



Leadership and Talent Development Programs and Coaching Services

2026



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About Thrive Leadership

Our mission is to help leaders and their teams learn, grow and develop to achieve their professional and personal goals.

We offer the following services:

- Leadership and team development
- Talent (High Potential) development
- Tailored training programs
- Coaching - Executive, Leader, Team and Pair
- Assessments and Diagnostics



“One of our key focus areas is helping leaders and teams achieve high levels of performance and wellbeing.

Learning to self-regulate more effectively both individually and collectively, helps teams manage their energy and move from a reactive to a more proactive mindset.”

— Garry Pollack, Director, Thrive Leadership

Leadership and Team Development



Photo by Greg Rakozny on Unsplash

Leading to Thrive

A 5 day leadership development program covering the core rational and emotional skills a leader needs to help themselves and their teams thrive.

'Leaders build capability – not dependency'

DAY 1 – THE SELF-AWARE LEADER

- 1 Understanding Self and Others**
 - Leveraging your strengths and managing your challenges.
- 2 Fundamentals of Coaching**
 - How to build capability rather than dependency in your teams.

DAY 2 – THE LEADER OF TEAMS

- 1 Principles of High Performing Teams**
 - The Lencioni model and the importance of trust and constructive conflict.
- 2 The Science of Motivation**
 - Applying the 3 psychological needs of motivation.

DAY 3 – THE IMPACTFUL LEADER

- 1 Presentation Skills**
 - Understanding the fundamentals of great presentations.
- 2 Maintaining Health and Wellbeing**
 - Creating rituals and rhythms to sustain high performance and high wellbeing.

DAY 4 – THE COURAGEOUS LEADER

- 1 Difficult Conversations**
 - Balancing courage and consideration.
- 2 Meaningful Feedback**
 - Creating a culture of learning and feedback.

DAY 5 – THE ORGANISED LEADER

- 1 Planning and Prioritising**
 - Balancing BAU as well as making time for strategic initiatives.
- 2 Delegating Effectively**
 - Using Delegation to build capability.

❖ *'This program was Chicken Soup for the corporate soul'*

❖ *'A memorable and informative series in the pursuit of personal and professional growth.'*

❖ *'I would recommend this program to others as it directly and immediately improved my relationships and ability to collaborate with my colleagues and team.'*

❖ *'Insightful, valuable, informative and practical.'*

Coaching Fundamentals

Coaching is a collaborative, goal-directed process that supports the ongoing learning and growth of the coachee. It is a thinking partnership.

The coach is a catalyst for change, the coachee is responsible for implementing changes.



Key outcomes include :

- Identifying the differences between coaching, mentoring, training, consulting, managing and leading.
- Practicing powerful call coaching skills, including listening and questioning.
- Applying grow or I grow to a structured coaching conversation
- Recognising preferred coaching styles
- Applying coaching to a common challenge.

SESSION 1

Identifying the differences between Mentoring, Training, Counselling, Consulting, Coaching

Leader as coach role compared to managing and leading

Coaching skills self-assessment

Levels of listening - listen to understand

Quality Questioning

GROW / iGROW model

The Science of Motivation – CAR

SESSION 2

Coaching skills pre-work

Reflections on progress since Session 1

Balancing support and challenge

Coaching mindset

Coaching derailers

Reframing using the TBR model

Identifying strengths

Recognising patterns

Action plan

Delegation for Growth

Effective delegation is a fundamental leadership skill that enhances productivity, supports employee development, and drives organisational success.

Leaders who delegate effectively are more productive (London Business School, 2017) and experience higher team engagement (Gallup, 2021).

However, many leaders struggle with delegation due to psychological barriers, lack of trust, or unclear frameworks.

Key outcomes include :

- Recognise the importance of delegation for leadership growth and team development.
- Identify and overcome common delegation barriers (e.g., trust, control, lack of time).
- Apply a structured delegation framework to assign tasks effectively.
- Learn how to communicate clear expectations and provide accountability.
- Recognise different skill levels in their team and delegate accordingly.

SESSION 1

Juggling our priorities

Effective Delegation

Delegating with Purpose

Delegation vs Task Allocation

SESSION 2

The Decision Tree model

Delegation planning points

Delegation decisions, pitfalls / missteps

Delegation tips

Meaningful Feedback

Master the Art of Feedback that Fuels Growth

Feedback can feel uncomfortable. Too often, it's the dreaded "can we talk?" moment, or a vague pat on the back that leaves people guessing. When done well, feedback is a superpower. It builds trust, sharpens skills, and fuels performance.

