

aligning teams &
developing leaders



Leading Teams





Leading Teams specialise in the delivery of teamwork and leadership programs for elite sporting and corporate organisations.

We align teams by creating shared vision and behaviours that empower all members of the team to engage in open dialogue.

We develop leaders who model and drive the behaviours that the team identifies as non-negotiable.



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Leading Teams area of expertise is aligning teams and developing leaders. We provide teams with the necessary tools to create functional dynamics within the group to allow shared vision, goals, behaviours and expectations.

As a result of Leading Teams' programs, organisations have experienced:

- The creation of a simple, powerful code of behaviour and trademark for their team
- A greater understanding of team dynamics and the importance of leadership in team structures
- The development of individual plans, aligned with performance and leadership
- The ability to manage and improve individual and team performance
- Enhanced ability to manage difficulties to achieve positive outcomes
- A greater understanding of different leadership styles and their applications
- A greater sense of belonging to their team, increasing staff retention
- Decreased conflict within team
- The creation of a learning and development culture
- Reduced resistance to team and organisational plans through peer expectation
- The ability to provide other team members with open, honest and constructive feedback

Outcomes that some of our corporate clients have reported from the Aligning Teams program include:

- Increase in bottom line net profit from 17% to 27% in just 18 months without utilizing down sizing as a strategy
- Slight increase in total revenue in the year a major contract worth 20% of total turnover was lost (centrally managed contract)
- Return of 40% above income budget lines (\$1.5m per month) equal to 10 times the investment amount (in six months).
- Maintenance of total salary costs (above \$3.5m) at equal to the previous year's while an aggressive newcomer was seeking to headhunt staff members (one staff member rejecting an offer from competitors worth \$150 000 more than his current salary because he liked the new empowerment model)
- Reduction in total operational costs of 11% (7% wages and 4% costs of goods sold)

Testimonial

We engaged Leading Teams to assist one of our key Business Units with business planning and team development. I found Leading Teams' approach to the development of team values and behaviours very refreshing and extremely effective! Leading Teams understand the power of experiential learning and uses various facilitation techniques to create valuable 'conversations' and commitments within a team. The facilitator demonstrated a great depth of skill and understanding of the real people dynamics that exist within any team and definitely took this team to a new level of understanding of their own dynamics, and a higher level of commitment to business success! I would highly recommend Leading Teams facilitators for any business that values the link between effective team dynamics and business success!

Gabriel Edwards
Organisation Development
Manager, Sensis Pty. Ltd.
(February 2005)



client list includes

Sporting Organisations

- Adelaide Crows (AFL)
- AFL Player's Association
- Australian Football League
- Australian Men's Basketball team
- Australian Netball Team
- Australian Rowing Team (U23)
- Australian Soccer Team (U20)
- Australian Women's Basketball team
- Canterbury Bulldogs (NRL)
- Carlton (AFL)
- Essendon (AFL)
- Hawthorn (AFL)
- Kangaroos (AFL)
- Melbourne Storm (NRL)
- National Rugby League
- South Australian Redbacks
- St George Illawarra (NRL)
- Sydney Kings (NBL)
- Sydney Roosters (NRL)
- Sydney Swans (AFL)
- Sydney University Sports
- University of Queensland Rugby Academy
- Victorian Country Football League
- Waratahs (Super 14)

Corporate Organisations

- ANZ
- ABN AMRO
- Australian Unity
- Ballarat High School
- Country Fire Authority
- Department for Victorian Communities
- Financial Index Australia
- Grovedale Secondary College
- Grand Hotel Group
- Hyatt Regency Adelaide
- Grand Hyatt Melbourne
- Terang Secondary College
- Hagemeyer
- HSBC
- McCain
- Monash University
- National Rugby League
- Nillumbik Shire Council
- St Patrick's College Ballarat
- Sensis
- Spotless
- Telstra
- Toyota
- Tullet Liberty
- Victorian Department of Housing
- Victorian Aboriginal Youth Sport and Recreation
- Victoria Police

Testimonial

Leading Teams' impact over the three years has been significant, culminating in the Swans winning the 2005 Australian Football League premiership. The culture at our football club is one we are all proud of and one we have worked very hard to achieve. The players deserve most of the credit as it has been primarily driven by them. However, it would not have been achieved without Leading Teams' direction and guidance.

