

Tap Into the Natural Talents of Your Workforce to Counter Disruption

67% of CEO's say that changing their workplace culture and behaviour strategy will have the greatest impact on their business

PWC - Australia Report CEO Survey



We support Business Leaders and HR teams to build inspiring places to work

Disruptive Forces

Technological Threats



The barriers to enter your markets have gone down

Agile, Customer-Centric Competitors



Disruptive small businesses are moving and learning from customers faster than large organisations

Millennials want Purpose and Empowerment



They are looking for jobs that offer a strong sense of meaning, not just a paycheck

Humanise The Workforce To Counter Disruption

Learning Experiences

From Traditional Classroom Learning



To the Creation of Learning Experiences

Listening Culture

From a Hierarchical Culture



To a Listening Purpose Driven Culture

People Analytics

From no understanding of employee experience



To Using People Analytics to Make Business Decisions

Democratisation of Leadership

From Exclusive Leadership Development Programs



To the Democratisation of Leadership Development

Why People for Success

We have a track record of providing leaders and teams with modern learning experiences that result in measurable behaviour change. Our cultural, team and leadership experiences will support you to;

Develop 21st Century Leaders



Tailored Micro-Learning Experiences for Leaders

Build a Learning Organisation



Digital Platforms that Promote Engagement and Continuous Learning

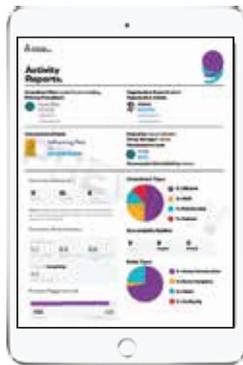
Develop Inspiring Cultures



Values, Purpose and Vision

Actionable™ digital platform embeds change and provides real-time feedback

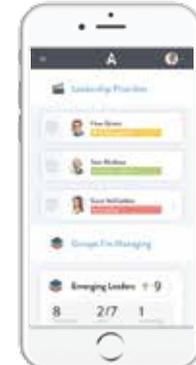
ACTIVITY REPORT



CHECK IN



LEADER DASHBOARD



The Authentic Leadership Experience

Today's concept of what makes a great leader is very different to what it once was. 21st Century Leaders are agile in their thinking, human-centred and understand they don't have all the answers. They focus on unleashing talent!

Achieve Personal Mastery

Mod 1: Better the Devil you Know (self-awareness)

Mod 2: Harnessing the power of emotion

Mod 3: Activating the Resilience within

Mod 4: Lead with your Strengths and understand your shadow

Inspire remarkable performance

Mod 1: Collaboration Through Mindful Listening

Mod 2: Transform Potential through coaching

Mod 3: Values – the secret sauce of Motivation

Mod 4: Truthful conversations inspire change

Lead with an Agile Mindset

Mod 1: Innovate through Design Thinking

Mod 2: Embrace uncertainty and create the future

Mod 3: Adopting the Learning Mindset

Mod 4: Developing a culture of continuous improvement

Foster Collaborative Teams

Mod 1: What's Team Culture got to do with it?

Mod 2: Purpose inspires Performance

Mod 3: Motivating Action Through Story-Telling

Mod 4: Gain Commitment when Opinions differ

Key Features

- 3.5 hour micro-leadership sessions
- Embed behaviour change through our digital platform
- Develop a community of Leaders
- Real time feedback and analytics

Actionable Conversations™

Actionable Conversations™ provide team leaders with tools to build better relationships with their team members through better, more frequent conversation and measured behaviour change.

Stages:



1. Conversation
Leader-led, 60-minute team discussions



2. Action
Single, micro-behaviour change commitments with peer accountability



3. Insight
Leading indicators of engagement and business impact

Actionable Books*



*Actionable Conversations use one concept from a leading business book as a catalyst for leader-led, robust conversation.



