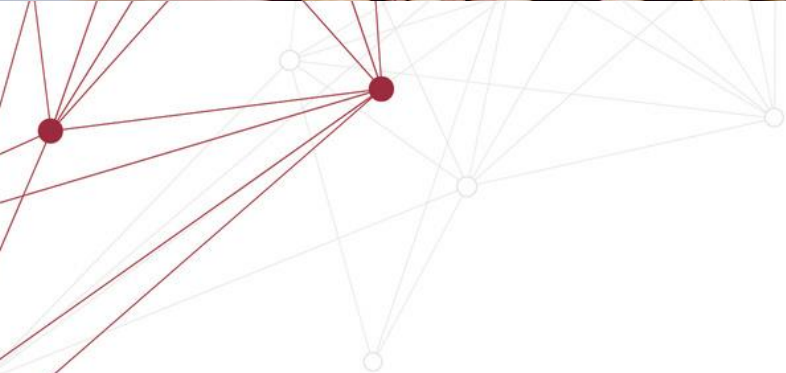


SENIOR TEAMS

Senior Team Discovery Program

A tailored program for senior teams who want to build great working relationships and co-create their team culture.



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Fiona ROBERTSON

Why the program is needed

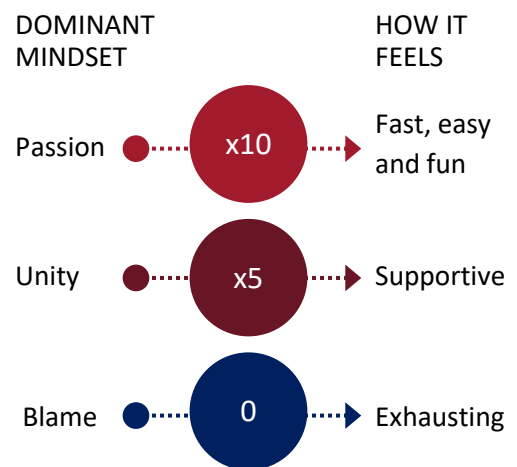
The rate of change keeps accelerating. Without teams that love working together, we're simply not going to be able to perform.

That's why creating and maintaining the right team culture has become an essential focus for all people leaders and their teams.

The faster things change, the harder it is to maintain thriving team relationships and more attention is needed to make sure these work well. The 'soft skills' are the hardest of all to get right. They're the ones that will future-proof your team and its performance.

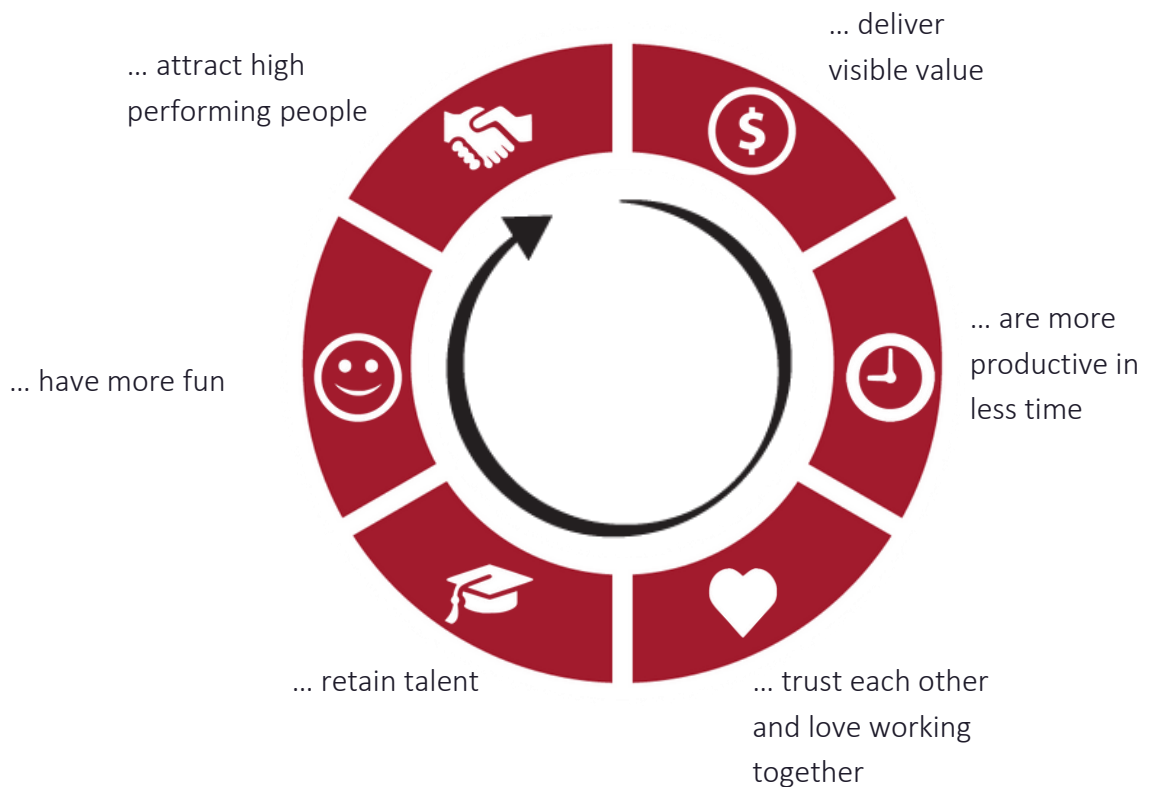
The best leaders know they can't do this alone. Teams who understand how to harness the power of their individual styles will co-create their culture and own and drive it together.