Paul Roos

Coach Sydney Swans Football Club

Testimonial

Leading Teams are expert in assisting organisations develop their culture and values. They emphasise the importance of individuals taking responsibility and becoming leaders to achieve better team performance.

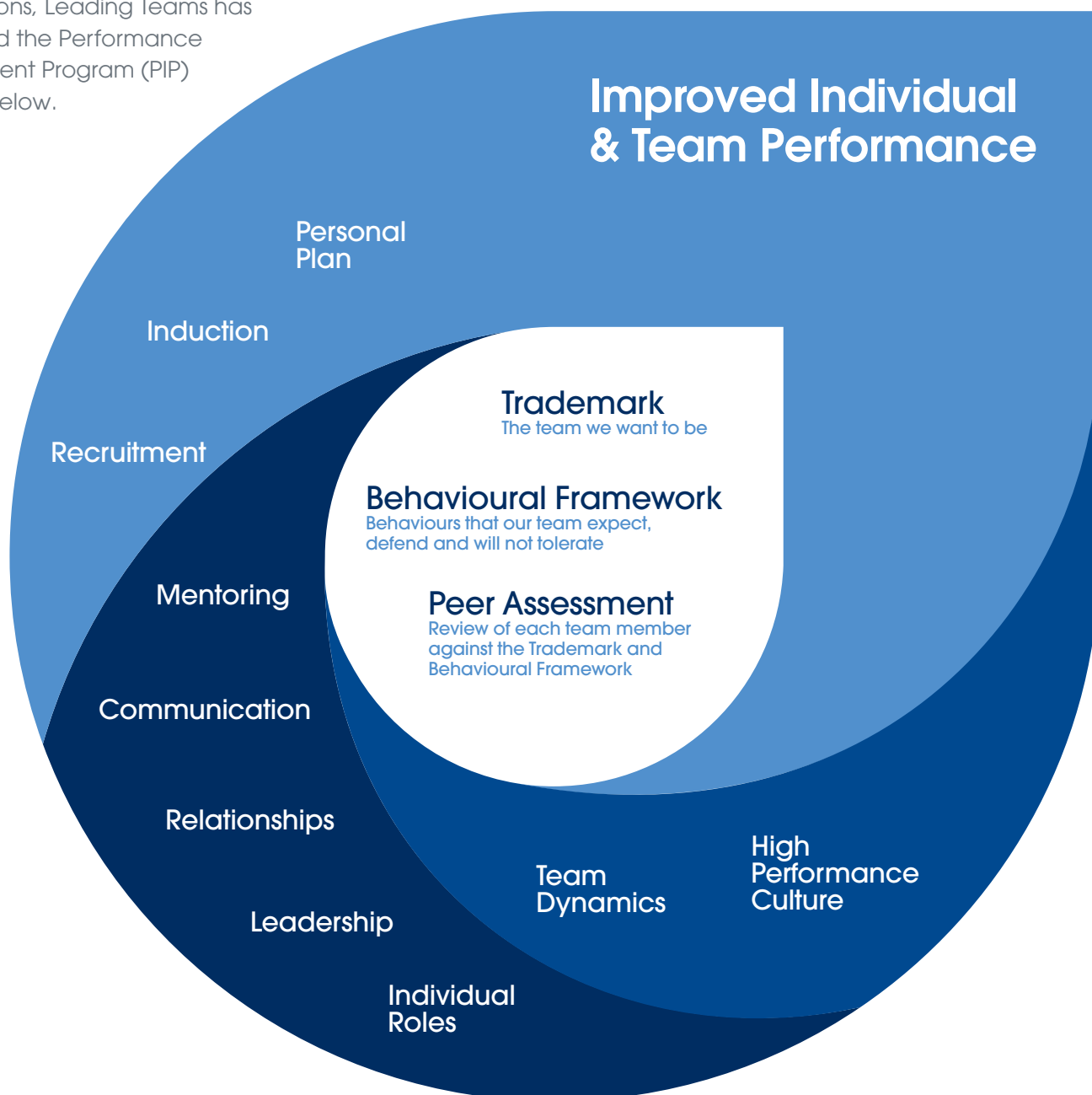
Brian Goorjian

Head Coach
Australian Boomers
Basketball Team



performance improvement model

As a result of extensive and practical experience working with elite sporting and corporate organisations, Leading Teams has developed the Performance Improvement Program (PIP) outlined below.



For further
information
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