



Inspiring
Leaders



Thriving
Teams



Great
Cultures

**“The best way to predict
the future is to create it.”**

Peter Drucker

We **create value** for our clients by designing and delivering key organizational development initiatives that lift the engagement, achievement and potential of their people.

Client Experience

You can expect that we:

- Take time to understand your unique context and goals.
- Are easy to work with, collaborative partners.
- Offer quality solutions based on sound methodology, tools, and frameworks.
- Deliver measurable results to positively impact your business.



LeadUP.

How we grow your leaders

Discovery and Insights

- 360-degree feedback tools
- Profiles to highlight preferences, strengths, and areas to grow
- Build self-awareness around leadership style

Capability and Confidence

- Design of leadership programmes aligned to your strategy, culture and/or change outcomes.
- Facilitation, co-facilitation or enabling leader-lead facilitation
- Leadership Capability, Mindset Frameworks



Developing Your Leaders

Leaders at every level influence employee and team engagement, customer experience and business performance. Great leaders shape both strategy and culture in a way that others are inspired to achieve.

Our programmes build critical capabilities to help leaders:

- Be aware of self and others, be more inclusive as leaders
- Connect others with future strategy and vision
- Champion innovation and successfully lead change
- Create a positive culture
- Build high-value teams
- Coach and develop talent
- Achieve bottom-line results.



I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.

Brene Brown



Not finance. Not strategy. Not technology.
It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.

Patrick Lencioni

TeamUP

How we grow teams

Teams, whether leadership, operational, cross-functional or project teams, benefit from focused team development experiences, tools, and resources to help build cohesion, collaboration and optimize their potential.

Team Insights

- Our starting point is understanding team context and growth opportunities.
- A range of discovery tools to uncover team strengths and gaps.

Team Engagement

A series of team development experiences that enable teams to:

- Build positive trust-based relationships.
- Align on shared purpose, goals, and milestones.
- Align on ways of working and culture of success.
- Commit to team mindset (how we think, act, and interact).
- Be accountable for high performance.
- Build resilience for change.

Culture and Change

Strategy describes **WHAT** organisations focus on and culture tells us **HOW** the organization gets work done. Culture impacts how individuals and teams feel and the extent to which they will engage in a meaningful way.

We work alongside Clients to:

- Explore current experience through engagement surveys, discovery workshops, etc.
- Design desired culture. Mindset, values, behaviour statements.
- Coach leaders to engage the organization through effective change leadership practice.



Customers will never love a company,
unless it's employees love it first

Simon Senek



Development Partners and Associations



Activate Change

If you want to find out more about how we can help you achieve development outcomes, please contact Joan on **021741993**, email her at joan@matherconsult.co.nz or connect with her on [LinkedIn](#).