Your team culture is evolving right now whether you're actively managing it or not. If it's happening by accident, now's the time to make it deliberate. The upside potential is enormous. If you get it right, your team will unite with passion to perform.



What the program will do

High performing teams ...



High performing teams deliver visible value from the start and are more productive in less time. They trust each other and love working together. Great people want to join them and stay with them. And they do all this while having more fun.

Who the program is for

Senior executive teams who want to co-create their culture and make sure their working relationships are as positive and productive as they can be.

What the program looks like



Preference profiling questionnaire (OPQ)

The Occupational Personality Questionnaire (OPQ) is one of the most widely used and respected measures of workplace behavioural styles in the world. It is normed against global senior leaders, allowing participants to see how they compare with their peers around the world. Each participant receives two detailed individual reports including their unique set of preferences and their Belbin team type – the roles they are most likely to adopt in a team setting.



In-depth interview and detailed debrief

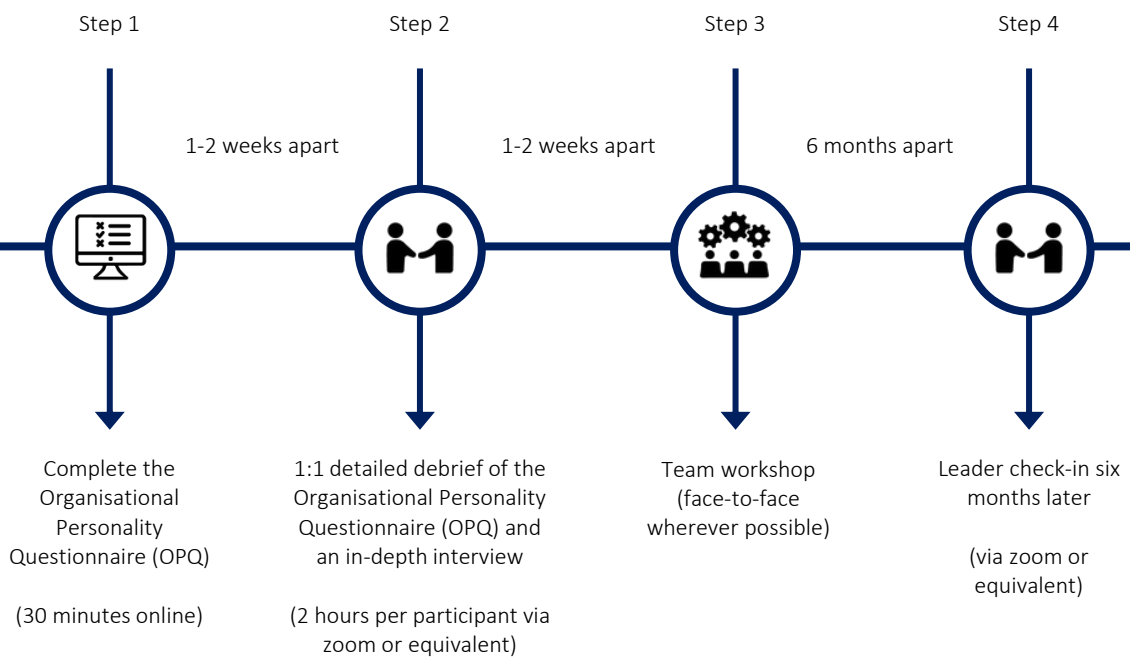
An in-depth interview is used to understand each participant's unique role in the team, their experience of working within it and what changes, if any, they would like to see in the team dynamic to make them more effective. The OPQ debrief delves into the detail of the two individual reports and identifies the participants' unique pattern of preferences, including how these may help or hinder in their current role.



Full day team workshop

The workshop follows a tried and tested methodology and is tailored to the unique team's context and objectives. The individual reports from the profiling questionnaire are combined into a summary report showing the team's collective profile. This is explored in the context of the team's current priorities and the culture they're trying to co-create – what's working well, what needs more focus – and how to move forward together.

Program Overview and Typical Timeline



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



Occupational Personality Questionnaire (OPQ)

- online questionnaire
- two detailed individual reports



Executive Team Discovery Program

- in-depth 1:1 interviews
- detailed 1:1 debrief of OPQ
- full day team workshop
- check in with leader six months later



A copy of Fiona's latest book, Rules of Belonging – change your organisational culture, delight your people and turbo-charge your results

TO SCHEDULE YOUR PROGRAM

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TESTIMONIALS

Fiona ROBERTSON

MG

“Fiona provided us with exceptional support in transforming our team culture to support our new strategic direction and integrated operating rhythm. The outcomes for our team have been outstanding and enduring.”

Magnus Gittins, Director, Australian Graduate School of Management at **University of New South Wales (AGSM) Executive Education**

AR

“Fiona is one of the rare people you come across in your career who truly inspires. She has an instinctive understanding for where people are at which is matched with an equal amount of genuine caring. She asks the hard questions and challenges you to go deeper and harder to find solutions you never thought possible. She is smart, insightful and engaging and she absolutely delivers absolutely all the time. Spending time in her company is worth every moment.”

Allison Robison, General Manager, Employee Transition, **National Australia Bank**

CH

“I can’t speak highly enough of Fiona and the impact she has! Commercial in her approach, she’s an absolute guru on culture change and how leadership teams can pull this lever in a variety of ways to drive growth/profitability as well as employee engagement and employment brand. Her secret weapon is her disarming nature coupled with an ability to draw spot-on insights during conversations or team interactions, wrapped up by her deep knowledge on culture change - both theoretical and from practical experience. I wouldn’t hesitate to recommend Fiona as a leading culture change consultant.”

Claire Hopkins, General Manager, **RMIT Online**

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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