In this interactive workshop, you'll learn how to have feedback conversations that are clear, respectful, and energising. Expect practical tools and the confidence boost you need to turn feedback into a culture-shaping habit.



Key learning outcomes include;

- Use the Lencioni Team Model to understand how strong teams give and receive feedback
- Explain why clear, honest feedback matters
- Share positive feedback and constructive feedback with confidence
- Ask for feedback and use feedforward to focus on future improvements.
- Create a safe environment where feedback is part of everyday team life.

Content overview

Lencioni Team Model
The Power of Feedback
Balancing support and challenge
Delivery feedback framework
Useful phrases for positive and constructive feedback

Using Courage and Consideration
Seeking feedback
Feedforward
Action Planning

"Very practical, good level of interactivity, very sensible, human and genuinely helpful."

"The training helped me reflect on a few behavioural things I can improve on."

"Great session, so many practical frameworks and tips to take away."

"Very engaging session. The facilitators were knowledgeable and interesting, and the personal anecdotes kept you engaged."

"The best parts of the session were the open discussions and anecdotes shared by the facilitators."

Rapid Teaming

In today's fast-changing organisations, it's increasingly common to be a member of multiple teams.

Teams can also have a relatively short life – set up to tackle a specific issue and dissolving soon after, when the task is done.

In this environment, rapid teaming has become a core skill.



Designed by team coaching pioneer David Clutterbuck, this intensive, highly practical and compact program provides professional and executive employees in organisations with an extensive toolkit for rapid teaming.

The elimination of the time lag between team formation and high performance is arguably the most significant change organisations can make to achieve improvement in overall productivity.

Rapid Teaming

- 1 Teaming is a general term that describes the behaviours, processes and structures that enable people to work effectively and collaboratively.

Rapid teaming is about how to:

- Create new teams that are effective from the start
- Integrate new team members swiftly, so that they can contribute significantly as soon as they join
- Reshape teams around new leaders in relatively seamless transitions
- Ensure that new and evolving teams remain aligned with other teams, with which they are interdependent



"This course provided great models and thought provoking questions to challenge individuals and teams to look at creating the conditions for team success (rather than just doing what we've always done or jumping straight into the "doing")."

2 Coaching Sessions for the leader

Coaching is a collaborative, goal-directed process that supports the ongoing learning and growth of the leader and assists them to keep momentum with the team between sessions.

- 3 This suite of six programmes provides pragmatic approaches to enable teams to become high performing without the necessity for forming, storming and norming.

Each of the modules is stand-alone or can be combined with others.

The six modules address:

- How to create a new team from scratch that is high performing from day one
- Tools and techniques for rapid teaming
- How to create psychological safety
- How to join a team as a new leader
- How to join a team as a new member
- How to work with a team of teams

"Inspirational, energising and armed me with knowledge to hopefully make a positive impact for our teams - or at the very least remove some of our pain points!"

"The content was rich and the tools and strategies provided are such that I'll likely return to them over time."



Training Modules

Thrive Leadership offers a broad range of individual, team and leadership development topics.

- **Principles of High Performing Teams** – Understanding the Lencioni model and the importance of Constructive Conflict.
- **Planning and Prioritising** – Balancing BAU as well as making time for strategic initiatives.
- **Fundamentals of Coaching** – Exploring listening and questioning and the GROW model and applying a coaching mindset.
- **Fundamentals of Team Coaching** – Applying coaching principles to teams using the Hawkins 5 Disciplines model.
- **Leading and Supporting Change** – Helping leaders and teams effectively implement change.
- **The Science of Motivation** – Exploring and applying the 3 psychological needs of motivation.
- **Leading in Complexity** – Understanding simple, complicated, complex and chaotic contexts with a focus on leading in complexity.
- **Presentation Skills** – Presenting with Impact and Influence.
- **Difficult Conversation Skills** – Balancing courage and consideration and using the 8 steps of conversations that matter.
- **Delegating Effectively** – Delegating for learning and growth.
- **Structural Dynamics** – Understanding our underlying patterns and structures of communication.
- **Improving Physical Health and Wellbeing** – Creating rituals and rhythms that sustain high performance.
- **Improving Psychological Wellbeing** – Exploring the latest evidence on how to build and maintain psychological wellbeing.
- **Creating more Purpose and Enjoyment of Work** – How to shape our professional future to be even more rewarding and meaningful.
- **Adult Development Theory** – Exploring the theory of Robert Keegan and how to become more 'self-authored' and proactive.
- **Negotiation Skills** – Understanding different strategies and approaches when negotiating with important stakeholders.
- **Goal Setting** – Exploring different approaches to goal setting and making goals motivating as well as challenging.
- **The Power of Habits** – Learning how to create habits that help us flourish personally and professionally.
- **Positive Psychology for Managers** – Exploring and applying the principles of positive psychology at work.
- **Mental Toughness** – Applying the principles from sports psychology research to improve resilience and positivity.
- **Facilitation Skills** – How to be a positive catalyst for supporting individuals and teams progress important issues.
- **Meaningful feedback** - delivering feedback with courage and consideration.
- **Performance appraisal conversations for employees and managers** - having a positive performance appraisal conversation
- **Rapid Teaming** - accelerating team performance from good to great.
- **The One Big Thing** - a team based feedback session focused on sharing and identifying the one priority area to further maximise success.

