



True Impact **Coaching**

**Coaching that delivers
True Impact**

Actrúa
PERFORMANCE CULTURES

leadership | safety | coaching

True Impact Measures

Actrue's range of coaching solutions are designed to deliver results. They can be readily adapted to your requirements so that we co-create a solution for your team.

Our approach to coaching is informed by the latest developments in neuroscience, positive psychology and strengths based development.

Our team understand the challenges of modern business and modern leadership. The workplace is changing, things move fast and time is a valuable commodity.

Our coaches partner with participants to support and challenge them to achieve their personal and professional best. It is an ideal solution for the workplace of today because it can be delivered in the moment, in the workplace and focused on real business challenges. Our coaching delivers a True Impact because it is focused on the development needs of the individual.



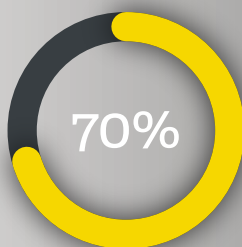
True Impact Measures



High Performing leaders have 50% greater impact than average leaders



Companies with high performance cultures outperform others by at least 60%*



70% of millennials are not receiving leadership development

*Based on shareholder return and Outperform median by 60% and bottom quartile by 200% (McKinsey, 2018)

Are your leaders ready for a VUCA world?

A VUCA world is volatile, uncertain, complex and ambiguous.

It's not a far-off future world – it's the nature of today's global business environment.

Are your leaders ready to:

- Anticipate and react to rapid change?
- Act decisively, even without direction or certainty?
- Navigate complex and chaotic challenges?
- Maintain performance despite unpredictability?

A photograph of two women in a professional setting. One woman, with blonde hair and a blue sleeveless top, is smiling and looking towards the other woman. The second woman, with grey hair and glasses, is looking down at a document on a table. The background is a plain, light-colored wall.

True Impact Coaching Solutions



“Coaching is unlocking people’s potential to maximize their own performance.”

John Whitmore

Leadership Coaching

Coaching is a highly effective development solution for leaders at all levels. The coaching process and approach may vary depending on the level and business need, but the outcome doesn't change – and that outcome is performance.

Programs can be delivered to all or any of these levels

EXECUTIVE

MANAGEMENT

FRONTLINE

Actruea has a diverse group of experienced coaches that can be matched to fit your requirements. We understand that different challenges come with different levels of leadership.

Our coaches will challenge you to step further than you have stepped before. Most importantly, it will be done in a supportive, caring and constructive manner.

Coach & Confirm

Designed for frontline leaders, Actruea's Coach and Confirm methodology provides the opportunity for frontline leaders to receive practical and targeted on-the-job development for performance improvement.

Our coach will provide an independent assessment of each coachee's capability against an agreed framework. This will require extensive personal contact and multiple observations in real work situations and interactions. Skills development examples include, but certainly not limited to, delivering effective pre-starts; toolbox talks, team meetings, task assignment, delegation and safety interactions.

Feedback profiles

Coaching can be done with or without a feedback profile. Feedback may be gathered using a 360 degree survey, 180 degree or it may be self-assessment only.

The Actruea team hold accreditations in many of the most reputable feedback profiles that are available today. These include Human Synergetics, The Leadership Circle, Hogan, DISC and Team Management Systems.



Our team is also able to work with you to build your own Capability Framework and / or customised feedback tools to support the leaders in your business.

Your leaders – your language.



Talent Management

Identifying, developing and retaining the key talent in your business is a key ingredient in building a sustaining performance culture.

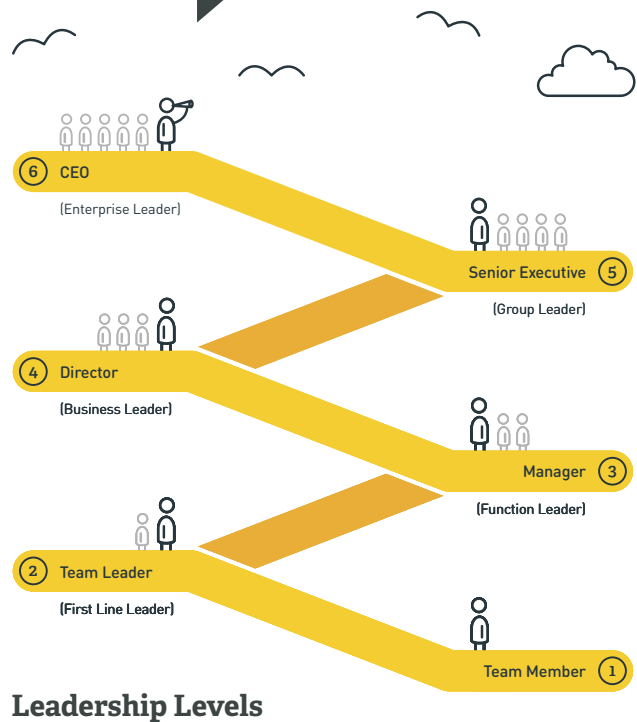
Did you know a high performing employee can deliver 400% greater productivity than an average employee?

