

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

## Inspiring Leaders - 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

## Thriving Teams - How we grow teams

All teams benefit from focused team development experiences, tools, and resources to build cohesion, 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.



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

Simon Senek

### 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.

### Great Culture

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.



## Development Partners and Associations



The best way to predict the future  
is to create it

Peter Drucker

## 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**.

[www.matherconsult.co.nz](http://www.matherconsult.co.nz)