Talent Development

Research consistently shows that organisations with strong **high-potential (HiPo) development** and **succession planning** outperform their peers in adaptability, innovation, and long-term success. Evidence-based insights from neuroscience, behavioural psychology, and leadership studies highlight that investing in top talent increases engagement and retention, enhances leadership readiness and drives organisational agility.



Our approach: We partner with you to co-design the best program approach to meet your talent development strategy. Our methodology is based on addressing five core factors:

DEVELOPING INSIGHT & KNOWLEDGE (EDUCATION)

Data-driven assessments and diagnostics to uncover leadership potential.

Personalised development plans based on individual strengths and business needs.

Cohort-based learning experiences to enhance strategic thinking and leadership capabilities.

BUILDING NETWORKS & VISIBILITY (EXPOSURE)

Executive sponsorship and mentorship to accelerate learning from senior leaders.

Leadership forums and peer learning groups to broaden perspectives.

Presentations to senior leaders to develop executive presence and strategic influence.

REAL-WORLD APPLICATION & PRACTICE (EXPERIENCE)

Stretch assignments and job rotations to gain real-world leadership experience and cross-functional exposure.

Business impact projects to solve critical challenges and demonstrate capability.

Shadowing and coaching to apply learning in real-time leadership situations.

UPSKILLING LEADERS TO DEVELOP HIGH POTENTIAL TALENT

Effective Coaching & Feedback – Providing leaders with tools to guide HiPos through challenges and career development.

Psychological Safety & Growth Mindset – Creating an environment where HiPos can experiment, take risks, and innovate.

Retention Strategies for HiPos – Understanding what motivates top talent and ensuring meaningful career conversations and pathways.

ONGOING MONITORING AND EVALUATION

Defining an evaluation strategy to measure the lasting impact of the HiPo program, such as pre-post program assessment, tracking engagement and retention, and monitoring career moves.

HiPo Leadership Development Program

Objectives

- Create **robust individual development plans** with career moves and stretch assignments.
- Foster **cohort connection and collaboration** across the organisation.
- Deliver a **strategic project** nominated by senior leadership.
- Integrate with a **final presentation to the Leadership Group.**
- An engaging, enriching and empowering 9 month development program.
- Designed for cohorts of 14 leaders.

Our Approach

Month 1 Launch event and Leading Self	Workshop 1 — 2 days
Months 2-4 Assessments, Debrief & Individual Development Plan	Personalised development plans informed by Korn Ferry Potential and 360 assessments.
Month 4 Leading Others	Workshop 2 — 2 days
Months 4 -9 Monthly Pair Coaching	Monthly pair coaching sessions with another program participant.
Months 4 -9 Mentoring Program	Monthly mentoring sessions with a senior leader in a different part of the business..
Months 4 -9 Capstone Project	Strategic initiative presented to executives at program close
Month 9 Leading the Enterprise and Graduation	Workshop 3 — 2 days

"This workshop has really put everything together for me so nicely, and in a highly engaging way. I've already started applying the two key takeaways and I look forward to our next session."

I am genuinely excited to have had the space to really absorb this content and to consciously apply it the very next day!

"Easily the best program I've been on. Great group of people and just the right level of facilitation to bring out the development required in all of us."

Developing High Potential leaders

This program is for when you need to **evolve your leadership culture** and **develop high-potential (HiPo) talent** to ensure retention of key people and a **strong succession pipeline**.

