

FIND LEADERSHIP SYNERGY

WHERE LEADERS ARE BETTER TOGETHER

TRANSFORMATIONAL
JOURNEYS TO
HIGH PERFORMANCE
FOR LEADERS AND
LEADERSHIP TEAMS

Stephanie Bown



PROGRAMS THAT FUNDAMENTALLY CHANGE THE WAY
LEADERSHIP TEAMS CONNECT, ALIGN AND INSPIRE.

Stephanie Bown



“THERE IS NOTHING PERMANENT EXCEPT CHANGE.”

HERACLITUS.

CHANGE HAS ALWAYS BEEN THE ONLY PERMANENT, BUT THERE IS NO DOUBT THAT THE PACE OF CHANGE IS RAPIDLY INCREASING AND SHOWING NO SIGNS OF SLOWING UP

IN THE 2022 WORLD ECONOMIC FORUM GLOBAL RISKS PERCEPTION SURVEY, 41.8% OF RESPONDENTS BELIEVE THE WORLD WILL BE CONSISTENTLY VOLATILE WITH MULTIPLE SURPRISES.

For businesses to thrive in constantly shifting market dynamics, leaders need to adopt new skills and strategies that effectively leverage the talent and capacity of people and teams.

HIGH PERFORMING TEAMS ARE TEAMS THAT EFFECTIVELY LEVERAGE COLLECTIVE CAPACITY TO ACHIEVE TEAM SYNERGY, WHERE THE WHOLE IS GREATER THAN THE SUM OF ITS PARTS.

THIS IS ESPECIALLY IMPORTANT FOR LEADERSHIP TEAMS, WHO SET THE TONE FROM THE TOP. HOW LEADERSHIP TEAMS INTERACT AND COLLABORATE DIRECTLY IMPACTS THE CULTURE AND PERFORMANCE OF THE ORGANISATIONS THEY LEAD.

TO ACTIVATE THE ‘TEAM’ IN ‘LEADERSHIP TEAM’ IS TO SOUND A TONE THAT RESONATES THROUGHOUT THE WHOLE ORGANISATION.

STEPHANIE BOWN



ABOUT STEPHANIE

STEPHANIE BOWN HELPS LEADERSHIP TEAMS BE BETTER, TOGETHER.

Stephanie is obsessed with the collective capacity for all humans to come together in small groups and make a difference. By exploring the bonds that tie and the moments that break, Stephanie inspires leaders to fully turn up, lean in, and leverage collective capacity achieve outstanding results.

Stephanie is the acclaimed author of *Purpose, Passion & Performance: how systems for leadership, culture and strategy drive the 3Ps of high performing organisations*; awarded one of Australia's top 3 leadership books in 2021.

As an accredited facilitator for Young Presidents Organisation (YPO) and Company Director (GAICD), Stephanie deeply understands the challenges today's leaders face. She works with directors, founders and executive teams to deliver talks and programs

that embed high performance habits and drive transformational change.

Having completed a Masters in Organisation Dynamics, tertiary qualifications in psychology, neuropsychology, and positive psychology; as well as professional accreditations in validated psychometric tools; Stephanie has devoted her life to discovering the dynamics of individuals, teams and organisations.

Following a strong grounding as a management consultant with celebrated consultancy Nous Group; as well as several years as the in-house coach to the executive team at Swisse Wellness who delivered a record private sale of AUD \$1.6 billion, Stephanie founded her own practice in 2015. From there, Stephanie has evolved to deliver thought-provoking content, programs and talks to leadership teams spanning all industries and continents that fundamentally change the way leaders and leadership teams operate.

QUALIFICATIONS

- Graduate of the Australian Institute of Company Directors (GAICD)
- Masters of Organisation Dynamics
- First Class Honours in Neuropsychology
- Bachelor of Applied Science – Psychology and Psychophysiology
- Diploma of Positive Psychology
- Certificate IV in Training and Assessment

PROFESSIONAL ACCREDITATIONS

- Young Presidents Organisation (YPO) Certified Forum Facilitator (CFF)
- Myers Briggs Type Indicator (MBTI) Personality profile tool
- Human Synergistics Life Styles Inventory (LSI); Organisational Culture Inventory (OCI), and Customer Service Styles (CSS)
- Genos Emotional Intelligence (EI) Accredited Practitioner

PURPOSE, PASSION & PERFORMANCE



AWARD WINNING AUTHOR

A performance curator, consulting to some of Australia's most inspiring entrepreneurs and business leaders, Stephanie's life-long obsession with helping individuals, teams and organisations operate at their performance edge, was the catalyst for this book.

