



Creating value for our clients by designing and delivering organisational development initiatives that lift people engagement, achievement and performance.

Inspiring Leaders: How we grow Leaders



Discovery and Insights

- 360-degree feedback tools.
- Profiles to highlight preferences, strengths and areas to grow.
- Understanding personal leadership style.



Capability and Confidence

- Design leadership programmes aligned to strategy, culture and/or change outcomes.
- Facilitation, co-facilitation or enabling leader lead facilitation.

Our programmes build 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.

Thriving Teams: How we grow Teams

All teams benefit from focused team experiences, tools, and resources to build cohesion, and optimize their potential.



Teams Insights

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



Team Engagement

- 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.

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

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 contact her on **LinkedIn**

www.matherconsult.co.nz



MATHER CONSULTING

INSPIRING LEADERS > TEAMS > PERFORMANCE