How much does losing a talented leader cost your business? In addition to the direct replacement costs, consider the lost productivity, knowledge and influence that can be lost. Without doubt, talent management is a high value investment.

- Are there development plans in place for your key talent?
- Are you aware of their career goals?
- What are their strengths?
- How are they developing key future abilities?
- Are you supporting them during the important leadership transitions?

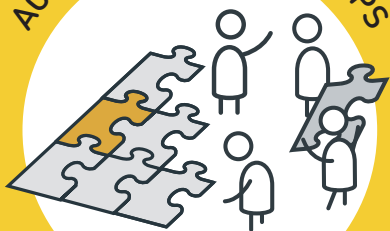
"Less than a third of leaders believe their organisation is effective at supporting new leaders to help them cope. Less than 20% believe the organisation provides adequate development prior to promotion."

(DDI Report)



Leadership Levels

ACTION LEARNING GROUPS



Action Learning Groups

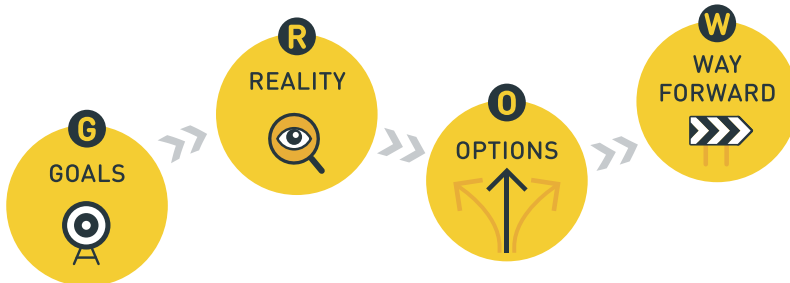
The peer group is perhaps the most under-utilised development resource available. Peer groups will typically have an intimate knowledge of the role, work environment and challenges faced.

Actruea offers a specialised facilitation process known as Action Learning Groups. Participants bring a real business challenge they are experiencing to the group. The group listens, collaborates and offers solutions. Action Learning Groups have delivered great results for a broad range of peer groups. It can be used for graduates, professionals and executives alike. It is ideal to support diversity, talent initiatives and to promote cross functional collaboration at all levels in the organisation.

Coaching Circles can be a great way to fire up innovation and collaboration across your business.

Coach the Coaches

Building internal coaching capacity is an ideal way to build and sustain a coaching culture. Our team have delivered a range of coach development programs that can be tailored to fit the needs of your organisation.



The **GROW model** is just one example of a simple, yet powerful model that is well understood and easy to apply. We can support your leaders to become coaches utilising the GROW model and/or others tools and language that exists in your business.

Case Study

Actrura were engaged by a Global Resources Company to support the development of their internal Coaches at operations in Australia and PNG. The organisation required our support to skill up a number of Superintendents to then provide coaching to Supervisors. Our team delivered coaching against an agreed framework, in-field shadow coaching and mini skill development workshops at site over a period of six months.

Team Coaching

Have you ever wondered why just about every sports team has a coach, yet most business teams do not? We can support your teams through a structured team coaching process to be more effective in how they work together and make decisions.

Our High Performance Teams Toolkit provides solutions that fit the various phases of team development or challenges that they may be facing.

Safety Leadership Coaching

Our safety leadership coaching solutions have been used by many organisations to support their operational and senior leaders.

Your leaders are the role models and the key influencers towards building a high performing safety culture. Yet many of these leaders, particularly at a supervisory level, may have received minimal development and "only know what they know".

Safety Leadership Coaching can be a highly effective and supportive approach to engaging and developing both the mindsets and skillsets of your leaders to achieve sustaining results.

Performance = Potential – Interference

Timothy Gallwey



Our Team

As part of the Actrue Coaching Practice, we have a number of highly experienced coaches, who are leaders in their own right, located across Australia.

Our team are passionate about providing the True Impact growth experiences and outcomes for your people. In all areas of leadership, safety and team development, they are able to challenge, engage and inspire cultures of performance across all levels of your organisation.

With years of global experience, our team understand and know what it takes to deliver True Impact. Our pragmatic solutions have robust theoretical foundations underpinned by a range of qualifications and experience, including Organisational psychology, Clinical psychology, Neuroscience and Executive Coaching.

Louyse Ahlquist

As Actrue's Coaching Practice Leader, Louyse Ahlquist brings a wealth of coaching and leadership experience that stretches over 17 years across multiple industries including mining and mining services, oil and gas, transport, communications, construction, finance, manufacturing, and healthcare (to name a few). She has partnered with leaders at all levels.

Louyse has a strong commitment to supporting others to be the best they can be. This combined with a direct and pragmatic approach ensures that individuals are supported and challenged to change.

