



empowering people for results

LEADERSHIP COACHING

LEADERSHIP COACHING FOR RESULTS

ARE YOU ?

- Wanting to improve your executive or leadership effectiveness
- Recently promoted into a new role
- Looking to progress and step-up into a new role
- Looking to achieve better results through people and great team leadership

Leadership coaching is a one-fits-one game.

Admired leadership is about having strategies to understand and leverage your strengths, know the impact of your current style, be able to set goals for what you want to achieve and work towards developing new skills, learn how to re-set your beliefs and mindset and be ready to master new experiences that will make you super successful.

YOUR LEADERSHIP IMPACT

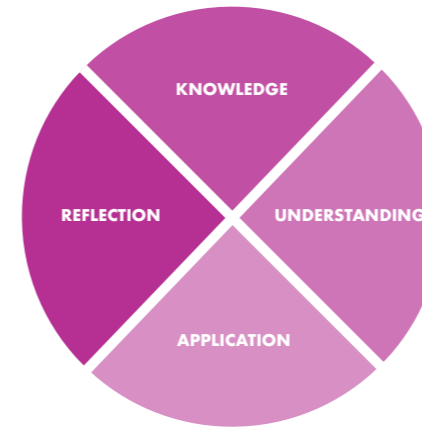
Mindset	Growth	Impact
Fearless	Admired	+10
	Assured	+ 5
Competent	Adequate	0
	Anxious	- 5
Imposter	Abandoned	- 10

- Focussed achievement of business goals
- Development of core leadership skills and capabilities
- Improved focus and meaning in work
- Increased profile and personal brand
- Improved relationships
- Greater self and social awareness
- Greater ability to manage stress and anxiety
- Heightened self-esteem

LEADER COACHING PROCESS



LEADERSHIP COACHING FOCUS AREAS



A BESPOKE DEVELOPMENT PROGRAM JUST FOR YOU

KNOWLEDGE Delivered in all coaching meetings, is beneficial but does not guarantee understanding or application.

UNDERSTANDING Comes with continued review and application to your specific business challenges, so we recommend regular weekly/fortnightly meetings in the first months.

APPLICATION The key is ensuring wise application to maximise ongoing benefits. To do this we walk alongside you and your people needed.

REFLECTION Knowledge, understanding, application and reflection leads to mastery, to equip you to be an admired leader.

COMMITMENT & GOAL SETTING

Commitment to a process of personal development and change sits at the heart of any successful coaching program. To get started, you will complete a short questionnaire. This makes sure we are aligned on understanding more about the you, your role, your coaching goals, your expectations and your preferences for how we will work together.

Our set-up also includes a conversation with your manager (if appropriate) to make sure we have their support and are setting goals that will drive both your growth and achieve stellar business outcomes

PROFILING TOOLS

Having accurate information about the way you think, can bring about positive, productive changes in your behaviour and increase overall effectiveness.

The LifeStyles Inventory (LSI) is an individual development tool that uses both self-assessment and 360° feedback from colleagues to identify individual thinking and behavioural styles. By providing insights into your strengths and areas for development, it empowers you to embark on your own strategies for being better at, and enjoying more, in everything you do.

Most importantly, the LSI is designed for development purposes only and personal results are confidential. When completing both the LSI 1 and LSI 2, they can be compared to identify your confirmed strengths, unrecognised strengths, blind spots, and stumbling blocks.

I will guide the you through the findings and work with you to develop strategies for growth. If you have recent profiling tool already completed, we can use this.

LEADERSHIP COACHING

All sessions are for 90 minutes, face-to-face, can be in your office or off-site in Collins Street. Of course, these can also be by Zoom or Skype.

During our coaching we will use real work scenarios to develop your awareness, skill and application of resource tools. At the end of each session, you will receive a summary of our discussion and coaching notes.

EMAIL AND PHONE SUPPORT

Between each session, we are available to support you by email or phone as needed.

LEADERSHIP TOOLS AND RESOURCES

I have over 30 years' leadership experience in both functional and line roles, together with subject matter mastery of leadership, culture and organisation development principles and practices. I have amassed a significant portfolio of tools and resources that I am able to access and share with you to support your development.

COACHING STYLE AND PHILOSOPHY

Using a strengths-based approach, we work with people to enable them to be the best they can be and to achieve the results they seek. We look to complement the personal style of the individual being mentored together with providing thoughtful challenge to achieve change and results.