In her book *Purpose, Passion and Performance; how systems for leadership, culture and strategy drive the 3Ps of high performing organisations*; Stephanie explores how business leaders can build interconnected organisations where people are enabled to be adaptive, resilient and responsive to market dynamics.

Recognised in the top three business books on Leadership in Australia 2021, Stephanie openly shares her IP with her broad readership base, having enjoyed strong sales in Australia and internationally.

Stephanie presents a systematic approach to leadership, culture and strategy; where each system drives one of the three core characteristics of high performing organisations.

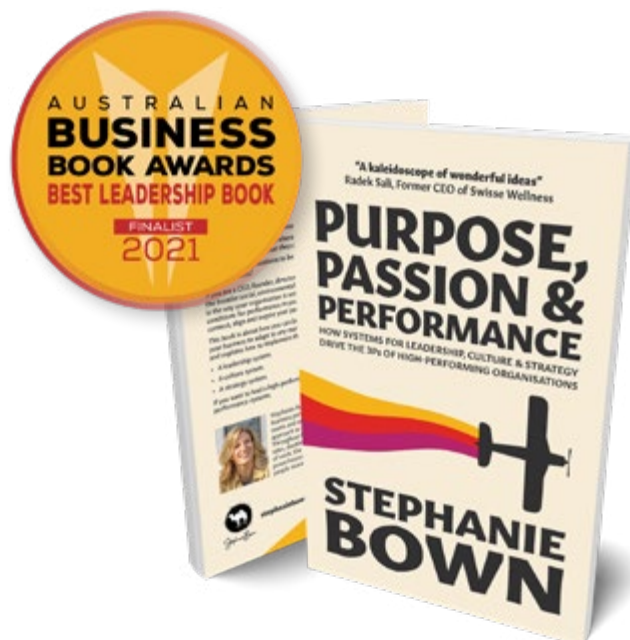
Leadership drives
PURPOSE

Culture drives
PASSION

Strategy drives
PERFORMANCE

Together the 3Ps – **PURPOSE, PASSION and PERFORMANCE** – translate to profit.

stephaniebown.com  



"High performance is one of those catch phrases that every organisation aspires to but is so hard to get a firm grip on. Steph's book 'Purpose, Passion & Performance' lowers the veil on where success comes from. Her ability to simplify the complex and make it achievable for every business (or individual) makes this a must read for anyone with a desire for building high performance teams."

SAM MITCHELL, Coach Hawthorn FC, 4x AFL Premiership Player (Hawthorn FC), Brownlow Medallist (2012), 3 x All Australian

TRANSFORM THE WAY YOUR LEADERSHIP TEAM CONNECT, ALIGN AND INSPIRE

CONNECT. ALIGN. INSPIRE.

Stephanie Bown offers a suite of programs for leaders and leadership teams to transform the way they CONNECT, ALIGN and INSPIRE.

Stephanie is a performance partner to top business leaders, founders and entrepreneurs both in Australia and internationally to drive transformational change and embed high-performance habits.

Her programs are tested across geographies and industries. She adopts empirically proven methods that deliver measurable changes to culture and engagement results.

Her one and two-day programs are specifically designed for leadership teams to be delivered separately or as a comprehensive three-part executive development experience.

CONNECT, ALIGN, INSPIRE PROGRAMS = HIGH PERFORMANCE PARTNER





CONNECT. ALIGN. INSPIRE.

CONNECT

Activate the 'Team' in 'Leadership Team'

Deepen the bonds of trust and respect in leadership teams and enable them to effectively leverage their shared capabilities to find team synergy – where they're better, together.

Description:

1 or 2 day team building workshops to improve team dynamic and decision making effectiveness.

Optional inclusion of a 360-degree feedback using Human Synergistics diagnostics.

