

CONNECT

ACTIVATE THE 'TEAM' IN LEADERSHIP TEAM

FIND LEADERSHIP SYNERGY, WHERE TOGETHER, WE'RE BETTER

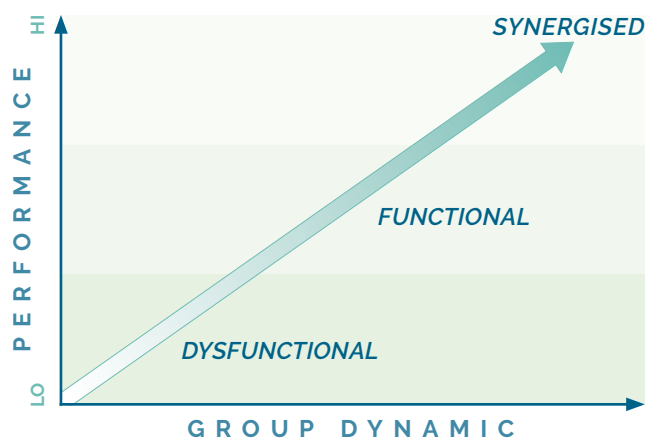
DOES YOUR LEADERSHIP TEAM...

- Fully leverage and utilise their talents in the pursuit of their shared mission?
- Think creatively to take advantage of opportunities?
- Make decisions by consensus instead of conformity or compromise?
- Deal with issues and resolve conflicts in open and constructive ways?
- Role model the organisational values in how they interact?
- Hold each other accountable?

CULTURE STARTS AT THE TOP. Leaders and leadership teams have the greatest accountability to driving organisational success. 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.

The dynamic of a team has a significant impact on their performance. **High performing teams** are teams in **synergy** – where together, they're better.



CONNECT PROGRAM

The **CONNECT** program is designed to deepen trust and respect in leadership teams and enable them to achieve team synergy > 90% of the time.

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



PROGRAM OUTLINE

DAY 1 • SYNERGY DAY

Strengthen the group dynamic

Synergy Day involves three 2-hr sessions to *Get Real*, *Get Close* and *Get Better*:

- 1. Get Real** – Diagnose team performance, discuss team dynamics, and decide on team paradigm moving forward.
- 2. Get Close** – Go deeper; explore personal values, and appreciate the diversity of thinking and styles in the group.
- 3. Get Better** – Define shared purpose and principles, learn how to clear issues and resolve conflicts and issues as they occur.

DAY 2 • FEEDBACK DAY

Strengthen individual accountability

Feedback Day involves normalising a feedback culture through a diagnostic and open-feedback over three stages:

- 1. Diagnose** – 360-degree diagnostic prior to the workshop using Human Synergetics Life Styles inventory (LSI).
- 2. Debrief** – Individual debrief with Steph to review the results and prepare for the workshop.
- 3. Develop** – LSI debrief workshop in which participants share results and provide on-the-spot feedback. The workshop includes a deep dive into group interaction patterns and concludes with individual commitment to positive habit formation.

OPTION • 3X QUARTERLY DEEP DIVES

Strengthen trust, respect and alignment on leadership principles

The bonds of trust and respect take time to develop. In workshops at quarterly intervals, we foster greater self-awareness and shared accountability with deep dives into shared principles of **leading strategy, leading culture, and leading teams**.

The program enables teams to:

- Develop strong bonds based on trust and respect
- Become a high performing team; effectively drawing on collective capacity to lead, problem solve and innovate.
- Deal with conflict and issues in constructive ways; achieving consensus over compromise or conformity.
- Hold each other accountable to continuous improvement through feedback, listening and sharing viewpoints.

INVESTMENT & INCLUSIONS

These days can be purchased as separately or as a powerful program experience. All programs are fully customisable.

SYNERGY DAY: \$15,000+GST

Plus return travel expenses from Byron Bay, NSW

Inclusions:

- 1 x full day facilitated workshop for groups of up to 10 (recommended group size)
- A copy of Stephanie's book *Purpose, Passion & Performance* for each participant
- Provision of summary PPT deck outlining shared purpose, principles and issues clearing process.

FEEDBACK DAY: \$15,000+GST

+ \$1,800 per person for LSI-360-degree diagnostic and group reporting

+ \$2,500 project management and reporting fee

Plus return travel expenses from Byron Bay, NSW

Inclusions – All same as for Synergy Day *plus*:

- LSI-360-degree diagnostic per person using Human Synergetics Life-Styles Inventory
- 75 minute individual online debrief with Steph prior to the workshop.

OPTION – QUARTERLY DEEP DIVES: \$15,000+GST per workshop

Option to add 3 x quarterly 1-day deep dives to strengthen team bonds and develop shared leadership capabilities.



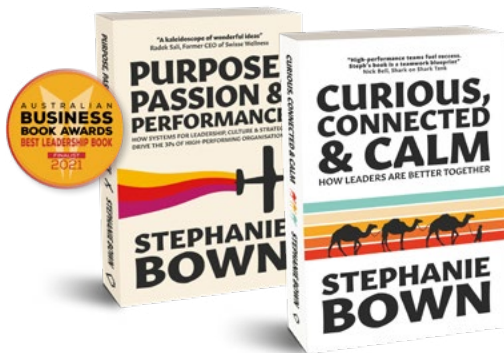
STEPHANIE BOWN

SPEAKER • AUTHOR • HIGH PERFORMANCE PARTNER

With over 20 years of experience transforming the ways leaders connect, align and inspire, Stephanie Bown helps leaders and leadership teams be better, together. She delivers talks and programs for start-ups, scale-ups and leading market disruptors to embed high performance habits and achieve outstanding results.

Stephanie's first book *Purpose, Passion & Performance*, is a guide for business leaders on how to build high performing organisations and was awarded one of Australia's top three leadership books in 2021. Her second book, *Curious, Connected & Calm* guides leaders in building high performing teams to find team synergy. Stephanie holds graduate qualifications in organisation dynamics, psychology, psychophysiology, neuropsychology, and positive psychology.

stephaniebown.com



“High-performance teams fuel success. Steph’s book is a teamwork blueprint.”

NICK BELL
Shark on Shark Tank Australia

WHAT CLIENTS SAY ABOUT STEPHANIE...

“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

“We spent a full day with Stephanie Bown digging down into our needs and values and found the whole process to be educational, insightful, and a bit confronting. Stephanie facilitated the day in both a strategic and empathetic way to allow us to gain psychological air to get to a granular level and then implement an action plan to move forward. A great process and a credit to her skills and knowledge!”

KEN FOWLER, Chapter Chair, Young Presidents Organisation (YPO)

Stephanie Bown




GET IN TOUCH

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