



Inspyr

LEADING CULTURAL CHANGE

INSPYR PTY LTD

LEADING CULTURAL CHANGE TO BUILD RELATIONAL TRANSPARENCY AND TRUST.



Our programs include:

- **Leadership Essentials:** a customised program to strengthen self-leadership to engage and influence through applying contemporary leadership principles including adapting leadership style, growth mindset, building trust, providing clarity and vision and a coaching leadership style to develop capability, ownership and accountability.
- **Strengthening Collaboration:** apply key principles of collaboration and the language of collaboration to strengthen engagement and collaboration among leaders and teams.
- **Leading and Facilitating Change:** facilitate the energy and momentum of change to minimise resistance to change and apply a powerful metaphor to support the change journey.
- **Strengthening Resilience to Support Emotional Wellbeing and Flexibility with Change:** apply a practical model of resilience and mindfulness principles to strengthen emotional wellbeing and flexibility with change.
- **Emotional Intelligence in Action:** build high level rapport, trust and communication through managing our emotional response and understanding the impact of unconscious bias through our values, beliefs and perceptual lenses.
- **Confident Conversations and Resolving Conflict:** strengthen conversational intelligence through the use of sensory language and empathetic communication to minimise conflict, support accountability, model workplace values and plan conversations in a range of relevant workplace contexts including managing upwards.
- **Building High Performing Teams:** strengthen team performance through harnessing individual and team strengths, recognising the stages of team development and aligning team and organisational goals
- **Challenging Mindsets:** recognise some of the flaws in conventional thinking patterns and apply practical techniques to overcome them to support problem solving and developing solutions and strategies.

- **Manager as Coach:** build internal coaching capability through strengthening key coaching skills such as questioning and listening and the application of contemporary coaching models to develop capability and facilitate conversations for generative change.
- **Executive and Team Coaching and Mentoring Programs:** one on one coaching to support executives and teams in workplace relevant contexts as well as formal and informal mentoring programs.
- **Personal Strengths Inventory:** a practical and easily interpreted tool to identify intuitive strengths and behaviours that you would like to strengthen or use with more intention to strengthen self-leadership and build trust within teams.

ABOUT **INSPYR**

Established in 2003, Inspyr has a particular focus on working with organisations experiencing on-going and pervasive organisational change, high expectations of stake-holders and associated levels of workplace stress. Inspyr also supports people who have strong technical and clinical backgrounds who desire to strengthen their people leadership skills.

Inspyr has provided its professional development services to a wide range of organisations including Queensland Health (and a number of the Hospital and Health Services including Metro North, Darling Downs, Mackay, Townsville and Cairns), St Andrew's Hospital Toowoomba, local government (including councils at Mackay, Gold Coast, Redlands, Brisbane, Ipswich, Fraser Coast, Gympie, Scenic Rim and Livingstone), Queensland Rail, Department of Housing and Public Works, Office of State Revenue, Department of Education and Training, Department of Communities, Department of Justice, Sunwater, National Native Title Tribunal, Victoria State Emergency Services, Anglicare, Suncare, Alphapharm, Griffith University, Wesfarmers Insurance and Cromwell Property.

Our principal coaches and facilitators, Adam Scott and Dr Tammy Somerwil are internationally certified and benchmarked Meta Coaches and Neuro-Semantics trainers and bring graduate and post-graduate qualifications in business, education and leadership. Adam and Tammy not only draw on extensive experience in training and coaching but also a wealth of practical experience working as leaders, managers and team members in a range of fields in the public, private and not for profit sectors including health practice management, transport, finance, international trade, recruitment & HR, education, IT and sales.

Our corporate values are: **Accountability | Collaboration | Transformational Change**

For further information, please contact:

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