ALIGN

Set and achieve your vision and strategy

Engage your executive leadership team to build a simple, clear and actionable 'plan on a page' driving full alignment and accountability across the business for results. Make this your annual strategy event for leadership teams.

Description:

1 or 2-day strategy workshop to build a one-page plan that drives collaboration.

Optional 3 x ½ day quarterly workshops to re-align on quarter priorities that step towards the vision.

INSPIRE

Learn to lead a high performing team

This program builds the skills of leaders to inspire teams and achieve sustained high performance. Adopting proven methods from positive psychology, leaders master the art of goal-setting, strengths-based coaching, and feedback.

Description:

2-day leadership program inclusive of Gallup strengths-finder diagnostic.

Can be delivered flexibly online or in-person, as two full days or four half days.

HIGH PERFORMANCE PARTNER PACKAGE

Engage Stephanie to be your High Performance Partner with her comprehensive executive development program for leadership teams.

High Performance Partner Package: \$120,000+GST

INCLUSIONS:

- Online program kick-off and connection event
- 3 x 2 day programs (CONNECT, ALIGN & INSPIRE) delivered over a 12 month period, 3-4 months apart.
- 360-degree diagnostic for up to 10 executives + 1:1 individual debrief

- 3 x 2hr group coaching calls between sessions to support implementation of workshop outcomes
- 3 x CEO check-ins throughout the program to track progress or provide additional advice
- 2 x reference books and individual moleskin learning journal per person

RESULT - HIGH PERFORMING LEADERSHIP TEAM, empowered and enabled to deliver the full value of your strategic plan.

All programs are fully customisable to meet the time and geographic constraints of any teams.



CONNECT

ACTIVATE THE 'TEAM' IN 'LEADERSHIP TEAM'

EXECUTIVE DEVELOPMENT FOR LEADERSHIP TEAMS

Deepen trust and respect in leadership teams and enable them to achieve team synergy – where the whole is greater than the sum of its parts.

CULTURE STARTS AT THE TOP

To activate the 'team' in 'leadership team' is to sound a tone that resonates throughout the whole organisation.

The CONNECT program is a one or two-day learning experience designed for leadership teams to improve team dynamic and decision making effectiveness. This program changes the way leadership teams interact – fostering deep connections based on trust and respect and enabling them to achieve team synergy – where the whole is greater than the sum of its parts.

The result is a more robust leadership team, enabled to make better decisions as a collective and who set the tone from the top for a more positive and productive workplace culture.

INCLUSIONS AND INVESTMENT:

DAY 1: Team Synergy Day – \$15,000+GST

Involves three 2hr sessions over the course of 1 day.

DAY 2: Normalising Feedback day – \$15,000+GST

**+ \$1,700 per person for LSI-360-degree diagnostic |
+ \$1,500 project management fee**

Involves normalising a feedback culture over three stages:

- A 360-degree feedback diagnostic using Human Synergistics Life Styles Inventory (LSI)
- Individual online diagnostic debrief & coaching session prior to the workshop
- 1 day workshop to give and receive open, honest and constructive feedback that builds trust and respect.

Groups achieve team synergy when members contribute with rigorous independent curiosity and work collaboratively to leverage collective capacity in novel ways. Teams can only be effective when these two elements are present. Only under these conditions, can collaboration breed innovation.

TO FIND TEAM SYNERGY



ALIGN

SET AND ACHIEVE YOUR VISION AND STRATEGY

ANNUAL STRATEGY RETREAT FOR LEADERSHIP TEAMS

Engage your executive leadership team to build a *Strategy-on-a page* – driving full alignment and accountability for results

INCLUSIONS:

- Pre-session interviews with key senior leaders plus preparation activities for teams to gain bottom-up buy in to the strategy process

- Provision of agenda, facilitated strategy workshop and draft strategy document
- Post-session consultation with key stakeholders to sign off on strategy document and plan cascade process.

