



Make Culture Your Competitive Advantage

We believe that engaging workplace cultures built on relational trust and transparency will enable organisations to adapt and thrive in a world of ongoing and pervasive change and disruption.

They will also attract and retain motivated people who want to contribute with meaning and purpose, while supporting their emotional wellbeing and lifestyle.

We partner with our clients to build sustainable values-based cultures that accommodate the evolving work environment and the expectations of seasoned employees and the emerging workforce.



Our programs include:

- **The Team Covenant Culture (TCC)™**: an award-winning process acquired from Team Excellence to strengthen values-based intentional behaviours to build relational transparency and trust across an organisation, supported by a continuous all-inclusive coaching process.
- **Executive Engagement**: an opportunity to evaluate the Team Covenant Culture™ through strengthening intentional and transformational leadership in senior leadership teams.
- **Free 30-day unlimited access to our TCC technology**: through a Software as a Service (SaaS) license agreement, have unlimited access to our TCC proprietary behavioural software. Use this in a number of contexts including recruitment, retention, development and strengthening culture within and across teams. This can also be packaged with training and support from Inspyr to maximise the value of this opportunity.
- **I Choose Success (ICS)**: a researched-based self-directed and scalable coaching program which measures an individual's unique personal and intuitive behaviours and teaches them how to select appropriate intentional behaviours. ICS is also a key component of TCC to sustain cultural change.
- **Leaders and Emerging Leaders Programs**: customised programs for leaders and emerging leaders incorporating contemporary material including identity as a leader, adapting leadership style, developing a leaders' mindset, strengthening vision and strategic focus, building trust and strengthening accountability.
- **Strengthening Collaboration**: apply key principles of collaboration and the language of collaboration to strengthen engagement and collaboration within and across teams and overcome roadblocks to collaboration.
- **Leading and Facilitating Change**: apply practical models that capture the dynamic nature of change to manage the transitions of change, facilitate the energy and momentum of change, overcome resistance to change and strengthen creativity during change.
- **Strengthening Resilience to Support Emotional Wellbeing and Flexibility with Change**: apply a practical model of resilience and mindfulness principles to strengthen both the core and bounce of resilience, emotional wellbeing and adaptability to change and adversity.

- **Emotional Intelligence in Action:** apply key principles of emotional intelligence (EI) including emotional competence and emotional regulation to understand self, manage our emotional response, and strengthen empathy and perspective to understand others and enhance relationships.
- **Confident Conversations and Resolving Conflict:** strengthen conversational intelligence through sensory language, empathetic communication and framing to create a space for listening to connect with others and have conversations in workplace relevant contexts including managing upwards and across, aligning values and behaviours, resolving conflict, providing feedback and management performance.
- **Diffusing Hot-Headed Behaviour | Customer Service in Difficult Situations:** a practical program to support front-line and customer service staff in more confidently dealing with challenging customer behaviours and acquiring a range of tools to de-escalate situations and protect emotional wellbeing.
- **Building High Performing Teams:** strengthen team performance through harnessing individual and team strengths, awareness of team and individual needs and strengthening coaching skills to develop capability and capacity.
- **Challenging Mindsets:** recognise some of the flaws in conventional thinking patterns and apply practical strategies and overcome and overcome them to strengthen a growth mindset, creativity, problem-solving and strategic thinking.
- **Manager as Coach:** apply key coaching skills in conjunction with practical coaching models to build internal coaching capability, strengthen the coaching style of leading and support a work environment of growth and learning.
- **Executive, Team and Group Coaching:** coaching to support executives, managers and teams in workplace relevant contexts as well as formal and informal mentoring programs.

ABOUT INSPYR

Established in 2003, **Inspyr** has a focus on leading cultural change through strengthening intentional behaviours to build relational transparency and trust. This is supported by an award-winning OD process (The Team Covenant Culture™), which **Inspyr** acquired from Team Excellence, and customised professional development programs to strengthen self-leadership, resilience and engagement, particularly in organisations experiencing pervasive and on-going organisational change, high expectations of stakeholders and accompanying levels of workplace stress.

Our founding principals are Adam Scott and Dr Tammy Somerwil who collectively provide over 35 years of experience in program design, development and delivery. Both Adam and Tammy bring a diverse mix of practical workplace and business experience in leadership and management roles, along with post-graduate qualifications and international certifications in training, facilitation and coaching.

Inspyr has delivered its professional development services to organisations including Queensland Health (including to health services at Cairns, Townsville, Mackay, Sunshine Coast, Metro North, Metro South, and Darling Downs), Brisbane City Council, Gold Coast City Council, Gladstone Regional Council, Cairns Regional Council, Mackay Regional Council, Gympie Regional Council, Redland City Council, Ipswich City Council, Fraser Coast Regional Council, Office of State Revenue, Youth Justice Services, Department of Housing and Public Works, Queensland Rail, St Andrew's Hospital Toowoomba, Mercy Health and Aged Care CQ, Anglicare CQ, Uniting Care Community, Local Search, Victoria State Emergency Services, Austrade, Hunter and Central Coast Development Corporation, Griffith University, Australia New Zealand Policing Advisory Agency, Australian Federal Police, AUSTAR, Alphapharm, Cromwell and University of Sunshine Coast.

Our values are Awareness, Collaboration and Transformational Change.

For further details on how **Inspyr** can support your organisation, please contact either Adam Scott or Tammy Somerwil or visit our website at www.inspyr.com.au

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