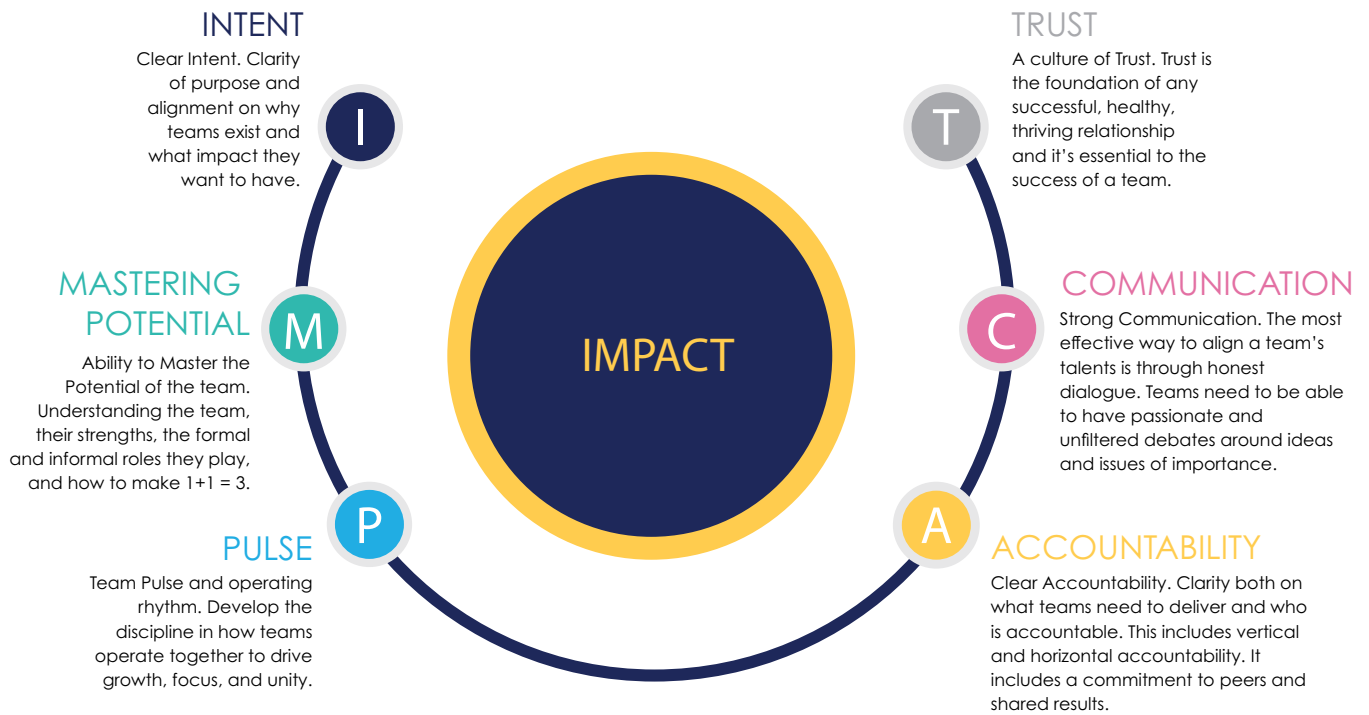




mpact

# IMPACT Program

Our passion is to help leaders and their teams maximise their leadership potential to ultimately lift organisational performance and deliver outstanding outcomes



Built on adaptive leadership foundations, our **IMPACT** program is designed to be highly interactive and experiential. To ensure real and sustainable leadership growth and development. With time dedicated to reflection and the ability for leaders to apply real learnings.

**IMPACT** enables teams to connect to their why, to leverage one another's strengths, deepen trust, and develop accountability. Teams gain complete alignment and clarity about what it is going to take to be successful and have the positive impact they strive for.

High performing teams that are focused and deliberate about their **IMPACT**, are better connected to why they exist and how their leadership can positively affect everything and everyone.



# BUILDING YOUR **IMPACT** & UNLEASHING POTENTIAL

The program objectives are tailored to align with your organisation or teams needs with a focus on answering the following 4 big questions:

- **Why is it so important that we exist?**
- **How can we get there together?**
- **What do we need to focus on?**
- **Who is accountable for what?**

## IMPACT Program

The following 4 half-day Workshops, held over 4-6 months, constitute the foundation of the program with the option to add Workshops to complement this basic structure for an elevated development experience.

### CREATING INTENTIONS

**Why is it so important that we exist?** This first workshop creates the foundations for your WHY. Through a facilitated process you create your team purpose and intentions, ensuring alignment to your strategy and providing inspiration for your people.

### MASTERING POTENTIAL

**How can we get there together?** This second workshop is a team discovery process to learn, reflect and commit to teams working collectively at their best. Teams understand their combined strengths, development areas and potential blind spots and how to unlock their potential.

One of the 2 profiling tools proposed below is used as the basis for this Workshop.

- The Strength Profile instrument is utilised to bring awareness of team dynamics and create commitments to increasing effectiveness and impact.
- HBDI is used to understand thinking preferences and build whole brain team habits.