TOTAL INVESTMENT INCLUSIVE OF:

- **2 day workshop \$30,000+GST**
- **1 day workshop \$15,000+GST**
- **Optional 3 x quarterly ½ day deep dives to stay connected to the strategy and step towards results \$30,000+GST**

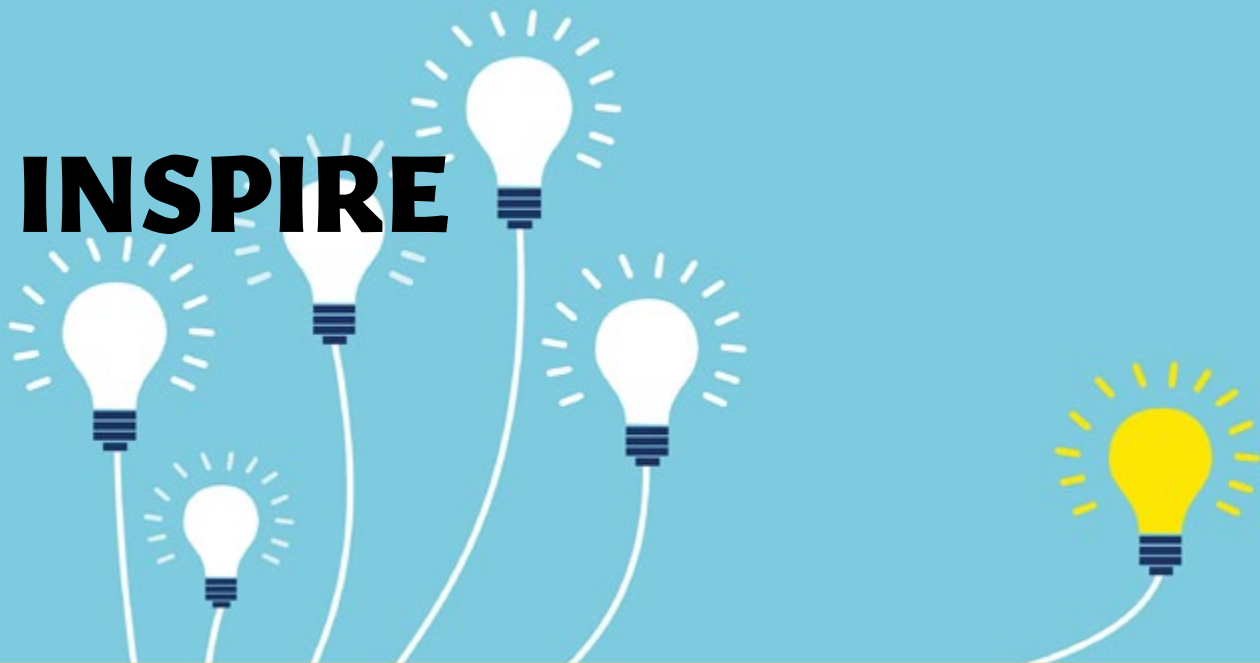


THE STRATEGY SYSTEM aims to close the gap between strategy creation and strategy execution.

The Strategy System aligns the whole team to work collaboratively. It involves:

- **Creating a one-page Business Plan** that is clear and actionable
- **Cascading goals** through to teams and individuals through alignment sessions
- **Evaluating performance** to review progress and to reflect on opportunities for continuous improvement.

INSPIRE



LEARN TO LEAD A HIGH PERFORMING TEAM

LEADERSHIP FUNDAMENTALS FOR LEADERS AT ANY LEVEL

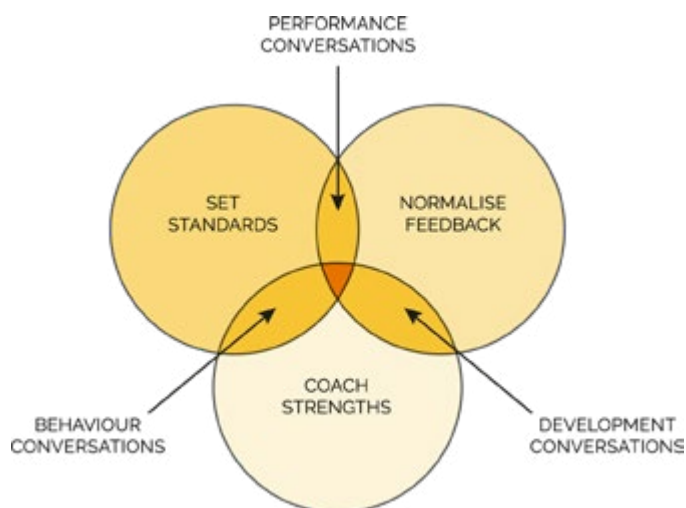
Our flagship leadership development program for leaders at any level. This program builds the skills of leaders to set clear standards for performance and behaviour, normalise a culture of feedback, and coach teams using a strengths-based approach. This is our most in-demand program, relevant for leaders across all industries and levels.

