



THE HIGH PERFORMANCE
LEADERSHIP COACH
PROGRAM

*Performance Coaching Leadership
Learning Influence Success
Balance*

A system of strategies and tools for achieving greater focus, vitality, simplicity, productivity and work/life balance, enabling leaders to achieve a quantum leap in results and satisfaction.

GRIFFITH

Developing High Performance People

Leadership

Sport

Coaching



The High Performance Leadership Coach Program

Unfolding Potential

The Griffith Group is committed to making your people successful. Organisations are the people in them and our view is that the people process is as important as the strategy and operations since it is the people who make the judgements and translate the strategies into operational realities.

Development of your organisation or corporation depends on the individual growth of your leaders and their teams. **The High Performance Leadership Coach Program, our flagship program, is focused on developing the whole person leadership model.** It engages leadership, team vision, relationships, purpose and values. By establishing new routines for creating balance, clarity and discipline a breakthrough and shift toward more effectiveness and enjoyment is created. When higher levels of energy, focus and engagement are developed in your people you have a rejuvenated and reenergised workplace with people living up to their potential.

The High Performance Leadership Coach Program is based on a system of effective, holistic strategies that will achieve genuine and ongoing results. **Over a six-month period the High Performance Leadership Coach Program will develop the new skills needed to achieve higher levels of leadership performance and organisational change.** The information, gained through coaching leads to a greater awareness of what is possible. Through the application of the tools provided in this program, and through practice and repetition the information translates into a deeper understanding and appreciation of resonant team behaviors.

The High Performance Leadership Coach Program is results oriented and produces a self-assessed **improvement in leadership competencies and styles from 20% up to 60%** both during and after completion of the program. It satisfies the individual and the organisation's drive to succeed.

"Our Executive Management Team has been privileged to participate in the High Performance Leadership Coach Program. Some of the many benefits gained from participating in the program include enhanced personal well being, greater sense of focus, heightened self awareness and personal fulfillment.

The program has enabled further refinement of our leadership and coaching attributes. Steve's extensive knowledge, empathy and delivery style has helped us to significantly progress and focus our leadership journey."

Graeme Emonson CEO Knox City Council

Health benefits resulting from 6 months participation in the High Performance Leadership Coach Program

The High Performance Leadership Coach Program

Developed into 4 integrated parts:

1) Seminar and Learning Workshops

Each of the five core focus strategies for achieving increased engagement and effectiveness in leadership are delivered in a systematic framework of seminars and workshops over a six month period. The learning and insight accomplished in these seminars provides the foundation and motivation for change.

2) 90-Day Self Directed Learning Action Planner

This promotes personal learning through goal setting and is directed towards achieving the ideal leadership and work/life balance. Components include a) 90 Day Self-Directed Leadership Competencies and Styles Action Planner b) 90 Day Self Directed Leadership Routine Action Planner c) 90 Day Self-Directed Leadership Performance Health Action Planner.

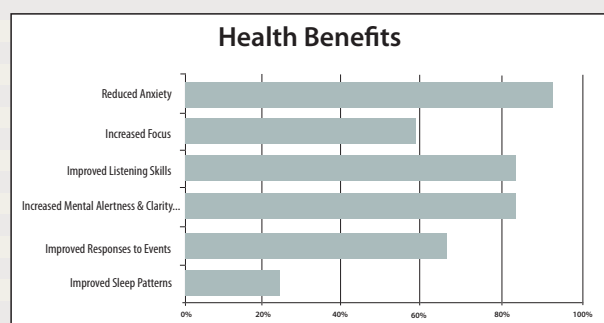
3) Personal Leadership Coaching

Individual coaching sessions monitor the progress and maintain focus on the goals, identifying the move towards a higher level of leadership potential. The one on one personal coaching sessions support the implementation of the 90 Day Self Directed Learning Action Planners.

"Managers who received follow-up coaching delivered an impressive 65.6% greater level of productivity over managers who did not receive coaching! Managers that received follow-up coaching showed an 88% increase in productivity after attending a management training program" Denver Post

4) High Performance Health Management Program

Stress and strain in the workplace impacts positive moods and causes negative behaviours and reduces the brains capacity to focus on the task at hand. Poor health, including lack of energy and vitality impacts and affects over-all performance. Leaders in business must be able to manage their own stress levels, as well as be competent in dealing with others in a way that promotes team resonance. This section of the program concentrates on the effective management of stress and the improvement of overall health and well-being.





