



LIFT MARKET RESULTS AND PERSONAL PERFORMANCE

# LEADING FOR HIGH PERFORMANCE

Maximus International, 2024

# TRANSFORMATIONAL LEADERSHIP TO LIFT PERFORMANCE AND CATALYSE ENTERPRISE-WIDE MOMENTUM.



Watch how we think about  
*Performance Optimisation*

## ECONOMIC CONTEXT

With mounting pressure on executive teams to improve their cost base, rationalise operations and unlock efficiencies across their organisation, senior leaders are becoming overloaded and fatigued. A transformational leadership program where executives are aligned on the jobs to be done, governed by accountability structures that will lift performance collectively for your organisation and people.

### 01. ALIGN KEY STAKEHOLDERS ON PRIORITIES

- ▶ **Support** and align the executive leadership team on the short-, medium- and long-term strategic goals and outcomes required of the organisation to lift performance.
- ▶ **Prioritise** five outcomes that will shift the performance momentum.
- ▶ **Build** a simple strategic narrative that can be used to sell the growth story.

### 02. CONNECT AND INSPIRE LEADERS TO DELIVER ON PRIORITIES VIA FORUMS

- ▶ **Identify** the key executive and senior leaders who can collectively drive and deliver the priorities. Build forum teams with clear focus and outcomes to deliver.
- ▶ **Create** a support system to galvanise teams with the right capability mix/ expertise (e.g. strategy and finance support).
- ▶ **Connect** and inspire the forums and leadership teams, working to emotionally commit to the jobs to be done.
- ▶ **Galvanise** groups to deliver on priorities.

### 03. SET ACCOUNTABILITY RHYTHMS AND PRACTICES

- ▶ **Set** a charter for behaviours and habits which prioritise 'we' over 'me' and set the framework for effective teaming and performance delivery.
- ▶ **Establish** a cadence for each forum with supported by performance coaches who understand the strategic imperatives and can cut through complexity.
- ▶ **Lock in** accountability updates with the Leadership Team.

### 04. MOBILISE TEAMS TO UNLOCK RESULTS

- ▶ **Run** performance forums.
- ▶ **Expose** forum and executive teams to outside in thinking to build belief in 'what's possible'.
- ▶ **Support** forum connections with progress tracking and storytelling narratives that align and build belief internally that progress is being made.
- ▶ **Leverage** progress storytelling to build external belief through key stakeholder influencing and structured communications.

# BRENT DUFFY

Joint Managing Director



Brent has over 20 years' experience consulting and developing many of Australia's top senior leaders and executives.

As Joint Managing Director, Brent oversees our national portfolio of clients delivering innovative solutions globally. He takes a strategic and pragmatic approach to business performance and has the ability to consistently deliver proven value and lasting business results.

Using cutting edge, yet practical techniques, Brent has an acute ability to discover and analyse opportunities in any business. Through the implementation of a broad range of specialist Maximus solutions Brent is able to help transform organisations and the leaders within. With core capabilities in strategy planning and execution, commercial leadership, and executive leadership, Brent always ensures that his clients achieve their desired result.

Brent has worked across a diverse range of sectors with an impressive roster of clients including Macquarie Bank, Suncorp, nbn Co, Johnson & Johnson, Urbis and Transport NSW. He has completed executive education on organisational strategy at Stanford, Leading Professional Service Firms at Harvard, and has a wide range of professional accreditations.

Credentials snapshot:

- ▶ 20 years of management consulting experience
- ▶ Practice leader, Hudson Global Resources
- ▶ Executive Education, Stanford and Harvard
- ▶ BSc Medical Science



# JAMES KEELER

Director

James has been helping leaders, executives and ambitious people to understand how they can exploit their potential for over 11 years.

At Maximus, James manages and advises a portfolio of diverse global clients. From Australian blue-chip brands to organisations which are at the vanguard of their industry and ready to change something, he makes individuals and teams appreciate how effective their leadership approach will be for realising their ambitions in a fast-evolving economy. Then he gets to work on developing and honing their skills, processes and attitude.