### COMMUNICATING WITH INFLUENCE & IMPACT

**What do we need to focus on?**, teams need to be able to connect, trust and communicate effectively. In this Workshop teams learn how to transform their conversations and practice deep and effective feedback processes. The goal is to enable teams to achieve outcomes through quality discussion and debate, build their feedback muscle and deepen trust.

### UNIFYING YOUR PULSE

Committing to yourself and your peers is a critical component of this work. Via individual leadership commitments and a team charter, the team will create a set of commitments that will be visible, measured and accountable. Teams can also review their operating rhythm and how they meet for higher performance through this workshop.

# ELEVATING **IMPACT** FOR ENHANCED LEADERSHIP AND SUSTAINABLE HIGH PERFORMANCE

These modules complement the basic structure of the IMPACT program to address and develop certain topics that will take your team's leadership to the next level.

The objectives are to deepen the progress of leadership skills and create strategies to sustain performance.

They can be added individually or as part of a package. The timing of these Workshops will be agreed with the client for best results. They can be inserted within the basic structure of the program or delivered at the end.

## IMMUNITY TO CHANGE

The focus of this Workshop is to define a key improvement goal the team needs, create visibility and understanding of what may get in the way, and enable the team to set and support behavioural change.

## WELLBEING

Optimise energy and create sustainable habits to be the very best version of yourself and for your team. The purpose of this Workshop is to develop a wellbeing strategy to support your leadership and impact.

## TRANSFORMING CONVERSATIONS

Achieve outcomes through quality discussion and debate. Learn how to identify where you sit on the conversational dashboard and practice and embed transformational interactions that co-create outcomes.

## STORYTELLING & PRESENCE

The outcomes of this Workshop are threefold. Understand the power of personal stories for your leadership. Find and construct stories to be delivered with impact and enhance connection and engagement through storytelling.

## STRATEGIC INFLUENCE

Leveraging the Harvard Adaptive Leadership process of Observe – Interpret – Intervene the team will strategically develop influencing skills with heightened effective results.

## EQUINE ASSISTED LEARNING

Learn through experience as you fully engage in a range of activities with horses bringing you insights into how you are showing up and how your energy influences those around you.



# YOUR FACILITATORS

## Michelle Sales

Michelle has the ability to facilitate outcomes well beyond what leaders and executive teams ever imagined was possible.

With a passion for leadership, Michelle brings authenticity and warmth as much as a hard-hitting capacity to hold people to account.

She has helped thousands of leaders and their teams learn to show up as the best version of themselves, to build confidence and maximise their leadership performance and impact.



## Angela Middleton

Angela's empathic, thoughtful and engaging style enables participants to be vulnerable and push themselves out of their comfort zone.

She has coached and mentored many people throughout her career with her most rewarding work helping individuals one on one to build their strengths and improve their confidence.

Angela knows how to get the best out of people to ultimately deliver great personal and business results.



*'Thank you, it has really kick-started us on a journey towards becoming a real leadership team. There's lots more work to do but you've given us some great tools and a pathway to do it.'*

**Vanessa Eckhaus, Head of People & Culture**  
**Alannah & Madeline Foundation**

*'A useful investment in time to reflect and think about the team, the individual members and how the team dynamics come together to drive a connected and united purpose and way of working together to achieve greater outcomes.'*

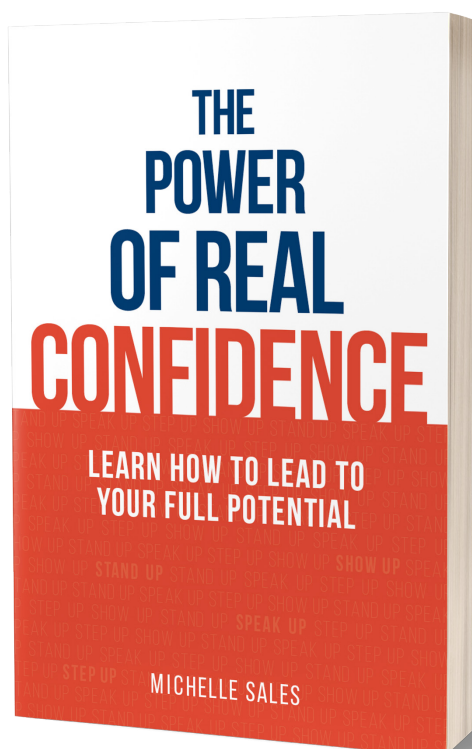
*'Michelle is always an open, genuine and thoughtful presenter who makes the time to get to know the team to get the most out of the sessions.'*

**Cassandra Hewett, Head of Financial Crime**  
**ANZ**

*'Michelle led the design and delivery of a high performing leadership team day. Her great facilitation and expert guidance resulted in the team walking out of the room at the end of the day set-up to work more cohesively and effectively, and with a clear purpose. We got through a huge amount of material without feeling rushed, and her honest candid style helped establish an environment that supported real-time feedback, vulnerability and out of comfort zone learning.'*

*'I highly recommend Michelle and look forward to working with her again soon.'*

**Paul Kearney Senior Business Partner / People Experience**  
**ME Bank**



Get in touch



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