COACHING OVERVIEW

MONTHLY PROGRAM

- Commitment and goal setting
- 90 minute coaching advisory session
- Unlimited phone & email support
- Leadership tools & resources
- Coaching summaries & notes
- 3 Way Debrief & check-ins

3 MONTH PROGRAM

- Commitment and goal setting
- LSI 1 & LSI 2 profiling an 2 Hour debrief
- Unlimited phone & email support
- 3 x 90 minute coaching advisory session
- Leadership tools & resources
- Coaching summaries & notes
- 3 Way Debrief & check-ins

6 MONTH PROGRAM

- Commitment and goal setting
- LSI 1 & LSI 2 profiling an 2 Hour debrief
- Unlimited phone & email support
- 5 x 90 minute coaching advisory session
- Leadership tools & resources
- Coaching summaries & notes
- 3 Way Debrief & check-ins

12 MONTH PROGRAM

- Commitment and goal setting
- LSI 1 & LSI 2 profiling an 2 Hour debrief
- Unlimited phone & email support
- 9 x 90 minute coaching advisory session
- Leadership tools & resources
- Coaching summaries & notes
- 3 Way Debrief & check-ins
- Recall LSI 1 & 2 profiling & 2 hour debrief

TESTIMONIALS

DANIEL LOMBARDI

Regional Manager

'I immediately felt at ease working with Rosemarie, her diligent pre-preparation resulted in an instant bond as she brought with her knowledge and practical examples suited to my role, which enabled me to challenge my methods of operation and thinking from the get-go.

My collaboration with Rosemarie and P2P Solutions has allowed me to better align my own personal career goals with the expectations of the business. Through this process I feel encouraged to pursue a leadership style that is inclusive and co-operative resulting in greater efficiency within the business. Undoubtable, I am now better positioned to embrace the benefits of delegation, allowing me to work more closely with my team members towards a shared common outcome.'

DANIELA GIANDINOTO

Chief People & Transformation Officer, Department of Premier + Cabinet

"I have worked with Rosemarie on a number of assignments since 2011 from Executive Team Effectiveness, Organisational Culture Programs and Individual Executive Coaching.

Partnering with Rosemarie has been critical part of our Executive team success and supported us as we led the organisation during change and transformation. Her approach is a good mix of theory and practical solutions. Demonstrating a wealth and depth of experience she has a skill in developing an immediate grasp of the dynamics within and across a team and pushing the boundaries of our executive and senior management.

I cannot recommend Rosemarie highly enough to work with executive and senior leaders one on one and in teams.

On a personal note Rosemarie has also been crucial in leading, guiding and encouraging me throughout my executive career."

Clients

A sample of clients Rosemarie has worked with during her consulting career, include leaders from the following organisations;



ABOUT ROSEMARIE



Rosemarie as the founder of P2PSolutions, is an experienced culture and leadership professional with extensive experience both leading teams and working with executive stakeholders and their teams in developing strategies to effect cultural change and great leadership.

Working at the intersection of strategy and culture, Rosemarie is passionate about the co-creation of practical workforce solutions that always deliver on business strategy whilst building an aligned organisational culture and capability - enabling people and business to thrive.

She has deep experience in managing stakeholders and building leader capability to effect major cultural, structural and systems change.

Rosemarie's experience includes working in all Australian States and Territories, APAC, North America and Europe, supporting clients in Resources & Energy, Information Technology, Telecommunications, Banking & Finance, Facilities Management, Professional Services sectors and all tiers of Government.

Rosemarie has worked as a global leader with internationally respected consulting firms and has also held various Functional and People & Culture Leadership roles in the Information Technology and Communications sector. Rosemarie draws upon these experiences daily in her leadership work.

Rosemarie works to enable you to:

- Build a practical and pragmatic People & Culture plan to deliver on your business strategy.
- Mentor you, and your team, to grow your capability to drive and embed long term transformational culture change.
- Build a high performing, aligned team ready to lead your culture that empowers people to be their best.
- Understand the deep connection of your people systems and practices to the enablement of your strategy
- Design and embed your organisational architecture to enable people to deliver exceptional outcomes and great customer experiences

As a culture expert, Rosemarie is often called upon for speaking events and public commentary on culture and emerging workforce trends



rosemarie@p2psolutions.com.au



+61 417 354 117



www.p2psolutions.com.au



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