

“think
learn?
succeed

“smart training for clever people”



**Leadership is the passion to
take action**

**IGNITE THAT PASSION IN YOUR LEADERS
WITH **BESPOKE LEADERSHIP** PROGRAMS**

**COACHING
PROGRAMS**

**EXPERIENTIAL
WORKSHOPS**

**TRAINING
SESSIONS**

**We equip leaders to adopt resilient mindsets, build 'people
smarts' and create crystal clear vision**



Build leadership, build success

LEADERS HOLD THE FUTURE OF YOUR BUSINESS IN THEIR HANDS

That's why investing in their development is a smart move. Your leadership development program is your success program. So what does a great leadership program look like?

We believe it is custom designed, interactive and resonates with the unique needs of your business. That's why we don't offer off-the-shelf programs. Instead, we deliver bespoke development sessions, based on three key delivery methods: executive coaching, experiential workshops and leadership training.

MEET YOUR FACILITATOR

Eleanor Shakiba is a positive psychology expert. She has trained over 50,000 professionals in the art of high impact thinking and communication. She writes and consults in the areas of leadership development, gender diversity and breakthrough communication.

Eleanor started her career as a writer and theatre director. She next moved into training and management roles at the University of Sydney. Today, she is one of Australia's leading consultants in the field of experiential learning. She is the author of *Difficult People Made Easy* and has written 90 training programs.

Her qualifications include a B.A. in Social Anthropology; Graduate Certificate in Adult Education; Graduate Diploma in Applied Psychology; Master Practitioner and Trainer of Neuro Linguistic Programming; DISC and MBTI accreditation.

Eleanor is passionate about helping high performers thrive and succeed. Clients describe her as 'a lively and enthusiastic presenter who can keep you engaged for hours.'

CONTACT ELEANOR NOW
www.thinklearnsucceed.com.au

COACHING PROGRAMS

Coaching is a highly personalised approach. It involves working in small groups or one-to-one with an expert in people development.

Eleanor Shakiba specialises in solution focused coaching. This is a results-oriented style which works best for driven, positive-minded executives and high potential managers.

Coaching can be delivered one-to-one or in small groups of up to 6 senior leaders. It is a confidential process, in which clients explore problems, goals and skill gaps with the support of a trusted advisor.

EXPERIENTIAL WORKSHOPS

These Workshops are designed to tap into your group's existing wisdom and build new levels of success. Dynamic and inspiring.

Workshops are based on principles of action-learning, reflective practice and solution focused conversation. They're ideal for creating a 'safe space' to move from good to great.

Small groups of 10-14 are best for this style of leadership development. This enables everyone to contribute. Workshops should be run in a large, light-filled space conducive to creativity.

TRAINING MODULES

We know leaders are busy people, so these sessions are short and to the point. Delivered in half-day formats, they maximise learning.

You can mix and match modules to create the perfect program for YOUR leaders. We customise case studies and examples to ensure each session fits your business context.



Coaching Programs

Coaching is a structured conversation, which triggers deep learning and sustainable change. It is ideally suited to executive development, because it is highly focused on the client's unique needs. Great coaches don't deliver pre-packaged 'products' because we know that every leader - and their context - is different. Eleanor Shakiba specialises in solution focused coaching. She is an IECL accredited coach and works with clients who are talented, creative and driven towards success.

One-to-one leadership coaching

Individual coaching is perfect for senior managers and executives who are dealing with complexity. Coaching works best for experienced and ambitious executives who are committed to lifelong learning. Choose this option for high performers who are open to feedback, success oriented and dynamic in their approach to leadership. Eleanor Shakiba can help your leaders:

- Make decisions that promote business growth
- Become savvy negotiators
- Shift negative thinking and solve problems
- Remain goal-focused and resilient
- Manage politically sensitive situations
- Reach and maintain peak performance states



A coach is a trusted partner who helps leaders structure thinking and behaviour in ways which support success.

