

# Inspire to Outperform

## High Impact Coaching by Leaders

Leaders with access to the mindsets and skillsets of High Impact Coaching build teams that consistently **outperform peers and competition by 10-25% without necessarily adding time or resources**. They multiply capability and capacity in teams and organisations such that collectively they achieve more with less.

Participants in the programs will be able to immediately apply the concepts into everyday interactions with their team, peers, managers, stakeholders, clients or suppliers. The learnings are so practical, relevant and widely applicable to everyday leadership that participants will be able to experiment with them as soon as they become aware of what they need to adjust. Increased awareness, application and integration results in exponential value gained by the participant, by those they lead and by the organisation.

### Inspire to Outperform Foundation Program

**Format:** 2 full days with 3 weeks in between + pre-, inter-session and post-work  
6 weeks total duration

**Audience:**

- Senior, mid-level and junior leaders with teams – adjustments are made for each group
- Leaders without teams, in influencing roles
- Future potential leaders
- Professionals who support leaders (eg. HR or OD partners/advisors)

The foundation program focuses on the essential mindsets and skillsets needed for high impact coaching by leaders to get the best out of their teams. The aim of the foundation program are **increased self awareness, application and integration** – in other words, closing the knowing doing gap.

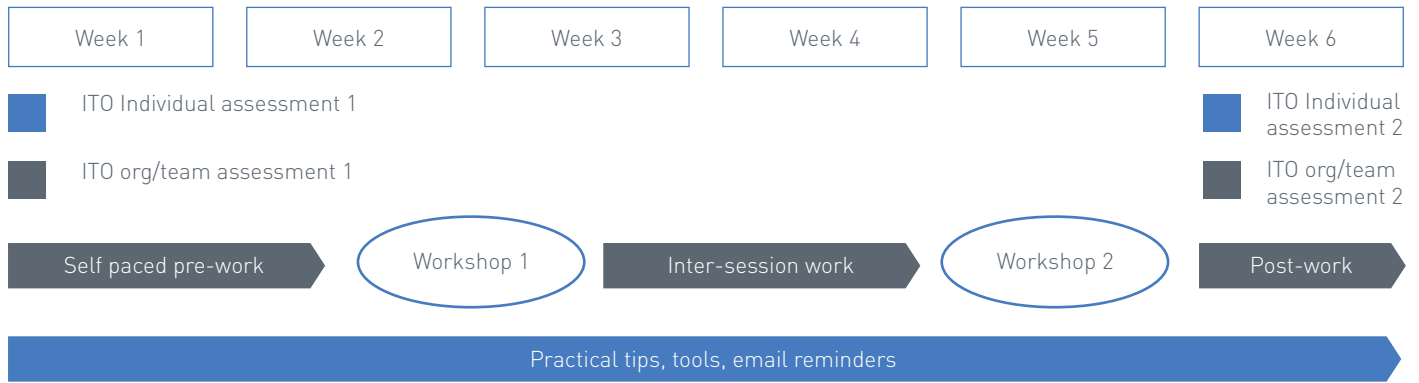
**Organisations will benefit from:**

- Immediate and longer term lift in the business value added by your leaders – lifting their own and team performance, turning around lower performers, engaging with more impact with stakeholders, clients and suppliers.
- Greater innovation, collaboration and engagement as people are encouraged and supported to think for themselves and take ownership
- Return on investment multiplied – due to the ripple effect, as the participants become more productive while performance uplift is achieved by those who are led by the participants.
- Contribute to a cultural shift that enables sustained high performance and growth with increasing number of people growing as Coaching Leaders. This is ultimately where the organisation will gain the greatest value.

**Participants will benefit from:**

- Increased ability to align, build confidence and engage people so they can contribute productively and take greater accountability for outcomes
- Greater access to a repertoire of approaches to tapping into and growing people's strengths and talents, enhancing performance, talent retention and engagement
- Ability to empower people so less time is spent on reactive problem solving, more time on things that matter
- Learning to adjust mindsets and behaviours, which can enable breakthroughs with people who are difficult or underperforming and build more constructive relationships

# Inspire to Outperform Foundation Program



## About Megumi Miki



Megumi is the creator of Inspire to Outperform concepts. Her recent successful tailored program for National Australia Bank has

received excellent feedback, with positive impact on participants' leadership and performance. Demand for the program has been strong for 1.5 years, with nearly 600 people having participated already.

Megumi has over 20 years as an internal and external consultant to large corporations including National Australia Bank, ANZ Bank and Accenture. Her experience ranges from organisational development focusing on leadership and culture to strategy and business performance analysis. She offers an approach to Leadership and Organisational Development that taps deeply into hearts and minds while aligning to the strategic goals and leadership challenges for organisations. She also works with a range of experienced associates to deliver quality leadership and organisational development services.

With practical understanding of the opportunities and challenges of leading people, Megumi is passionate about inspiring people to be their best by unleashing their own potential as well as enabling people to inspire others.

She offers a range of learning programs, tools and speeches designed to raise awareness, educate and develop leaders to inspire potential in others.

## Key Features - Why this program?

- |                                      |  |
|--------------------------------------|--|
| Business relevance and results focus | <ul style="list-style-type: none"><li>• Assessment tools to raise awareness as well as track progress</li><li>• Interactions over an extended timeframe to hold people accountable for learning, application and achieving results</li><li>• Specifically designed with organisational leaders in mind, taking an in depth look at the difference between a leader vs coach and the implications</li></ul> |
| Depth and impact                     | <ul style="list-style-type: none"><li>• Going beyond skills &amp; techniques, focusing also on inner development</li><li>• Specific, individualised feedback on strengths and areas to adjust</li><li>• Workshops delivered by carefully selected coach facilitators who model the Coaching Leader concepts</li></ul>  |
| Learning integration maximised       | <ul style="list-style-type: none"><li>• Extended timeframe to allow for experimentation, reflection and integration – recognising the time needed to embed learning and behaviour change</li><li>• Self-paced learning methods incorporated to work in with busy schedules</li></ul>   |

## What is in the foundation program?

- Self assessment before and after the workshops to review impact and progress
- 2 full day workshops focused on high impact coaching leader capabilities:
  - shift mindsets, beliefs and presence to improve conversation outcomes
  - listen and ask to facilitate and stretch people's thinking
  - clarify intentions to achieve desired results
  - expand question range for skilful coaching
- Pre-, Inter- and post-workshop activities to sustain the application and integrate learning
- Follow up tips and reminder emails

We have had almost 600 people across the organisation attend the program in the last year and the most common feedback we receive is -  
“the best workshop I have ever been on!”

NAB PROGRAM MANAGER