



MANAGEMENT (& EXECUTIVE) TEAM COACHING & FACILITATION

NSW Government Pre-Qualification Scheme & NSW FACS Training & Coaching Providers Panel

Southern Cross Coaching & Development (SCC&D) has Full Qualification Status (& EARL approval) under the NSW Government Prequalification Scheme – Performance & Management Services.

About SCC&D's Management & Executive Team Coaching & Facilitation

"Well structured easy to digest. Interactive & practical course - designed to meet a specific need. Identified what we need to do to follow up." Participant, NSW FACS

SCC&D customises all our management coaching, team coaching & facilitation assignments to suit the client & the objectives required. We have a deeply experienced team of coaches & facilitators, **including the International Coach Federation Australia Coach of the Year 2013.**

We utilise a variety of customised strategic applications including Design Thinking & L.E.A.N./ Six Sigma Black Belt methodologies where appropriate, or we develop bespoke solutions, depending on the required outcomes. **All** our team coaching & facilitation assignments are always specifically tailored to the organisation's express needs. **Contact us on 02 7901 5618 or getresults@southerncrosscoaching.com.au for more information.**

"I liked the action planning - walking away with key actions and timeframes" Participant, NSW FACS

Our continually growing team of 28+ coaches & consultants includes a Six Sigma Black Belt qualified consultant, a L.E.A.N. qualified consultant, an ex-Reserve Bank of Australia Board Member, ex-Public & Private Sector L+D/HR/OD managers & directors, & other industry leaders such as GMs, COOs, etc, and, as mentioned, the Coach of the Year 2013 (International Coach Federation Australia).

"The presenters were great! Very professional & can-do! Well done!!" Participant, NSW FACS

We have team-coached & facilitated executives & managers from NSW Government across NSW, from new & aspiring managers through to senior SES & CEO level or equivalent. We also have a huge range of experience in the Private Sector through to C-level executives.

"Team interaction & Team exercises. Positive nature + outcome i.e. specific tasks identified" Participant, NSW FACS

Relevance to the GSE Act 2013, NSW Performance Management Framework & NSW Public Sector Capability Framework

SCC&D services can be mapped to the capabilities NSW Public Sector Capability Framework, or any other Capability Framework). The principles we espouse are industry best practice & also very closely aligned to the NSW Performance Management Framework.

Executive & Management Team Coaching could be extremely applicable to almost any number of a manager's personal development Capabilities in the NSW Public Sector Capability Framework, and particularly to capabilities within the People Management, Relationships, Results & Personal Attributes groups. SCC&D can discuss this in more depth if required, & this can always be integrated into the program.

What can Management & Executive Team Coaching & Facilitation achieve?

Management & Executive Team Coaching & Facilitation can be applied to many areas that a group of leaders/executives need assistance or development.

It is of particular benefit where a combined team approach, message and/or standard management practice needs to be agreed i.e. agreeing a standard management/ performance management etc message & practice across a group of managers, etc.

"Develop People. Boost Performance. Fuel Productivity." Through...

COACHING TRAINING FACILITATION MEDIATION PSYCHOMETRIC ASSESSMENTS 360° ASSESSMENTS

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“Better understanding of team members & how we can work together as one team. The action focused component was incredibly useful.” Manager, NSW FACS ADHC

It can also be used to:

- ✚ Improve performance & develop leadership at all levels
- ✚ Break down silos across management groups/teams &/or executives & improve communication & understanding
- ✚ Get clarity on team & management strengths & weaknesses, with action plans to work together & combine expertise to develop/overcome/mitigate the weaknesses
- ✚ Promote understanding & development of mutually beneficial strategic & tactical cross-team/organisational solutions
- ✚ Develop & facilitate organisational & executive strategies & plans
- ✚ Solve many organisational/business problems

“Good to apply learnings & work as a broader team. Group interactions/sharing of ideas between 2 different teams” Participant, NSW FACS

For example, SCC&D used Management & Executive Team Coaching & Facilitation (in conjunction with one-on-one Executive Coaching) to get a group of managers at Housing NSW to standardise their team & individual management practices to regulate the culture across the group, decrease opportunities for staff to file grievances/allege bullying/cite differing management practices & overall improve culture & productivity.

Another good example is facilitating a group of approx 40 NSW FACS executives to develop a strategic organisational development plan and a subsequent action & execution strategy & action plan.

We have also run many of these types of sessions for up to high level SES/C-Suite Executive Teams to help break down silos, improve communication, recognise strengths, identify operational & strategic issues & formulate solutions & action plans.

Specific tailoring of the program

All our team coaching & facilitation assignments are always specifically tailored to the organisation's express needs.

Please contact SCC&D on 02 7901 5618 or email: getresults@southerncrosscoaching.com.au for more information & to discuss requirements.

100% MONEY-BACK GUARANTEE[^]

A 100% money-back guarantee[^] applies to each individual's facilitation, coaching and training program.

The cost of an individual's coaching program will be refunded in full if the sponsoring key stakeholder or the individual coachee does not feel the coach has made a positive impact[^]. Regarding facilitation & training programs, the pro rata cost of an individual's training or facilitation program (excluding travel expenses) will be refunded if the organisation deems it has not got the required outcomes for that particular individual[^].

[^]Providing the coaching, facilitation or training was undertaken voluntarily, SCC&D's invoice was paid within 30 days of date of invoice, and providing the participant and organisation's key stakeholder(s) invoking the money-back guarantee agree to give SCC&D in-depth constructive feedback as to why they each felt the respective program was not successful and how things might be constructively changed in the future.



ABOUT SOUTHERN CROSS COACHING & DEVELOPMENT™ PTY LTD

Our Mission: To deliver authentic, down to earth & practical coaching, training, facilitation & development services that convert to positive action & real world results in the workplace, & ideally personally.

What we do: *We take time to listen* – only then do we advise the right solution. Our multiple awards for Excellence in Business Ethics means you know we have integrity – we do what is right & we do what we say. The genuinely individually tailored solution we offer will do what you need it to do.

We don't apply a sausage-factory system that we simply slot everyone into. Our strength and success is in our team of expert consultants, not in a rigid methodology.

Who we are: *We have a growing team of 28+ handpicked, highly qualified, expert consultants* with a vast array & depth of both professional & personal experience. *That means we have the expertise to deliver solutions ranging from a single training or coaching program to large, multi-site, geographically disparate multi-team programs.* It also means you can likely get all the services you need right here, saving you time & money searching around.

For our coaching programs, *we have a unique Coach Matching Matrix(TM) to match coaches & coachees, and have never got a coach match wrong since we started in 2006.*

We work with both the Public Sector (including QLD & NSW Government (inc. the NSW Public Service Commission, NSW FACS, NSW Department of Premier & Cabinet, plus many others) & *large Private and Listed corporations in metropolitan & regional areas.*

SCC&D is a down-to-earth, no-nonsense, practical, high integrity, action-focused organisation that gets results. We guarantee it: **we put our money where our mouths are and offer a 100% money-back guarantee^** (^see **website for our fair terms & conditions**) around all our training & coaching - because we are sure we'll get the results you want. The fact we've never been asked to refund any money since we started in 2006 backs that up.