The Five Focus Strategies

The Five Focus Strategies to Achieve High Performance

Underpinning this program is the belief that in life as in business, people naturally want to be the best they can be but often lack the skills, confidence or strategies to make the changes required. Inspiring the capacity to change and gaining full engagement requires drawing on four related sources of energy Physical-Mental-Emotional-Spiritual. The five focus strategies highlight the application of each area for health and well being, leadership success and work/life balance.

Focus Strategy 1. Ideal Self – Ideal Leadership

In establishing a vision of your ideal self, who you want to be, what you need to change, you will create the motivation for real change. Leaders must connect with what really matters to them before they are able to make consistent long-term improvements.

Focus Strategy 2. Leadership Competencies – Discovering New Learning

Significant research indicates the difference between high performing leaders and their teams and low performing leaders and their teams lies in the area of emotional intelligence, their ability to manage and develop people. Teams and organisations need leaders that can encourage harmony, co-operation and make effective decisions. Social awareness and empathy are the foundation on which leaders can build and maintain effective relationships with their teams.

Focus Strategy 3. Leadership Styles – Optimism Under Pressure

This strategy develops six styles of leadership and the ability to use these styles automatically at the right time and in the right situation. Developing the inner value of the leader to the point where they can manage their emotions and stay positive and optimistic even under intense pressure, promotes trust within the team. The ability to use the full leadership repertoire is essential for establishing a corporate culture that brings out the best in its people.

*"Intelligent content, valuable lessons and information."
John Siriolli Manager Bendigo Bank*

Leadership competency improvement resulting from 6 months of the High Performance Leadership Coach Program

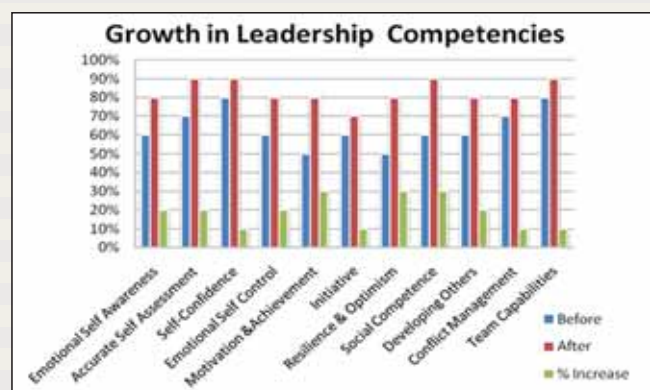
Focus Strategy 4. Leadership Performance – Health, Vitality & Success without Stress

Stress and strain in the workplace inhibit growth and success. A leader must be able to manage their stress and not create an atmosphere of anxiety and fear. The program places a high value on health and well-being and the link between positivity and performance. This strategy focuses on the management of stress, prevention of disease and improvement in health.

Focus Strategy 5. Leadership Effectiveness – Managing Ourselves, Time Management, Work/Life Balance

Recent surveys of 1,000 managers found lack of balance between their work and family life was the main reason they were under-performing – a situation often leading to termination or volunteer redundancy. New strategies and perspectives develop positive routines that support better time management. The participants discover how to use time productively, spend less time accomplishing more.

*"As a result of the program I have greater optimism and confidence in tackling difficult situations by having better routines, better performing teams and better relationships with people. The program has provided me with valuable insights and tools to enable me to focus better and to engage openly with greater ease. I would recommend this program to anyone who wants to make a difference in their life and seeks to embrace future possibilities to the greatest extent possible."
Michael Mawn, Principal Project Officer, Department of Environment and Resource Management, Queensland Government*



For over 25 years the Griffith Group has worked with some of Australia's leading corporations and sporting groups in the areas of executive development, leadership, corporate change and cross-functional team building. Our programs are unique, effective and long lasting. The Griffith Group places a focus on the individual's health and wellbeing that is unlike any other program you will encounter and the results are dramatic and enduring.

The High Performance Leadership Coach Program can help you make the changes that bring success. There has never been a better time than now to benefit from everything it can offer. Please call or email for more information today.

"Most enjoyable. Always put things into a true perspective for me and keeps us thinking about aligning goals and values." Scott Elkington State Manager Bendigo Bank, Victoria

"Fantastic program that has left me truly inspired by the transformation of the group. Our group has come to an amazing realization that they can control their minds that seem to control them." Harry O'Brien Collingwood Football Club



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