

**LEADERSHIP
VICTORIA**



Coaching Services

**LEADERSHIP
VICTORIA
.ORG**

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Leadership Victoria has been developing exceptional leaders - with and without formal authority - for 26 years. We increase people's capacity to grow, lead and contribute in complex environments.

Coaching must provide a focus on goal setting, skill development and outcomes in partnership with key stakeholders.

In addition to our acclaimed open-enrolment and customised leadership programs, we offer a range of additional services which complement and enhance leadership development in individuals and their organisations.

Coaching services

Leadership Victoria develops and fosters leadership through a range of coaching services, providing targeted support for leaders with a focus on developing self in the context of their organisation and the broader community.

Our coaching services are available to individuals, and we will work with you to tailor a coaching solution that suits your needs.

We also work with organisations to develop customised coaching programs to meet the needs of their staff. This coaching can be delivered one-to-one or in small groups (up to five people).

Coaching can be delivered within the context of Leadership Development Programs, or as stand alone coaching.

Our coaching programs include:

- 1:1 coaching tailored to all leadership levels
- 1:1 debrief 360 degree feedback coaching
- 360 degree feedback debrief in group settings
- Bespoke team based coaching

Only Leadership Victoria delivers this comprehensive model of leadership with a rich tradition of transforming individuals, their organisations and the community.

Our Approach

Our coaching framework is goal oriented, evidence based and solution focused.

Coaching is a proven technique to facilitate behavioural shifts, enabling both individuals and groups to develop their skills and solve complex issues to achieve their potential. Coaching drives a culture of feedback and high performance.

Our values support our belief that coaching is a powerful and effective way for leaders to gain insights into self and to fast track their development. Our unique "influence – vision – ethics" model is complemented by our holistic focus on the interaction of social, economic and environmental issues and our tri-sectoral lens in coaching and leadership solutions development.

Our vision: Exceptional Leadership. Thriving organisations. Positive Social Impact. We are striving to achieve "great leadership in every organisation and community."

Our Framework

We tailor our coaching programs to suit your needs and objectives, whether we are working one-to-one with an individual or on a larger scale program for an organisation.

The coaching program we develop for you will draw on some or all of the elements outlined below:

- **Introductory Planning Meeting:**

An initial introductory planning meeting will establish the client needs, desired outcomes, and plan towards achieving the objectives.

- **Coaching Sessions:**

Coaching sessions are delivered in the format, schedule and location agreed during the planning session.

We monitor the progress of the coaching program to ensure that expectations and timelines are met; and we conduct 'temperature checks' at the mid-point of the coaching program to gauge the client's progress.

Our specialist team is available for communication via phone or email at any time between scheduled meetings.

- **Written Report:**

Evaluation is a key focus of Leadership Victoria's coaching programs to measure the effectiveness of the coaching sessions and the client's progress, particularly for an organisation's program.

A written report(s) can be provided to the appropriate manager at the conclusion of the coaching program. Without breaching the client's confidentiality in relation to personal goals and ambitions, written reporting will focus on the ability of the client to:

- set appropriate goals;
- commitment, drive and motivation to develop self and the organisation;
- think strategically to problem solve and overcome obstacles;
- accept feedback, reflect, and do an honest self-assessment.

The report includes:

- qualitative and quantitative data sourced from feedback and evaluations
- a review of the clients' goals and development plans.

- **Program Evaluation & Debrief:**

Following the coaching program delivery the program impact can be evaluated by utilising:

- retesting and comparison of data from 360 degree and other feedback assessments
- client feedback
- review of individual development plans
- success of workplace projects
- goal achievement of coaching sessions

Leadership Victoria undertakes an internal process of staff reflection and evaluation at the conclusion of coaching programs. We use this to inform the planning and scope of future coaching series. We recommend that a debrief meeting is also held with representatives from your organisation and Leadership Victoria to discuss the program feedback and evaluations and to implement the key insights into plans for future programs.

Psychometric Instruments

We offer a unique program built on 25 years of innovation and experience to enhance your organisation’s objectives in improving leadership capability and support.

We are the only organisation in Australia who intersects the leading-edge Rooke & Torbert Leadership Development Profile for stages of leadership consciousness development, Harvard’s Adaptive Leadership, and the core concepts of “vertical development” outlined by the Center for Creative Leadership.

