear by Each Other

This program includes the Teams Who Swear by Each Other 2 days of workshops, initial benchmark assessment and final team assessment.

ADDITIONAL OPTIONS FOR TEAMS

Individual Mentorship Program

- Support your succession plan and accelerate the performance of your top performers by offering selected members of your team a mentorship program. This program includes:
- 3 x 75 minute individual mentoring sessions over the period of the team program;
- 1 set of Values Cards/individual and
- One business book related to a particular area of focus resulting from our mentorship work.

Investment: \$4,175+GST – team member plus applicable travel costs

Group Coaching

A cost effective way to support the development of each team member in a group setting. This option includes:

- 3 x 60 minute face to face group coaching sessions with your team. Maximum of 6 participants/group.

Investment: \$4,895+GST for a team of six plus applicable travel costs

PROGRAM INVESTMENT LEVELS

Let's catch up for a juice, work out exactly what you need and I can put together a program that is best suited for your needs, complete with investment and payment plan options.

ABOUT ADRIAN BAILLARGEON

A behavioural consultant, a leadership coach or sometimes your biggest supporter, whatever you want to call me, you will struggle to find someone who is as passionate to working with others to achieve inspiring and commercial outcomes for all involved.

Few can match my depth and breadth of experience across industries and departments. I have lead teams in senior roles in Canada and Australia (with a little stint in Cameroon and Tunisia too!) in marketing, sales, strategy, proposition development, risk and joint venture management. I have also coached elite baseball for college age players and even ventured into coaching Aussie Rules Football and baseball at the most challenging level - grassroots sports.

There has been one common thread across all of my experiences - the ability to energise individuals and teams during challenging times to deliver outstanding results. My experiences include:

Creating new ways of working programs to drive eNPS and engagement scores;

Maximising the return on multi-million joint venture, sponsorship and supplier relationships in insurance, events, professional sport sponsorship and third party suppliers by creating alignment, shared objectives and high performing environments;

Facilitating change management programs for 5- 2400 employees;

Accredited IECL Level III Executive Coach; delivering >900 1:1 coaching hours;

Delivering personal performance improvement programs to over 500 professionals;

Coaching elite sport, including teams that participated in the Canada Summer Games and multiple Canada Cup;

Driving GM and C-suite executive endorsement on multimillion dollar initiatives;

Leading teams involved with components of major brand launch and repositioning programs;

Developing and executing of market entry strategies across various states; and

Creating new community grassroots brands and activities.

ORGANISATIONS INCLUDE

Bupa, HBA, Mutual Community, CGU, IAG, Cricket Australia, South Australian Tourism Commission, Hawthorn Football Club, Brisbane Lions, Bicycle Network, Sanitarium, Melbourne Aces, Baseball Canada, Novartis Pharmaceuticals, Major League Baseball International, Imperial Oil, Baseball Saskatchewan, Baseball Victoria.

Call me now to see how I can help you or your team's feel more energised, achieve more of what you want and think about things from a world of possibilities.



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