Key Features

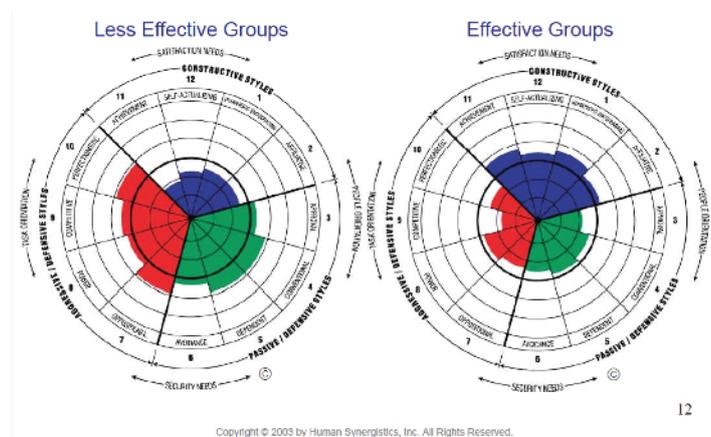
- Address a business challenge through the lens of a popular business book
- Intelligent relationship development moments and context based application and reflection.
- Simple, low touch, roughly an hour / month + 1 minute / day to drive real, measurable behavioral change.

Team Alignment Journey

Developing a “Listening and Purpose Driven Culture” will unleash diversity of thoughts from employees whilst at the same time drive engagement rates up.

Stages:

1. Leadership 360° Measurement Tool
2. Team Culture Measurement Tool
3. Facilitated Offsite Workshop
4. Individual Coaching
5. Re-Measurement



Key Features

- Use Design Thinking to define and align the team to its purpose and vision.
- Outline a series of initiatives to build “The Right Culture” within a Team or Department.
- Behavioural change app.

Any KPI you'd likely want to measure is directly impacted by employee engagement.

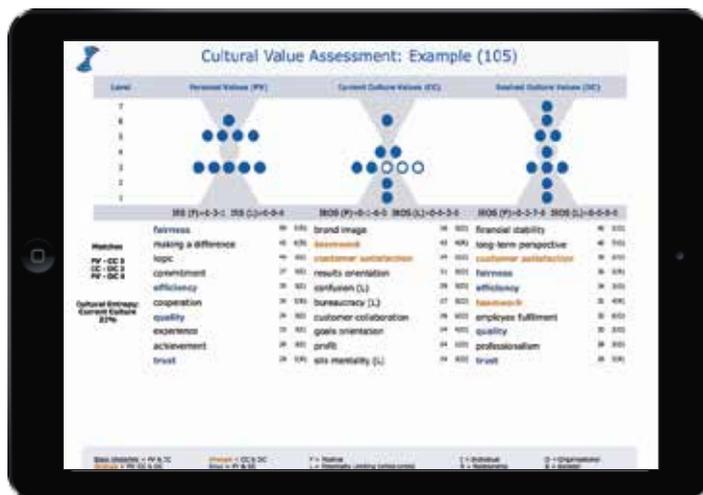
Gallup's Q12 2016

Cultural Alignment Journey

Employee experience is strengthened through measuring, defining and aligning the business culture with it's vision by using a values-driven approach. When an organisation builds and aligns a values-driven culture they attract and retain talented people.

Stages:

1. Organisational wide cultural measurement tool.
2. One-day Workshop with the Executive team to debrief results.
3. Design of Cultural Alignment Plan.
4. Implementation of Cultural Alignment Plan.



86 percent of business leaders rate "culture" as one of the more urgent talent issues, yet only 14 percent understand what the "right culture"

11 Predictions to Guide Your Talent Strategy in 2017 - Bersin by Deloitte

Key Features

- Use Design Thinking to define/redefine organisational values, purpose and vision.
- Construct strategic initiatives to improve employee engagement and build the "Right Culture".

What our clients say about us

"People for Success facilitated a series of Leadership Team Alignment workshops for our executive group. Our senior leaders gained insights into how they see themselves, how others see them and how those insights can be used to improve our team's performance."

Following the investment in the program we not only saw immediate improvements in our leadership culture here at carsales, but longer term positive impacts to the way we lead and communicate."

"I want to thank People for Success and highly recommend them for their commitment to exceed expectations. I was fortunate enough to attend their Authentic Leadership Program over a period of 12 months which involved sometimes confronting and challenging learnings."

The impact on my leadership and facilitation skills is seen day in and day out. Without this program I wouldn't be the effective leader I am today."



Cameron McIntyre
Chief Executive Officer at carsales.com



Anita Brown
Area Centre Manager, Queens Plaza Brisbane
Vicinity Centres

Some of Our Clients