We offer a range of in-house psychometric profiling, 360 Degree Assessment and other feedback services to assist and support your coaching program. We work with our clients to determine the most appropriate instrument to meet the individual, team’s or organisation’s requirements. Psychometric instruments are available in the areas of:

- | | | |
|-------------------------|------------------------|---------------------|
| Leadership Capabilities | 360 Degree Feedback | Team Development |
| Change Management | Emotional Intelligence | Conflict Management |
| Personality Types | Stress Management | |

We use online administration and reporting of our psychometric instruments. This has enabled us to source products globally which has resulted in a considerable cost saving passed directly on to our clients.

We also utilise online surveys for our program evaluations as well as the Board Effectiveness evaluations, which enables us to easily capture both qualitative and quantitative data.

Pricing Principles

Leadership Victoria is a not for profit organisation. Our pricing principles ensure that we offer unrivalled value for investment. Our coaching services are provided at highly competitive rates and all of our psychometric instrument administration and reporting is provided to the client at cost. We also offer a discounted rate to not for profit organisations.

Leadership Victoria is a social enterprise. 100% of the proceeds of our activities are applied to charitable projects in Victoria and elsewhere, including through our leading-edge pro-bono collective impact programs.

Our clients

Previous coaching and leadership programs have been tailored for a broad range of clients across all sectors including:

- Health Sector Leadership Program (including the Australian Dental Association Vic Branch and a number of other allied health associations)
- Knox City Council
- Boroondara City Council
- Victorian State Sporting Associations
- University of Melbourne Graduate Student Association
- ReGen Uniting Care
- Change Agent Network within the Alcohol and Other Drugs sector

Case study: State Trustees

Leadership Victoria worked with the entire executive team including the CEO of State Trustees on the provision of small group coaching, followed by 1:1 coaching, based on the Rooke and Torbert “Seven Transformations of Leadership”.

Customised Leadership Programs: A Holistic Approach

Leadership Victoria offers a unique range of exceptional leadership activities and services, including:

- Acclaimed open enrolment and customised leadership development programs for emerging, established and experienced leaders from all sectors
- Wide-ranging social impact program coordinating our alumni and other skilled volunteers who apply their leadership and specialist skills to benefit the community
- Extensive, active and influential network including our distinguished alumni of over 1,000 leaders and our partners and supporters across the corporate, government and community sectors

We can tailor a package to meet your organisation’s development needs, including a range of customised and/or open enrolment leadership development programs with coaching component, 360 degree feedback and debriefing for individuals or groups.

We look forward to talking with you about your objectives, and will provide you with a written proposal and quote.

Our Team

Leadership Victoria’s handpicked, specialist team hold a broad range of accreditations for assessment and development tools, which we utilise to assist in developing self-awareness and gaining key insights into personality, motivations and behaviours to support ongoing leadership development.

Tony Matthews, Manager, Leadership Development



Tony has extensive management and leadership experience gained from working across the private, public and not-for-profit sectors. With over 20 years' experience in the design, development and delivery of high quality leadership and professional development programs; Tony has a passion and drive for creating learning organisations and communities.

Prior to commencing at Leadership Victoria, Tony was Manager Professional Development with Local Government Professionals Inc (LGPro) with responsibility for overseeing and responding to the professional development requirements of the local government sector, including lead facilitation of prominent programs and activities including the national LGMA Management Challenge, the development of the LGPro Ignite program and the LGPro Executive Leadership Program.

Our Associate Coaches

Leadership Victoria has a team of highly qualified and experienced Associate Coaches, which ensures we have access to specialist skills and experience to expertly respond to any coaching request or situation.

The LV Coaching Team operates under the highest professional standards. Bios are available for our Associate Coaches on our website.

Location

Our head office is located at the historic Old Treasury Building in the Melbourne CBD.

We have a range of rooms available to deliver your coaching program at our venue in the Old Treasury Build; or we can deliver the service on-site for you.

We can also provide unparalleled networking activities involving a broad range of perspectives across sectors and industries, providing opportunities for coaching participants to participate in development activities that synergise with their one-on-one coaching work.

For more information contact:

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