Executive team coaching

During team-based coaching, your leadership group participates in a series of facilitated dialogues. These focus on reaching specific objectives. Structured conversations are combined with micro-skills instruction. Choose this development option if your focus is on culture-building, visioning or creating positive group dynamics. Executive team coaching can be used to:

- Address toxic team dynamics
- Develop shared vision and aligned purpose
- Build cohesion and overcome 'tribal' or 'territorial' behaviours
- Solve complex problems
- Challenge 'below the line' behaviours
- Maintain momentum and resilience during times of change or uncertainty

Talk to Eleanor Shakiba about your coaching needs. Phone 0433 126 841



Workshops and Training

Experiential workshops

Okay. So that's a bit of facilitator jargon. Here's what it means. Experiential learning is a training method based on using prior life experience as a starting point for growth. Workshops are interactive group sessions, specifically designed to foster wisdom and spark change. Put them together and you get a 'wow' factor approach to leadership development. Every Think Learn Succeed experiential workshop is bespoke. Creativity is a core value in our business, which means we put spark and verve into every workshop. Here are some examples of workshops we've built for clients in the past. But remember, we'll design YOUR program from scratch.

- **Creativity labs.** Planning or problem solving days using corporate storytelling or cartooning
- **Finding your groove.** Jazz musicians work with your group to build shared vision and 'groove'
- **DISC and MBTI workshops.** Personality profiles are used to enhance interpersonal dynamics.
- **Success booster days.** Butchers-paper-free planning and strategy days.
- **Playback learning.** Actors perform scenarios based on real life situations from the business. The group learns by seeing mistakes in action, then guiding the actors through alternative actions.

Leadership skills training

Short, sharp and punchy training for time-poor senior managers and executives. If you want death by PowerPoint, these sessions are definitely not the option for you. But if you're looking for inspiring, interactive training they will fit the bill. All sessions are half day modules. You can mix and match to create a customised program, or just book one. Options include:

- Influence and persuade
- The mesmerising presenter
- Shift happens (a.k.a. leading change)
- Emotional smarts for dynamic leaders (EQ)
- Resilience and beyond
- The savvy negotiator
- Storytelling for leaders (no, it's not about lying)
- Think like a genius (creative thinking)

Check our full program at www.thinklearnsucceed.com.au

Need a bespoke program for your leaders?



WHAT OUR CLIENTS SAY

"Well informed, great case studies and tools. Information based and interactive."
Natasha Hannan, Zurich. 2016.

"Interesting and interactive. I believe I have learnt a genuine mechanism to give some much needed feedback."
Richard, NICTA. 2015.

"Eleanor was a fantastic tutor. Thoroughly engaging from start to finish" Open program student, Centre for Continuing Education. 2014.

"Training based on real world experiences that is immediately applicable in my role."
John McCar, University of New England. 2014.

"I thought the course was fantastic. It was easy to follow and broken up with great exercises." Naomi Forsyth, Reckon. 2009.

"Just one [coaching] session with Eleanor can make all the difference."
Louise O'Brien, University of Western Sydney. 2008.

FIND OUT WHAT WE CAN DO FOR YOUR LEADERSHIP COHORT

Contact us now.
www.thinklearnsucceed.com.au
0433 126 641

THINK LEARN SUCCEED WILL DELIVER IT.... AND DESIGN IT, TOO

We believe one-size-fits all training is like single-sized clothing: it doesn't fit anyone. So we bring creativity and passion to tailoring your leadership program. We design learning experiences for experienced learners.

WHAT'S INCLUDED?

For workshops and training, everything you need for up to 16 participants is included. You get: one needs analysis meeting; a pre-program questionnaire for attendees; bespoke content and customised case studies; workshop delivery; manuals for program participants; session evaluation report.

For coaching, your fee includes a set number of coaching sessions. These are 1 hour in duration and delivered at your site. Clients also receive notes, tip sheets and resources as needed.

WILL WE PLAY SILLY GAMES?

No. Your leaders won't be expected to play childish games in our programs. They'll learn from activities such as 'real plays', facilitated dialogues and playback learning (actor-based).

Our trainers are experts in applied psychology – so they know how to make learning safe, relevant and 'sticky.'

Some groups want us to include energisers and 'fun' activities. We're happy to do this, if those activities will support learning. Talk to us about action learning options like the team walker illustrated on this page.

HOW MUCH DOES IT COST?

Fees depends on what we deliver for you. We factor in the number of facilitators required, course design costs, printing fees, hire of equipment (if required) and involvement of extra help such as actors in more complex sessions.

We will work to your budget, so these issues will be discussed during our needs analysis meeting.

See you there!


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