Program Highlights

- Launch event with Executive Sponsor.
- Two-day workshops focused on leadership identity, resilience, and enterprise mindset.
- Strategic project aligned with business priorities.
- Graduation event showcasing participant impact.

Impact

- Strengthens leadership pipeline aligned with succession planning.
- Increase engagement and retention of HiPo talent.
- Enhance cross-functional collaboration and enterprise thinking.
- Boost the profile of high potentials across the enterprise.

Why HiPo Development Matters

2.2x

Organisations that invest in HiPo programs are **2.2x more likely to outperform competitors in revenue growth** and

91%

better at building leadership pipelines (Gartner, 2020).

2x

Future-ready companies with dynamic talent strategies are **twice as likely to respond effectively to disruption** (McKinsey, 2021).

Optional Add-ons

- Leader-as-Coach workshops for the participants' leaders
- 360° feedback & debrief.
- Not-for-Profit partnership experience.
- Mentor/Mentee training.

Sample Range of Topics*

Team Purpose and Alignment	Coaching for Growth	Leading Through Leaders
Psychological Safety, Trust and Constructive Conflict	Financial Acumen and Value Creating	Stakeholder leadership and Influence
Meaningful Feedback	Adaptive Learning and Change	High Performing Teams
Resilience and Energy	Courageous Conversations	Leading in Complexity
Delegation and Empowerment	Enterprise Mindset	Culture as a System
Decision Making under Pressure	Strategic Planning	Leading Transformation
Growth Mindset and Innovation	Performance and Potential	

* Workshop topics can be selected inline with client's strategic priorities and supporting leadership capabilities.

Training Programs



Advanced Presentation Skills



Key outcomes include :

- Deliver high impact presentations to senior level audiences.
- Structure presentations to ensure a logical, coherent and persuasive message.
- Develop tools and techniques to present more effectively in both formal and informal settings.
- Use rational and emotional elements when presenting.
- Develop confidence in your own presentation style.
- 'Bookending' your presentations so the beginnings and endings are impactful and memorable.

Our process

1 Session 1 - Full Day

- Presenting and improving an existing presentation
- Highly experiential and interactive
- Agree key actions and next steps between sessions

2 Session 2 - Half Day (4-6 weeks after Session 1)

- Embedding key concepts and approaches
- Role of Gravitas in elevating presentation impact
- Honing presentation structure and style

3 Session 3 - Half Day

- Augmenting presentation effectiveness with enhanced use of visual aids
- Amplifying influence and persuasion through high impact Q & A engagement
- Being memorable through developing a stronger sense of identity in how you present

Testimonials

"An engaging and enjoyable program with a sophisticated approach to a challenging activity."

"Effective, well delivered and highly practical learnings that I am able to apply straight away."

"I was hesitant whether it would be of value prior to coming to the session and found myself amazed at how much value I am walking away with after the first workshop."

"Excellent to have a framework that I can use rather than my own imagination. Some great hacks and very good examples."

"Opened my eyes to another way of presenting."

"I've done several presentation courses in my time and this was by far the best. So many learnings and take-aways"

Business Partnering

In today's dynamic business environment, effective business partnering is essential for fostering collaboration, influencing key stakeholders, and driving strategic outcomes.

This one-day training program explores the Five Disciplines Model and the core principles of becoming a trusted adviser.

Participants will gain practical insights into stakeholder analysis, trust-building, advisory skills, and relationship management.

This session will equip teams and individuals with the tools needed to enhance their business partnering capabilities and deliver impact in their roles.

2x
½ day
— OR —
1 full day

Key learning outcomes include :

- Understand and apply the Five Disciplines Model to strengthen business partnering effectiveness.
- Conduct stakeholder analysis to identify key influencers, decision-makers, and engagement strategies.
- Define the role of a trusted adviser and recognize its impact on business relationships.
- Develop the three core skills of trusted advisers: earning trust, giving advice, and building strong relationships.
- Create an action plan at both an individual and team level to enhance business partnering skills and drive long-term success.

Content

The five disciplines model

- Stakeholder analysis
- What is a trusted adviser?

The three core skills of trusted advisers

- Earn trust
- Give advice
- Build relationship

Action planning

- Team
- Individual

De-escalating Conflict

Skills for Calm, Constructive Conversations

This interactive workshop is designed to equip participants with practical tools and confidence to manage and de-escalate conflict in community, workplace, or committee settings.

