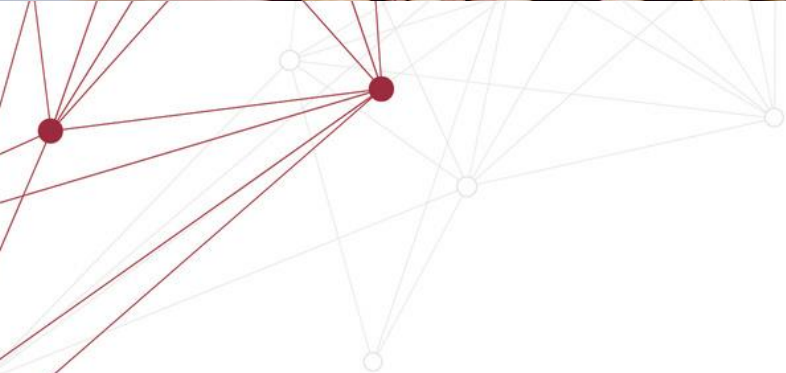


GROUP COACHING

## Leadership Development Program

A three-month leadership development program for people leaders to build skills and confidence.



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*Fiona* ROBERTSON

## Who the program is for

This program is for people leaders who are craving more leadership development.

They often feel like that guy at the circus spinning the plates on sticks – so much going on there only seems time to run towards the next plate that’s starting to fall.

They could use a chance to press the pause button, get some space to think and learn some useful tools – alongside like-minded colleagues facing similar challenges.

Between sessions they can apply what they’ve learned, figure out what works best for them and steadily transform themselves into more confident and courageous leaders.

They can’t stop the waves, but they can learn to surf.



## What the program will achieve

Key leadership concepts need to be not only introduced, but reinforced over time to be truly embedded. The core concepts shared include:

- Role balance
- Levels of work
- Maintaining accountability

Participants are often surprised that colleagues from other organisations can contribute so significantly and meaningfully to their key challenges – facilitated peer coaching provides a safe framework for that support and forms bonds that last long after the program is over.

Most leadership development is one-size-fits-all and rarely takes into account the current role or previous leadership or development experience. The individual survey used at the start of this program ensures everyone feels heard and supported, leading to greater understanding and uptake of new behaviours.



## What the program looks like

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**Group training**  
(3 sessions of 90 minutes)

Group training sessions are used to introduce the three core leadership concepts of Role Balance, Levels of Work and Maintaining Accountability. Time is allowed for participants to discuss each concept in smaller groups, ask questions and think through the implications for their own work and role.



**Facilitated peer coaching**  
(3 sessions of 90 minutes)

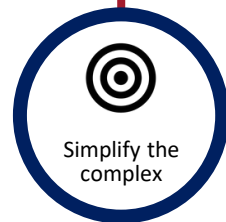
Each participant has an opportunity to bring a specific, real work problem they are grappling with to their group and receive input and ideas from their peers. This structured process can be used long after the program is over to expand the professional network of participants.

## Bonus 90-minute culture masterclass

Culture is one of the most widely discussed and widely misunderstood concepts in business today. In this masterclass you will learn what culture really is, what it isn't (spoiler alert – it isn't employee engagement) and how it actually works.

If you're living inside the Matrix, and you don't know it, you don't see anything because you don't know there is anything to see. Once you understand how culture really works, you see it everywhere and begin to understand the pervasive impact it has on every aspect of organisational life.

Changing the culture of your team isn't easy, but it can be simple. One of the reasons so many leaders fail to make progress on culture is because it has been vastly overcomplicated, which often relegates it to the 'too hard' basket. If you're looking for simplicity and clarity, you'll find them here.



## Leadership Development Program – Example Timeline

A mixture of activities keeps the experience fresh – and each has its own specific purpose. The program includes 13 hours of development over 13 weeks. The timing of the program will be agreed well in advance to fit in with everyone’s availability.

		Sep				Oct				Nov				
<b>What</b>	<b>How</b>	9	16	20	27	5	12	19	25	1	9	16	23	30
Intro session - overview of program (1 hour)	Group Zoom	■												
Brief survey (5-10 minutes)	Online	■												
Culture Masterclass (1.5 hours)	Group Zoom		■											
Group training (3 sessions of 1.5 hours)	Group Zoom					■		■				■		
Peer coaching (3 sessions of 1.5 hours)	Group Zoom						■				■		■	
Program wrap-up (1.5 hours)	Group Zoom													■

## ABOUT FIONA



An expert in leadership and culture, Fiona has worked with dozens of large and small private, public, not for profit and government organisations in Australia and overseas – and coached numerous senior executives.

Clients have included IBM, Nasdaq, McKinsey & Company, Oracle, ANZ Bank, Monash University, Pexa, Ausgrid, NSW Health, the CEO Institute, the Australian Council of Superannuation Investors (ACSI), the Australian Information Security Association (AISA), the Australian Graduate School of Management (AGSM), Lendlease, Winc, Multiplex, La Trobe University, the Australian Catholic University, Carey Grammar School, and the University of Birmingham amongst many others.

She also spent twelve years in executive positions with the National Australia Bank (NAB) including leading their market research function and several key transformation roles. Her last role was Head of Culture during a period which included the introduction of a new set of values and the development of a purpose for the organisation.

Fiona holds an MBA from London Business School and is a Graduate of the Australian Institute of Company Directors and the Institute of Executive Coaching and Leadership.

## Investment



All sessions delivered via Zoom

All sessions delivered remotely via Zoom

- participants can be located anywhere
- small group sizes



Slides and articles

Learning materials

- slides from all group training sessions
- a selection of useful and relevant articles



Books

Two complimentary copies of Fiona's latest book for each participant, Rules of Belonging – change your organisational culture, delight your people and turbo-charge your results.

TO BOOK YOUR PROGRAM

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## TESTIMONIALS

*Fiona* ROBERTSON

LB

“When you meet Fiona, you instantly see that she is passionate, pragmatic and fascinated by organisational culture. She is someone that can easily put theory into practical application which is important as you walk away feeling empowered not defeated. I also really enjoy the genuine care she shows and that she doesn’t shy away from the hard questions, feedback and understanding that in reality, changing an organisation’s culture is challenging. The investment of time has been well worth it and I can now name the things I see that I struggled to name previously.”

Lindsay Wilson Barker, Head of People Services, **Remuneration & Recognition**

SC

“The LDP is very useful in connecting me with other leaders, sharing and improving our leadership challenges, using strategies that are practical and relevant to a broad range of industries and roles. Fiona is engaging and focussed on ensuring the program provides maximum benefit to each person through a diverse program of activities.”

Sharon Cook, **Monash University**

BD

“I thoroughly enjoyed working with Fiona. Her practical insights into what drives behaviour and how to inspire action were invaluable. Fiona blends a deep understanding of corporate culture with commercial needs and strategy which takes culture into the realm of the every day tool rather than the academic approach taken by the more ‘academic’ consultants. Highly recommended for anyone who wants a commercial approach to culture change.”

Benn Dunn, Chief Marketing Officer, **Daisee**

MK

“Fiona brings a unique combination of empathy, adaptability and experience into her approach to truly making a difference in designing and leading outcomes in complex environments. One of the best change agents I’ve ever worked with.”

Monica Klyszcz, Global Head of Property, **BHP**



## LET'S GET IN TOUCH

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