

Inspire to Outperform

High Impact Coaching by Leaders

Leaders can inspire smart teams that consistently outperform with access to the mindsets and skillsets of High Impact Coaching. 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 Coaching Program

Format: 6 x 1 to 1.5 hour meetings over 3 months + pre-, inter-session and post-work

Audience:

- Senior, mid-level and junior leaders with teams
- Leaders without teams, in influencing roles
- Future potential leaders

The coaching program enhances leaders' ability to develop smart teams using essential mindsets and skillsets for high impact coaching by leaders. The coaching program increases **self awareness, application and integration** – in other words, closes the knowing doing gap.

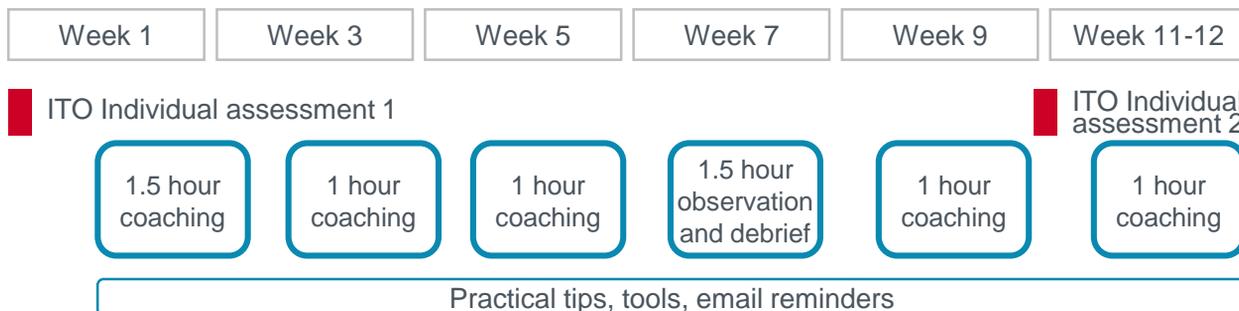
Organisations will benefit from:

- Immediate and longer term lift in the business value added by your leaders – lifting their own performance by enabling their teams to contribute more, turning around lower performers, engaging with more impact with stakeholders, clients and suppliers.
- Greater innovation, collaboration, engagement and collective performance 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.
- Begin a cultural shift that enables sustained high performance and growth with the ripple effect with leaders developing smart teams and modelling a different style of leadership.

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 Coaching 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?

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| Business relevance | <ul style="list-style-type: none"> • Specifically designed with organisational leaders in mind, taking an in depth look at the difference between a leader vs coach and the implications • Learning practical mindset and skill sets of high impact coaching leaders • Live case study coaching to ensure concepts are applied to real situation |
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| Results focus | <ul style="list-style-type: none"> • Assessment tools to raise awareness and track progress • Extended timeframe to allow for experimentation, reflection and integration – recognising the time needed to embed learning and behaviour change |
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| Depth and impact | <ul style="list-style-type: none"> • Going beyond skills & techniques, focusing also on inner development • Specific, individualised feedback on observed strengths and areas to adjust |
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What is in the coaching program?

- Self assessment before and at the end of the program to review impact and progress
- 6 x 1 to 1.5 hour coaching sessions including:
 - An initial assessment and coaching plan
 - Foundations of high impact coaching
 - Observation of the leader in action and debrief
 - Live case study coaching
 - Final assessment, progress check and planning to sustain
- Tips and reminder emails throughout the program