Using real-world scenarios and guided reflection, participants will build awareness, communication strategies, and healthy boundaries to maintain trust and safety in challenging situations.



Key learning outcomes include :

- Understand the impact of conflict and the importance of de-escalation
- Identify their roles and responsibilities in managing conflict
- Apply guidelines for problem-solving and escalation
- Use verbal and non-verbal de-escalation techniques effectively
- Navigate confidentiality, rumours, and boundaries with confidence
- Develop a personal action plan to respond constructively in conflict situations

Content

- Understanding conflict
- Guidelines for problem solving and escalation
- Responding to conflict
- Understanding emotional triggers
- Practical approaches to de-escalating conflict
- Healthy boundaries in conflict
- Action Planning

Difficult Conversations

Difficult conversations are an inevitable part of workplace dynamics, whether they involve giving feedback, managing conflict, or addressing underperformance.

Mastering these conversations requires a blend of emotional intelligence, communication strategies, and self-regulation techniques.



Key outcomes include :

- **Apply the core principles of effective difficult conversations**, including the role of psychological safety and emotional intelligence.
- **Apply structured conversation frameworks**, such as an eight-step approach, to navigate workplace challenges.
- **Manage emotions and reactions effectively**, using self-regulation strategies to remain composed under pressure.
- **Develop essential skills**, including active listening, balancing courage and consideration, and assertive communication.
- **Practice conflict de-escalation techniques**, including boundary setting and collaborative problem-solving.
- **Create a personal action plan** for continuous improvement and accountability.

SESSION 1

Eight steps of conversations that matter

Conversation principles

Difficult conversation tool

Core skills for effective difficult conversations, including balancing courage and consideration and levels of listening

Peer accountability partner set up

Personal action plan

SESSION 2

Reflection on progress since session 1

Enhancing assertiveness – understanding the difference between passive assertive and aggressive

Strategies for deescalating conflict – maintaining calm composure, setting appropriate boundaries, collective problem-solving

Human Centred Design

In today's fast-paced landscape, delivering people-focused solutions is more important than ever.

This practical, 1-day workshop introduces professionals to the core principles of Human-Centred Design (HCD), a proven, research-backed approach to solving real workplace challenges through empathy, creativity, and iteration.

Participants will explore the full HCD process, apply it to their own scenarios, and leave with practical tools to innovate with confidence and clarity, all while putting people at the heart of every solution.

2x
½ day
OR
1 full day

Key learning outcomes include :

- Understand the **core principles** and **mindset of Human-Centred Design (HCD)**.
- **Apply the HCD process** (Empathise, Define, Ideate, Prototype, Test) to real-world challenges.
- **Practice empathy-based research** and develop personas.
- **Generate and test ideas** using iterative, low-fidelity prototyping.
- **Use their own workplace challenge** as a design scenario.

Content

- **Human Centred Design (HCD)** mindset
- **Empathise** – empathy interviews and maps
- **Define the problem** – synthesising insights and “How Might We” statements
- **Ideate** – techniques to support ideation

- **Prototype** – paper, digital, role-play
- **Test and iterate** – usability testing and collecting feedback
- **Apply** to your own scenario

Negotiation Fundamentals

Negotiation is a fundamental skill in the workplace. Whether closing business deals, managing workplace conflicts, or influencing outcomes in meetings, effective negotiation can lead to stronger relationships, better agreements, and long-term success.

This Negotiation Fundamentals training provides a structured approach to negotiation, equipping participants with essential skills, frameworks, and strategies to navigate discussions confidently and achieve win-win outcomes.

Grounded in research-based models like the Harvard Negotiation Model, this training will empower participants to handle negotiations with clarity, confidence, and strategic intent.



Key learning outcomes include :

- Understand and apply the five stages of the negotiation process to structure discussions effectively.
- Use effective listening and quality questioning techniques to uncover needs, interests, and opportunities in negotiations.
- Apply the Harvard Negotiation Model to achieve mutually beneficial agreements.
- Apply the three fundamental rules of effective negotiation to drive successful outcomes.
- Practice negotiation skills through a structured exercise, receiving feedback and insights.

Content

- Five stages of the negotiation process
- Quality questioning
- Harvard negotiation model
- Levels of listening
- The five modes to responding
- Behavioural styles overview

- Three rules of effective negotiation
- Negotiation exercise
- Negotiation preparation checklist
- Negotiation tips
- Trading concessions to maximise value creation

4DX Four Disciplines of Execution

The 4 Disciplines of Execution (4DX) is a proven framework for turning strategy into action.