James brings years of experience to the practice of coaching, facilitation and high impact communication. He has built expertise in leadership execution, stakeholder engagement, sales strategy and sales capability development in a variety of industries. His clients have included CBA, Allianz, Aon, Grant Samuel, Heidelberg Cement, Bluescope and Lendlease.

James is obsessed with closing the knowing-doing gap and achieves this by creating changes for people in the moment. He is constantly exploring the place of technology to sustain these changes. Many of his clients have been with him since the beginning which means his thoughts and techniques remain contemporary and fulfilling for them.

Credentials snapshot:

- ▶ Bachelor of Agricultural Economics
- ▶ Graduate Diploma in Applied Finance and Investment
- ▶ Zenger Folkman: Extraordinary Leader and Extraordinary Performer

# VANESSA POWELL

Director



Vanessa specialises in leadership and organisational development, with over 20 years global consulting experience and has partnered with some of the largest companies in the Asia Pacific region.

Vanessa adopts a hands-on approach when working with clients to evolve their leadership capability. She helps organisations and their leaders to transform cultures through developing leaders that are purposeful and have a sustainable leadership approach to executing strategy that will achieve business goals and improve performance.

Vanessa works with senior leaders to shift mindset, aligning leaders to organisational purpose and strategy. Her work at this level creates commercially driven and culturally focused leaders that are balanced and considerate in their approach.

Vanessa has designed, developed, delivered, and managed a broad range of blended specialist solutions, for clients including Broadspectrum, HCF, NRMA Motoring and Services, Sibelco, Telstra, Coca-Cola Amatil, News Digital Media, BNP Paribas, Eli-Lilly, Boral, Resmed, Insearch, Taronga Zoo, Australia Post and Rothschild. She has helped her vast portfolio of clients achieve maximum financial impact and left a lasting legacy of value.

Credentials snapshot:

- ▶ Bachelor of Arts (Honours) degree in Psychology
- ▶ Harvard Business School Executive Education
- ▶ Accredited LSI and GSI Practitioner



# TRACEY SANDEMAN

Director

Specialising in transformation projects, Tracey has worked with leading organisations to facilitate growth strategies, overhaul processes and drive change initiatives. She has experience across an array of industries including banking and finance, transport, construction, utilities, manufacturing and resources. Tracey's prior executive-level roles include Head of Finance and Business Development for Diners Club Australia.

With a diverse career in management consulting, executive leadership and law positions, Tracey brings to the Maximus team a deep understanding of corporate strategy and finance, M&A and process re-engineering. Her clients value her honesty, objectivity and courage in calling out the unspoken. A macro-strategist with attention to detail, Tracey sees across horizons and acts towards objectives. Her clients include Wesfarmers, EPA NSW, Charter Hall, Tabcorp, Arts Centre Melbourne, BPAY, Roads & Maritime Services, Healthdirect, Relationships Australia (NSW).

With over two decades of experience solving complex problems that stall organisational progress, Tracey is respected for her ability to get to the heart of matters, instilling a sense of ownership and delivering practical and actionable solutions.

Credentials snapshot:

- ▶ Bachelor Of Commerce and Law
- ▶ Graduate Diploma of Legal Practice
- ▶ Master of Business Administration
- ▶ AICD Company Directors Course
- ▶ Disruptive Strategy Course (HBX)
- ▶ Deputy Chair of Enova Community Energy

# JAMES CHAPMAN

Associate Director



A strategic and results-driven professional with 15+ years in industry before moving to management consulting. Excellent communication and interpersonal skills, and being a dual Olympian with a Silver Medal, James understands what it takes to unlock peak performance for the individual, group, and your organisation, through clarity and alignment of strategy and people.

James' expertise includes mindset shifts, behavioural change, focus, resilience, clarity, structured thinking and strategic leadership, whilst understanding the realities, commerciality and truths of the real world. James' industry experience is broad and spans Financial Services, Health, MedTech, Infrastructure, Utilities Government, Media, Technology, Education, FMCG and Professional Services.

