



PROGRAMS

1. Grooming Generation Next for leadership and succession; 7 plus 1 stepping stones to success™
2. Core values in Action™
3. Fully engaged, pumped and firing™
4. Seven master keys to boost operational performance™

Program Overviews

1. Grooming “Generation Next” for Leadership and Succession; 7 plus 1 stepping stones to success™

Purpose/key outcome

Coaching, training and mentoring people being groomed for leadership and/or succession in private and family businesses.

Program Outline:

- 1) **Essence:** Sustaining the culture, vision and values
- 2) **Wiring:** Hardwiring the planning systems & processes that sustain performance
- 3) **Kapow!** Unsurpassed internal and external customer service
- 4) **Growth:** Sustainable profitable growth and cash flow
- 5) **Team:** Achieving a happy, motivated and productive team
- 6) **Performance:** Managing performance; company and individuals
- 7) **Polish:** Perfecting personal performance
- 8) **Family:** Ownership, Destiny & Business Strategy

2. Core Values in Action™

Purpose/key outcome

To ensure that essential core values are living and breathing in the business driving performance and sustaining the culture

Program Outline - Key Steps

- 1) Culture survey
- 2) Identify desired core values
- 3) Identify key supportive behaviors
- 4) Identify specific example of ‘what means’ and ‘does not mean’
- 5) Identify gaps and create improvement pathway
- 6) Implement, reflect and review
- 7) Build up ‘cultural bible’
- 8) Add to agendas for team meetings and performance review processes/appraisals

3. Give Me a Reason to Believe (Full Engagement)™

Purpose/key outcome

Ensuring the company attracts the right people who consistently perform at a high level and are excited about working in your organization.

Program Outline - Key Steps

1. Survey
2. Identify need and gaps
3. Build solution pathway under each of 4 areas;

Physical

Ensuring that people's basic material needs monetary and otherwise are met plus critical business systems are in place.

Emotional

Placing a high priority on ensuring people's emotional and social needs are met whilst at the same time without jeopardizing performance standards.

Spiritual

Excitement, empathy and buy in on the company vision, purpose, values and culture.

Mental

The work provided is sufficiently challenging and stimulating

4. Seven Master Keys to Boost Operational Performance™

Purpose/key outcome

Ensuring the key building blocks that drive operational performance are cemented in place

Program Outline - Key Steps

1. Master blueprint
2. Performance settings
3. Roadmap
4. Drivers seat
5. Dashboard
6. Pit crew
7. Cruise control