This hands-on, practical workshop equips teams with the mindset and tools to focus on what matters most, act on lead measures, maintain accountability, and build momentum.

Participants will learn how to define a Wildly Important Goal (WIG), measure what drives success, and create a culture of execution.



2x
½ day
OR
1 full day

Key learning outcomes include :

- Explain the purpose and value of the 4DX model
- Identify and articulate a clear Wildly Important Goal (WIG)
- Distinguish between lag and lead measures and select effective lead measures
- Design a compelling scoreboard to drive performance
- Establish a rhythm of accountability using WIG sessions
- Apply 4DX tools to their own team goals and execution planning

Content

- 4DX overview
- What gets in the way of execution? Urgent vs Important
- Discipline 1: Focus on the Wildly Important Goals
- WIG rules
- Case studies and common success factors
- Creating a WIG
- Discipline 2: Act on the Lead Measures
- Comparing Lag and Lead Measures
- Drafting possible Lead Measures

- Quality assurance of your Lead Measures
- Discipline 3: Keep a Compelling Scorecard
- Characteristics of a Good Scorecard
- Drafting a Compelling Scorecard
- Discipline 4: Create a Cadence of Accountability
- WIG Weekly Meetings and template
- Being Accountable
- Team commitments to Accountability
- Action Planning

Thrive

A virtual development and well-being program to help you thrive professionally and personally.

This series is four sessions of one hour every 4 weeks.

Photo by Eric Dungan on Unsplash

The topics and a brief outline are below for your reference:

- 1 Planning and prioritising** – understanding how we can make time for strategic, longer term projects as well as be efficient in our day to day. Balancing the urgent and important in our roles and workloads.

1 hour virtual session

- 3 Understanding the Science of Motivation and finding more purpose and enjoyment at work** – exploring the science of motivation and reflecting on when we have been happiest at work and how we might proactively shape our roles to be more fulfilling.

1 hour virtual session

- 2 Having difficult conversations** – understanding the concept of balancing courage and consideration in difficult conversations and introducing an 8 step template to assist you. This session also covers essential principles of quality conversations.

1 hour virtual session

- 4 Self-regulation and how to proactively manage our emotions** – learning how to be less reactive and more responsive. Understanding our triggers and finding strategies to build self-insight and awareness to be more effective personally and professionally.

1 hour virtual session

Coaching Services



Photo by Andrew Syk on Unsplash

Thrive Leadership Executive Coaching

Coaching is a collaborative, goal-directed process that supports the ongoing learning and growth of the coachee. **It is a thinking partnership.**

The coach is a **catalyst** for change, the coachee is responsible for implementing changes.

Key outcomes include :

- Deepening self-insight to leverage strengths and proactively manage derailers.
- Collaborating more effectively with internal and external stakeholders.
- Being a role model for learning and growth.
- Being more intentional and proactive and less reactive.
- Creating an environment for their team that increases motivation and engagement as well as results.

Our process

1 Executive Coaching Sessions

- 8 to 12 x 90 min coaching sessions.
- 2 x 3 way alignment sessions with coachee and their leader.
- Unlimited phone and email support.

2 360 Feedback Options

360 Interviews and report

- One on one interviews with team members and key internal/external stakeholders.

Online 360 Options

- LSI, The Leadership Circle, DiSC, MRG 360.

3 Hogan Personality Profile Option

- One of the leading evidence-based personality self-assessments.
- Provides insights on Leadership Strengths, Challenges and Values and Motivators.

"Garry has consistently provoked me to consider new ideas, by sharing stories or models based on empirical research. His knowledge and optimism combine to leave me feeling encouraged and motivated to act on what I've learnt."

— **Dave Tupper,**
Former CIO Group Functions,
Lendlease

"The relationship with Allan is far more of a partnership, given that he has faced these issues himself in similar roles."

— **Stewart Pearce, Vice President,**
Otsuka Pharmaceutical, Europe

"Jeanette brings warmth, energy, intelligence, and compassion to her work. Her approach, coupled with a depth of knowledge and years of experience make her a very insightful and impactful coach."

— **Ashley Sowter,**
Senior Executive Partner, Gartner

"Kylie constantly encourages you to think laterally and provides an excellent introduction to existing techniques and best practice, but also engages directly with the realities of your own challenges and experiences"

— **Toby Chadd,**
Content Manager, ABC Classic FM

"It is clear that Garry's coaching has not only been successful in helping me with my approach and performance at work, but has also had a profound and positive impact on my outlook to life outside work."