James' industry and Olympic experience has built a strong combination of real-world applications and business acumen.

James' expertise spans delivery and facilitation of people, culture and capability strategy, and sales solutions. James is engaged to support organisations facing challenges for business performance, customer relationships employee experience and to ignite change.

Credentials snapshot:

- ▶ Master of Science (Coaching Psychology)
- ▶ Graduate Diploma of Management Business Administration
- ▶ Bachelor of Business (Accounting and Law)
- ▶ Harvard Online Business School – Disruptive Strategy
- ▶ Accredited: The Leadership Circle Profile (LCP), Hermann Brain Dominance Instrument (HBDI), NSW Government Hogan 360



# DANIELLE MOORE

Associate Director

As a registered Organisational Psychologist, Danielle brings more than a decade of experience and knowledge of the factors that impact performance, offering insight into the into the mindset, identity and behaviour required to transform ways of working to make it stick, driving commercial outcomes for organisations.

At Maximus, Danielle's role sees her involved in the design, development and delivery of transformational experiences across leadership and sales that trigger individuals to evolve their leadership impact, strategic thinking and performance focus. Her passion for empowering others to be unlock their potential, sees her coach and challenge others in a way that results in lasting impact. Her experience in psychometric assessment also brings an added layer to her coaching, facilitation and design drawing out deeper insights for individuals.

Danielle has worked with clients across a range of industries including NewCorp, Westpac, Johnson and Johnson, PEXA, Foxtel, HCF, and Urbis.

Credentials snapshot:

- ▶ Registered Organisational Psychologist (Australia)
- ▶ Master of Organisational Psychology
- ▶ Bachelor of Psychology with First Class Honours
- ▶ Accreditations in psychometric tools including Saville WAVE, TMS Profiles, SHL suite of assessments including OPQ

# MAX DODDS

Associate Director



Max delivers for his clients. Through his relentless work ethic and boundless energy, Max has built a reputation as the consultant who can deliver breakthroughs. With over a decade of management consulting experience Max works across the who's who of corporate Australia. Including across industries with the likes of Suncorp, CBA, Scentre Group, Johnson & Johnson and Google. Whilst also being immersed in government working with NSW Department of Customer service, NSW Department of Education, Transport for NSW and Sydney Metro. Delivering transformational leadership initiatives. A performance specialist, Max also coaches and facilitates with key focuses on high-impact communication, personal presence and real sales capability.

Bringing deep commercial insight and understanding to the world of his clients, Max gets to the heart of problems. By challenging his clients to do more and be more, Max delivers breakthroughs and lasting impact.

Max spent the early part of his career working on large-scale, high-profile transformations at a top-tier consulting firm. Max then led a startup in the education market, driving change in media distribution for students, designing and implementing a new operating model and sales strategy.

Credentials snapshot:

- ▶ Bachelor of Commerce in Finance and Management
- ▶ Stanford Executive Program – Fast Growing Companies
- ▶ Entrepreneur
- ▶ Top-tier management consulting experience
- ▶ Experienced facilitator and Executive coach



# CASPAR DE CARTERET

Associate Director

Driven by a desire to connect with others and help them succeed, Caspar is passionate about developing, supporting and assisting individuals, teams and organisations to grow and prosper.

Having lived in Hong Kong, UK and Australia, Caspar's experience allows him to take a strategic view to the solutions he delivers. He enjoys the sense of challenge that comes with forming new teams, the process of achieving results and the dedication that is required to achieve the end goal.

Caspar brings years of local and international experience to his role at Maximus. He uses his experiences to shape practical, experiential and challenging learning that elicits 'ah-ha' moments for individuals, leaders and teams. Caspar enables participants to understand their mindset and build self-belief to support a performance shift at an individual and organisational level.

Caspar has worked with clients internationally across a range of industries including Publicis, Virgin Atlantic, Vodafone, Westpac, CBA, Thales and WPP.

Credentials snapshot:

- ▶ Bachelor (Hons) Sports Coaching
- ▶ Mindset Practice accredited facilitator

# CONNECT WITH US

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