INCLUSIONS:

- 4 x half day leadership learning sessions able to be flexibly delivered (online or in-person), over consecutive days or weeks apart
- 1-month follow-up 90min group coaching & accountability call.

TOTAL INVESTMENT INCLUSIVE OF:

- **\$20,000+GST for groups of up to 15 people**
+ **\$150 per person resources fee.**



THE LEADERSHIP SYSTEM is a perpetual process of building capability in your people and inspiring high performance in the service of the organisation's purpose.

The system is a series of deceptively simple behavioural codes for unlocking performance through leadership, including:

- **Setting standards** for performance that are clear and measurable
- **Normalising feedback** by both asking for and giving feedback
- **Coaching strengths** to develop capability and confidence in teams.

COACHING & DIAGNOSTICS

DEVELOP SELF-AWARENESS

ONE-ON-ONE EXECUTIVE COACHING

Coaching and diagnostics are effective tools of deepening self-awareness and capacity to positively influence people and performance outcomes. Stephanie is a qualified coach and accredited practitioner of several validated psychometric diagnostics. Stephanie takes on a limited number of coaching clients per year, usually as an addendum to amplify the impact of her programs.

COACHING OFFERS AND INVESTMENT:

- **Individual one-on-one coaching: \$1200+GST per hour, or \$5,000 for a package of 5 x 1hr sessions.**
- **Small group coaching: \$2,500+GST per 90min session**

All coaching sessions include follow-up written action items.

DIAGNOSTICS AND DEBRIEFS

Diagnostic	Description	Session Length
Myers Briggs Type Indicator	A personality profiling tool that describes your personality and preferences	4hrs
Gallup StrengthsFinder	A strengths diagnostic that identifies what you are naturally talented at and enjoy doing – the keys to your superpowers	2hrs
Genos Emotional Intelligence Assessment	A diagnostic that quantifies your Emotional Intelligence – a critical leadership skill and core driver of success in all domains of life.	4hrs
Human Synergistics Life-Styles Inventory (LSI)	A tool that quantifies the degree to which you are adopting constructive vs defensive styles of thinking and behaving. The LSI empowers mindful awareness of stress triggers and increases your capacity to choose a constructive response.	4hrs

DIAGNOSTICS INVESTMENT:

• Myers Briggs Type Indicator (MBTI)	\$100+GST per person + half day facilitation fee
• Gallup StrengthsFinder Survey	\$50+GST per person + half day facilitation fee
• Genos Emotional Intelligence Assessment	\$150+GST per person + half day facilitation fee
• Human Synergistics Life-Styles Inventory (LSI)	\$150+GST per person + half day facilitation fee
• Half-day Facilitation Fee	\$7,500+GST.

TALKS THAT INSPIRE

DELIVERING POWERFUL, ENGAGING KEYNOTE PRESENTATIONS

Stephanie takes her audiences to the edge, challenging them to introspectively explore their own leadership styles and how their daily actions impact culture and performance.

The key message was around the Systems of Leadership, and how they can be enabled. I would 100% recommend to buy the book and get Stephanie to come in and talk to your team.

MARTI HUGHES

Principal, Organisational Leadership, Tennis Australia

An exceptional communicator, Stephanie had the full attention of the audience, sharing her insights and simple takeaways on how to effectively manage a team and providing simple but effective strategies that we could implement straight away.

NIKKI BRAYBROOK

Chair, Monash Business Awards

Stephanie facilitated the most wonderful online team building event for our growing team of staff. With a geographically spread hybrid team and lots of new starters, she easily understood what our objectives were and tailored a session to facilitate higher engagement, personal interaction, and a deeper understanding of one another. Stephanie's energy is infectious and she understand how to make our online session fun. The team are raving about their experience and we look forward to using Stephanie again in the future to assist further develop our team.