— **Stephen Lemon,**
Director, Rail, Providence T&I

"Everyone needs a Sally. Sally has had such a fantastic influence on my career, life and mental health."

— **Chloe Hooper,**
Founder, Barefeet Business

Thrive Leadership Executive Pair Coaching

Pair coaching is a collaborative, goal-directed process that supports the ongoing learning and growth of two coachees.

The coach is a **catalyst** for change, the coachees are responsible for implementing changes.

Key outcomes include :

- Deepening self-insight to leverage strengths and proactively manage derailers both individually and as a pair.
- Collaborating more effectively with internal and external stakeholders.
- Being role models for learning and growth.
- Increasing empathy and strengthening the relationship between coachees.
- Proactively supporting each other's learning between sessions and beyond the coaching program.

Our process

1 Pair Coaching Sessions

- 8 to 12 x 90 min coaching sessions.
- 2 x 3 way alignment sessions with coachees and their leaders.
- Unlimited phone and email support.

2 360 Feedback Options

360 Interviews and report

- One on one interviews with team members and key internal/external stakeholders.

Online 360 Options

- LSI, The Leadership Circle, DiSC, MRG 360.

3 Hogan Personality Profile Option

- One of the leading evidence-based personality self-assessments.
- Provides insights on Leadership Strengths, Challenges and Values and Motivators.

"Through pair coaching, Garry has provided a platform for our executive team to grow and flourish which has led to improved business performance."

— Carolyn Teague,
Chief Investment Officer,
Legacy Property

"Coaching with Sally has been 100 times more effective for our leadership development than any leadership program I've ever attended."

— Anaelle Raffy, Customer Service &
Demand Manager, Reckitt

"Allan strikes the balance between coaching, advising and healthy challenge that really pushes our thinking in a practical way."

— Ryan Gynne,
Managing Director,
UK Pharmaceutical Company

"Our team has been able to reach a new level of performance and cohesion and the bonds we built with Garry's help, have allowed us to far exceed what we are capable of as individuals."

— Peter Alevizos,
Development Director, Omayia

"Jeanette has a proven ability to help individuals and teams achieve success and optimise their performance."

— Georgina van de Water,
Chief Executive Officer, GP Synergy

"As a team we learnt a lot coaching with Kylie. We had fun and came away with far more than we could have ever imagined."

— Matt Denton,
Founder, Contact Harald

Thrive Leadership Team Coaching

Team coaching is working with intact teams to support them take collective responsibility and ownership over their ongoing learning, development and growth. Our programs are designed drawing on evidence-based principals of coaching, high performing team dynamics and leadership frameworks.



Key outcomes are to support the team:

- Understand and apply the principles of high performing teams
- Collaborate more effectively with a deeper understanding of their individual and collective strengths and challenges
- Improve trust, psychological safety and motivation across the team
- Improve their individual and collective ability to reflect, learn and grow as a team

Team Coaching Process

1 Team Briefing Interviews and Report

One on One interviews with team members and key stakeholders to explore what the team is already doing well and where the team has the most opportunity to grow together.

Questions are agreed in advance and may include:

- How often does the team work on meaningful things together as a collective?
- What does the team do well?
- What are the team's biggest challenges?
- What is one of your most enjoyable experiences being part of this team?
- What can this team do that no other team in the organisation can do?
- On a scale of 1-10 how effectively does the team deliver for its stakeholders?
- On a scale of 1-10 how effectively do you feel the team delivers on the organisational goals?
- On a scale of 1-10 how effectively do you feel the team proactively supports each other?

2 Coaching Sessions for the leader

Coaching is a collaborative, goal-directed process that supports the ongoing learning and growth of the leader and assists them to keep momentum with the team between sessions.

3 8 Team Coaching Workshops

The program evolves based on team needs and typically includes:

- Debrief Team 360 report and Interview feedback and agree key focus areas
- Understand and apply the principles of high performing teams
- Self Determination Theory – the science of motivation
- Exploring the G.R.O.W model and quality conversations
- How to promote constructive conflict by balancing Courage and Consideration
- Self-Regulation - Responding rather than reacting and understanding our triggers
- Agreeing individual and collective actions

Garry brings great competence but also importantly, great heart and a willingness to bring his personal experiences and stories into the coaching context. The spirit of openness and authenticity that his contribution helps to stimulate, creates genuinely fertile ground for learning and for change to take root.

