



EIGHT SESSIONS TO LIFT OUT OF CHALLENGING AND AMBIGUOUS TIMES

PERFORMANCE BOOSTERS IN DISRUPTION

Maximus International 2024

EQUIP YOUR LEADERS WITH THE MINDSET AND SKILLSET NEEDED TO SUSTAIN PERFORMANCE THROUGH DISRUPTION.



Watch how we think about
Performance Optimisation

Australia's tough economic conditions have created a **heightened sense of fatigue and inertia** across all levels of leadership. This economic unhappiness has trickled into society, creating life dissatisfaction across people and communities.

Having worked with leaders for over two decades, Maximus knows that **a shift in mindset** will be the **catalyst to economic prosperity**, and leaders need to take control of the stretch to steer their people and organisations forward.

A MINDSET SHIFT THAT STARTS WITH SELF AND TRANSITIONS TO OTHERS

Everyone has **experienced some disruption or change in their lives**, and yet not all people are equipped with the capabilities and skills to steer others through change.

Starting with an **understanding of our own response to change** the mindset and skillset boosters are deliberately designed to take individuals from a place of self to others, **navigating the emotion** (heart) of change and transformation whilst tapping into the **logical framing** of it (head).

DELIVERY AND IMPACT LEARNING

- ▶ Designed for executive and intact teams.
- ▶ Gain practical skills to apply immediately.
- ▶ Learn with Maximus leadership, performance turnaround, culture and transformation experts.
- ▶ 8 core topics to lift performance, invigorate culture and shift mindset.
- ▶ 2-hours per session, delivered as a standalone or combined into a series.
- ▶ Delivered to groups or integrated into current programs or work.
- ▶ Starting from **\$7,500 per topic** with flexibility for configuration.

8 CORE TOPICS TO EQUIP YOUR TEAM WITH THE **MINDSET** AND **SKILLSET** NEEDED THROUGH DISRUPTION.

01.

MINDSET FOR DISRUPTION

FOCUS

Build the mindset required for leading through periods of ongoing flux and change. Draw on personal experiences of change, together with a deeper view of personal values and triggers of change, to support leaders in navigating the current uncertainty and transformation.

SKILLS

Self-Awareness: How leaders respond to and manage through disruption.

02.

LEADER'S MOMENTS OF IMPACT

FOCUS

Delve into the impact of a leader's mindset of uncertainty and how this shapes the way they show up. Consider how you show up for others in the moments that matter, and the impact of this in how they react to the change. Understand what others need from you as a leader, showing care, whilst building trust.

SKILLS

Adaptability: Comfort in flexing your leadership style.

03.

CREATE UNDERSTANDING FOR OTHERS

FOCUS

Immerse leaders in the context for uncertainty, exploring their own beliefs. Develop skills to lead and support people through their emotional and rational transformation journey – building autonomy in owning and authoring their own transformation story. Develop a mindset of owning the change, not being a victim of it and ways to create meaning for others.

SKILLS

Communication: Provide clarity to engage with and create meaning for others.

04.

CRITICAL CHANGE CONVERSATIONS

FOCUS

Refine the art of vulnerability to build and maintain trust through uncertainty. Explore ways this can create a safe and open space for dialogue across teams. Engage in scenarios that build leaders confidence to have crucial conversations, whilst managing the emotions that may show up.

SKILLS

Psychological Safety: Building trust and safety for honest conversations.

Crucial Conversations: Leadership moments that matter.

LEARN FROM MAXIMUS' EXPERTS IN LEADERSHIP PERFORMANCE, CULTURE AND TRANSFORMATION.

05.

PERFORMANCE THROUGH TRANSFORMATION

FOCUS

Transformation requires specific disciplines which enable clarity and expectation setting, governed by an agile cadence. This provides teams with direction and individual growth. Consider various viewpoints, developing a deeper perspective of the impacts of transformation and change across the business ecosystem.

SKILLS

Enterprise Mindset:

Collaboration and broadening business perspective.

06.

NAVIGATING LEADERSHIP TENSIONS AND STORYTELLING

FOCUS

Leaders delve into the tensions and complexities that exist in leadership roles, broadening perspective to manage the tensions of people together with performance outcomes. Anchored by the role of story in equipping leaders to envision, map and share the pathway for their people. Storytelling engages hearts and minds, providing hope and clear direction for the future.

SKILLS

Leading in Complexity:

Recognise and manage tensions through uncertainty, creating new stories to spark hope moving forward.

07.

COACHING FOR UNCERTAINTY

FOCUS

Deep dive into the critical skills of active listening, powerful questioning and appreciative inquiry in the context of coaching others through periods of change and uncertainty. Support leaders in building the confidence to guide their teams forward, using coaching as a tool to reframe the uncertainty and adopt the path forward.

SKILLS

Coaching for Uncertainty:

Fundamental coaching capability to support individuals in reframing and navigating the path forward.

08.

WELLBEING RECALIBRATION

FOCUS

It is important that leaders support sustained physical, mental and emotional wellbeing for themselves and their teams. Leaders must learn how to decompress to achieve balance in their lives. By first focusing on wellbeing at an individual level, with diet, sleep, exercise and mindfulness best practices, then extending these strategies to team environments to promote collective wellbeing.

SKILLS

Stress Management and Clarity:

Strategies to overcome pressure and create long-term clarity of thought and stress relief.

OUR IMPACT



We've been shaping
leaders for

22
YEARS

Across

17
COUNTRIES

Including Australia, China,
Malaysia, Japan, Russia,
UK, France, Germany,
New Zealand and USA.



We design experiences for
frontline leaders through
to C-Suite executives

We've transformed over

100,000
LEADERS
AND COUNTING

With over

11,000
LEADERS
IN THE LAST YEAR ALONE



Across diverse
industries,
including



FINANCIAL SERVICES
INFRASTRUCTURE
GOVERNMENT
EDUCATION
HEALTH

We are for leaders with
ambitious agendas.

WE ARE MAXIMUS.

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