FIONA TREWHITT

Chief Operating Officer, A1 Estimates





EVENTS, CONFERENCES, TEAM DAYS

THE BONDS THAT TIE

Together is better than apart, but only if you fully turn up. The *Bonds that tie* are the threads that hold teams together to be better together and achieve team synergy – where the whole is greater than the sum of its parts.

In this talk, Stephanie explores synergy as the intersection between individual thinking and collective capacity.

At this event, you will:

- Understand power dynamics in groups that kill productivity and innovation
- Uncover the *Bonds that tie* and how they enable groups to elevate individual thinking and leverage collective capacity
- Be inspired to turn, up, lean in, and share your voice to truly add value.

UNCOVERING THE SECRETS TO HIGH PERFORMING TEAMS

High performance is not a mystery and it's not luck. There's a system and process to how it works.

To drive purpose, passion and performance leaders need to learn and adopt systems for high performance. Systems create habits, which create results. In her talk; Stephanie will lead us on an insightful discussion about systems for leadership, culture and strategy and how they work together to achieve the potential of your business.

At this event, you will:

- Understand the drivers of *Purpose, Passion and Performance* (the 3Ps) in organisations
- Learn practical tips to drive the 3Ps performance for leaders at any level
- Be inspired by the stories of leaders who've built amazing cultures.

CREATE ALIGNMENT

Find out the most effective way to foster alignment and drive high performance.

The biggest problem most companies have with strategy – is execution. High performing organisations set clear and measurable strategies and know which activities convert into results. Every person in the business understands what good performance looks like, and they understand how what they do, generates value – both for customers as well as for colleagues.

At this event, you will:

- Understand what leads to misalignment and breakdowns in strategy execution
- Learn about a proven process for strategy creation and execution that ensures your organisation remains adaptive and responsive in your chosen market
- Find out how to cascade strategy and align teams in ways that both motivate and inspire your people.

SPEAKING INVESTMENT: Keynote rate (60-90mins) – \$8,000+GST
Conference delegate book rate – \$20 per book (RRP is \$29.95)

DOWNLOAD Keynote and Conference Speaking Brochure at: stephaniebown.com

OUR CLIENTS



A SELECTION OF CLIENTS WE'VE PARTNERED WITH



Candlefox.

SOLOTEL

POLITIX

GAZMAN



Miele

CYGNETT

NOVAS



Hector's
Deli.



SPELL & THE GYPSY
COLLECTIVE



WHAT STEPH'S CLIENTS SAY ABOUT HER



"As our high performance partner since 2016, Stephanie has worked closely with the Pentana Solutions Executive Team and myself to facilitate both the creation of our 5-year strategic vision and execution of this vision through quarterly strategy and leadership sessions.

Through 360-degree feedback and ongoing coaching, Stephanie has helped us adopt more constructive styles of leadership, engage our Top 50 leaders in strategy execution, and truly take ownership of our roles as executives.

With Steph's guidance and support, we've become a stronger, more aligned executive team, demonstrating measurable improvements in both our leadership and our business performance. I am very comfortable recommending Steph to both my YPO peers and my business partners."

STEVE KLOSS, CEO, Pentana Solutions & YPOer



"Stephanie has done great things with us. Thanks to her planning, coaching and support, we had an award-winning team and a business that was hugely successful."

RADEK SALI, Former Chief Executive Officer, Swisse Wellness
(now founder Light Warrior Investments)



"Linking culture and leadership with clear measurable objectives is key to delivering on purpose, performance, and a thriving and sustainable organisation. No one better than Steph to help organisations bring this to the top of the agenda, and to identify opportunities to create a better workplace, better organisation, stronger culture, and ultimately deliver outstanding performance. Steph has been integral in the OneHealth journey from startup to scale. Not there yet by any means, the journey continues, but with the incredible talent, commitment, and passion from within our organisation and with Steph's illumination and guidance, there is every reason to be confident in outstanding results!"

ULRICH IRGENS
General Manager, Human Health at Novozymes

[VIEW more testimonials at stephaniebown.com](http://stephaniebown.com)