— **Bob Hennessy,**
Former Group CIO, Lendlease

The relationship with Allan is far more of a partnership, given that he has faced these issues himself in similar roles. Allan's combination of experience, his outstanding listening skills and his ability to support both operational and strategic issues, make him the best mentor/coach I have worked with in my career.

— **Stewart Pearce**
Vice President Marketing,
Otsuka Pharmaceutical Europe

I would go as far as to say that coaching is a calling for Garry. He truly understands people and has a passion to help leaders and teams deliver on their personal and professional goals.

— **Lynn Goodyer,**
Group Director HR, Bluestone

Assessment and Diagnostics



Assessments and Diagnostics

Our range of evidence-based workplace diagnostics and assessments can be used as a stand-alone development option, integrated into coaching, or as part of tailored development programs. These assessments provide valuable insights into personal, leadership, team, and organisational effectiveness, helping individuals and teams unlock their full potential.



INDIVIDUAL DEVELOPMENT

Designed to enhance self-awareness, personal effectiveness, and professional growth.

- **Hogan Personality Inventory** – Measures personality traits that influence workplace performance.
- **Myers-Briggs Type Indicator (MBTI)** – Identifies personality preferences to improve communication and collaboration.
- **DiSC Personality Assessment** – Explores behavioural styles to enhance teamwork and productivity.
- **Hermann Brain Dominance Index (HBDI)** – Examines thinking preferences to optimise decision-making and problem-solving.
- **Human Synergistics Life Styles Inventory (LSI)** – Provides insights into thinking and behavioural styles impacting effectiveness.

TEAM DEVELOPMENT

Optimizing team dynamics, performance, and collaboration.

- **Hogan High Performing Team Assessment** – Measures key factors that drive high-performing teams.
- **The Five Behaviours of a Cohesive Team** – Focuses on trust, conflict, commitment, accountability, and results.
- **Team Management Systems (TMS)** – Identifies team roles and work preferences to enhance effectiveness.
- **6 Team Conditions for Team Effectiveness** – Assesses the foundational conditions for team success.
- **Human Synergistics Group Styles Inventory (GSI)** – Evaluates group decision-making and problem-solving approaches.

LEADERSHIP DEVELOPMENT

For leaders at all levels to refine their leadership style, influence, and impact.

- **The Leadership Circle (TLC) 360** – A comprehensive leadership assessment integrating competencies and reactive tendencies.
- **Hogan 360** – A leadership-focused multi-rater feedback tool.
- **Hogan Leader Series** – Evaluates leadership potential, strengths, and development areas.
- **Korn Ferry 360** – Measures leadership competencies with multi-rater feedback.
- **Korn Ferry Leadership Potential** – Evaluates leadership readiness and potential.
- **Korn Ferry Leadership Solution Assess** – Analyses leadership competencies for targeted development.
- **Korn Ferry Leadership Styles & Climate** – Explores leadership behaviours and their impact on organisational climate.
- **Blanchard SLII** – Assesses situational leadership adaptability for effective leadership.

ORGANISATIONAL CULTURE & EFFECTIVENESS ASSESSMENTS

Enhancing workplace culture and organisational performance.

- **Organisational Culture Index (OCI)** – Measures organisational culture and effectiveness.
- **Human Synergistics Customer Service Index (CSI)** – Assesses service culture and effectiveness. – Evaluates group decision-making and problem-solving approaches.

The Psychological Wellbeing Profile

Thrive Leadership have developed an online assessment based on Dr Carol Ryff's (1989a) seminal work, operationalising and developing a six-factor measure of psychological wellbeing, which is among the most cited measures in the world.*

The Profile measures six dimensions over a 6 month period and raises awareness of areas of potential improvement.



SELF-ACCEPTANCE

Acceptance of self and of one's past.



POSITIVE RELATIONS WITH OTHERS

The importance of warm, trusting interpersonal relations.



AUTONOMY

Qualities such as self-determination, independence, and self-regulation.



ENVIRONMENTAL MASTERY

The individual's ability to choose or create environments suitable to their preferences



PURPOSE IN LIFE

Having the feeling there is purpose in and meaning to life.



PERSONAL GROWTH

Continuing to develop one's potential, to grow and expand as a person.

"Psychological well-being, it seems, is becoming as foundational to defining who we are as were personality traits some decades ago."

— Carol Ryff

* The assessment is done as part of individual and team coaching and development programs.



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