



Pivot High Performance Programme for Senior Leadership Teams

Why is a high performing leadership team so pivotal?

The culture and performance of an organisation usually mirrors what's happening at the top table.

If a senior leadership team is functioning effectively, where there is high trust, mutual accountability, laser like focus on the things that matter and a healthy team culture, the organisation's performance and culture follows suit. Conversely, a dysfunctional leadership team (or merely one which is not operating as effectively as it could) flows through to the rest of the organisation - in both results and culture.

It's therefore worth investing in your leadership team. That's where Pivot can help.

What is the Pivot High Performance Programme?

The Pivot High Performance Programme for senior leadership teams is a highly customised leadership programme which enables you to be the leadership team you aspire to be.

Through a series of highly customised workshops, team assessments, interventions and ongoing support, the Pivot Programme empowers your leadership team to become the high performing, cohesive team you need it to be, in order to deliver the results you need to deliver.

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The Pivot Programme draws upon proven leadership methodologies such as Patrick Lencioni's 5 Dysfunctions of a Team, the Drexler Sibbet Team Performance Model, Wilson Learning Social Styles Inventory and other leadership research. These proven tools, combined with Suzi's considerable experience in group facilitation and working with senior executive teams ensures positive, measurable success - that is, provided you and your team do your part!

Suzi works with your leadership team over the course of a minimum of 12 months, to help you create a high performing leadership team.

Through the Pivot Programme, you will:

- **Define your senior leadership team's purpose** and ensure buy in and clarity to that purpose from each team member.
- **Identify and implement positive team processes, norms and principles** around meetings, agreed behaviours, operating rhythms and decision making.
- **Pinpoint individual and group strengths** and ensure your leadership team is capitalising on these strengths and harnessing them on a day to day basis.
- **Address group and individual weaknesses and unproductive behaviours.** This raises self awareness, provides upskilling in giving and receiving feedback and ensures group members hold each other to account.
- **Build trust within the team,** the cornerstone of high team performance.
- **Create strong, productive relationships** and communication **between** team members.
- **Receive ongoing support and group coaching** – Suzi acts as your leadership team's 'challenging cheerleader' as you make your journey towards becoming the high performing team you aspire to be. This includes regular check ins, resources and material that is tailored to your leadership team's specific needs.



Here's what just a few CEO's who have engaged Suzi to improve their leadership team capability are saying...

"Suzi took the time to understand us and our business philosophy, our values and our people before she went to work on helping us become better leaders and a better team.

One of the real assets Suzi holds is her ability adapt to her delivery and content to the maturity of the audience, whether it be a new team, or established team with new members. Suzi's experience, content and delivery really engages the team and we all have come away with real tangible improvements as individuals and as team members.

We are on a journey with Suzi being our champion – keeping us focused and accountable to the commitments we made as individuals and as team members to each other. This is valuable in the context that we are all very busy and can slip into old habits with meetings and team dynamics, so having regular prompting messages and sessions with Suzi enable us to build and not only review aspects of high performing team culture.

I would highly recommend Suzi to any organisation and leadership team thinking about taking "the next step" in terms of company direction, culture, team dynamics and motivation. Suzi has an expansive knowledge of the tools necessary for any business to go to that next level."

- Scott Gibbons, CEO, Gibbons Holdings Ltd

"Our workshops with Suzi provided the team valuable insights around key differences in communication styles which, now understood, have led to better relationships, collaboration and productivity. Suzi, did a great job bringing this model to life with personal examples, and providing actionable learnings in a way that inspired and encouraged instant application. And we all had a lot of fun in the process!"

- Mandy Hanock, COO, Acumen

"I have worked with Suzi throughout my tenure as CEO of the Chiefs Rugby Club. I find her sessions incredibly useful on both a practical and philosophical level. I find I have a much broader tool box of techniques and strategies to apply to the often difficult task of leading & empowering people.

I am comfortable touching base with Suzi at any time on a challenging issue and I invariably finish the discussion with real clarity on the solution or next step. Suzi has convinced me that every high performing CEO should engage the services of an Executive Coach.

- Michael Collins, CEO, Chiefs Rugby Club

"Weta Workshop has worked with Suzi over the past 5 years in a variety of leadership development activities. She provides individual coaching for a number of our senior leaders and has also been key to the development and facilitation of leadership workshops and seminars for our senior crew.

Suzi has a wonderful style that resonates with the wide variety of personalities at Weta Workshop. We have seen demonstrable results from the crew she has interacted with directly, and also from the leadership workshops she's run with us. We thoroughly enjoy working with Suzi, look forward to continuing this into the future, and highly recommend her to other clients."

- David Wilks, General Manager, Weta Workshop

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Professional Fees:

The cost of Pivot for a 12 month programme is \$8,000 + GST per person on the leadership team. A minimum fee of \$21,500 applies.

This includes the following:

- Assessment of current team performance from individual interviews and The 5 Dysfunction of a Team Assessment Report.
- Preparation and delivery of 2 x full day and 2 x half day bespoke workshops, specifically designed to deliver a fully tailored programme for your leadership team.
- Preparation of participant pre-work and post-work, as well as review and provision of feedback to workshop participants.
- Provision of relevant resources to team members throughout the 12 months.
- Email and phone call support and follow up during the 12 month programme.
- Administration and evaluation of programme ROI.
- Any meetings, phone calls and other briefings with members of your leadership team to understand your requirements and develop the leadership programme as above.

If you want to see your leadership team improve cohesion, effectiveness and performance, contact Suzi to discuss your needs.

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About Suzi

Suzi is a Leadership Development Specialist and author of award-winning leadership blog, The Leader's Digest. She writes and teaches about accomplished leadership, what magic emerges when it's present, and how to ignite better leadership in individuals, teams and organisations.

Suzi has been a leader and senior executive herself, working alongside CEOs and executive teams in many guises. Her experience has included being a head-hunter and executive coach, and Practice Leader for a division at the world's largest HR consulting firm.

Suzi provides a range of services, including executive coaching, The Leader's Map (an online leadership programme for emerging leaders) and the Pivot Programme for leadership teams throughout New Zealand.

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