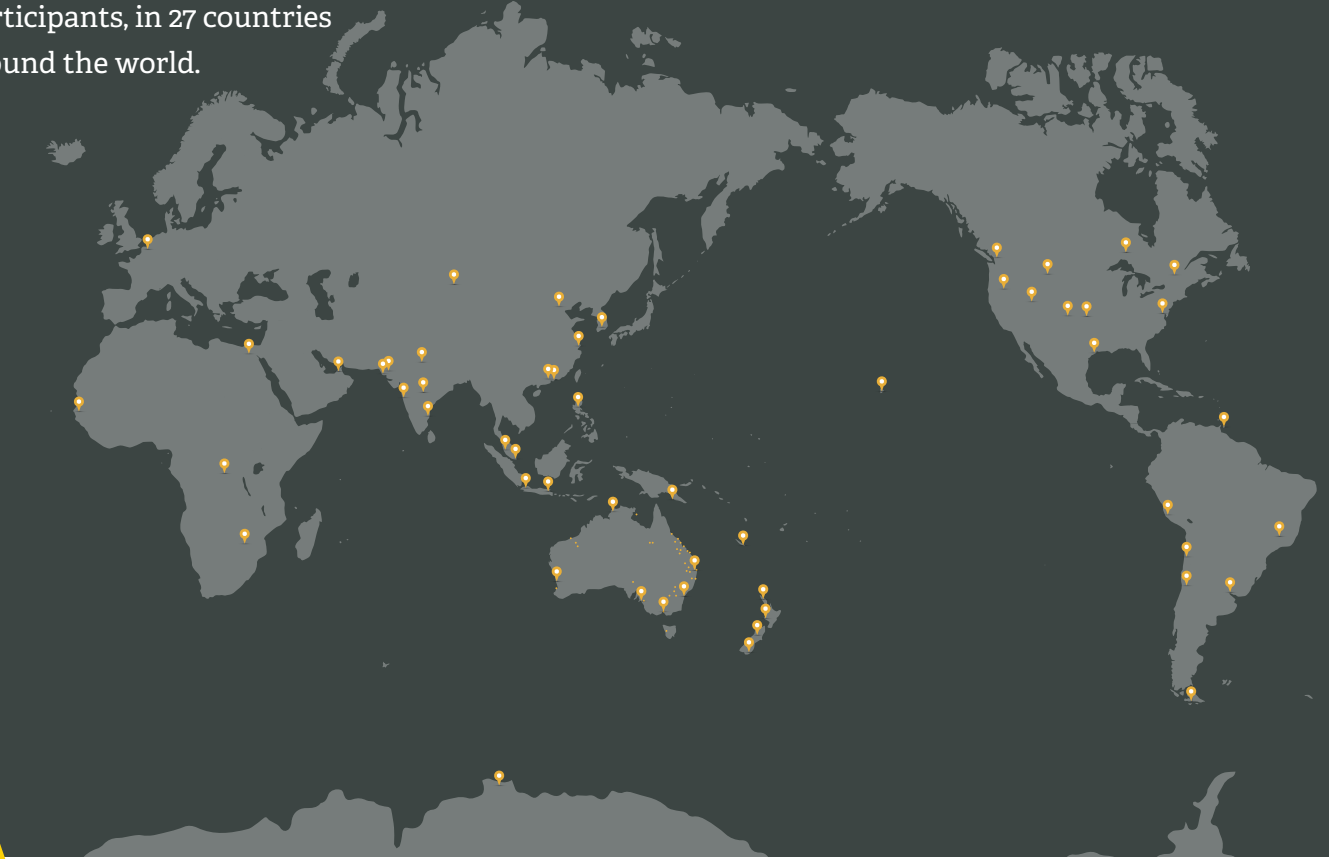
With a strong commitment to making a difference with people, teams, and organisations she has a passion for keeping abreast of coaching trends and new learnings to continue to support the growth of your leaders.



Actrúa has delivered solutions to

more than 55,000

participants, in 27 countries
around the world.



Actrúa is the catalyst that will activate your true culture of performance.

Actrúa is an award-winning business that has delivered breakthrough results to some of the largest corporations in Australia and overseas.

Authentic change and development is our passion, and strategy is how we make it happen. Our strategic insight empowers a higher level of performance, agility and innovation.

Uncover your hidden capabilities. Reveal your new opportunities. Unleash your true potential.

Our clients include:

- Airbus Helicopters
- BHP
- Bradken
- Childrens Health QLD
- City of Gold Coast
- Evoenergy
- Gladstone Ports
- Glencore
- Hastings Deering
- Icon Water
- Keolis Downer
- Methanex
- Mitsubishi
- Newcrest Mining
- Orora
- Powerlink
- Queensland Rail
- Queensland Sugar Ltd
- Redland City Council
- Sime Darby
- SnowyHydro
- St Vincent de Paul
- Sunwater
- WaterNSW
- Whitsunday Council
- Yarra Trams.

T +61 7 3221 4388

Actrúa.com.au

Act on it