



Courageous Leaders

Inspiring Courageous Leaders

Self // Teams // Organisations



Authorised Partner
**Actionable
Conversations.**

**Actionable
Habit Building**

To thrive at work business people demand responsive options to learn “real time”. This is why we bring the **Actionable Habit Building Platform** to our clients as:

- A self sustainable initiative facilitated by your people to your people
- A Habit Builder to bridge the gap between learning new skills and building lasting habits in the workplace.

It is also why we have integrated this platform into our:

- Courageous Leadership Program
- Management Skills Program
- Courageous Conversations Program
- Executive Coaching Services.



Turn Learning Into New Behaviours

You make big investments in training and developing your people — but there is a gap between the learning that takes place and the workplace application as a new habit. How will you know if your employees are applying what they've learned in their day-to-day? In the hustle of daily activities, it's easy for your employees to fall back on old habits and behaviours.

Our 30-day Habit Builder bridges the gap between learning new skills and establishing lasting habits, creating a window of visibility into how new behaviours are becoming embedded in your organisation. When individuals embrace new behaviours, you can start to see the real return on your investment in their development, collectively achieving better results in the process.

The key is to enable individuals to integrate one small behaviour change into their daily activities, while gaining visibility into what's happening so that you can monitor progress.

Here's how it works:

Following a conversation focused on a specific skill or attitude, participants are invited to commit to developing one small new habit over the next 30 days, and enter it into the Habit Builder. Participants are then prompted to check-in regularly on their progress, on a scale of 1 – 10, towards creating a new habit. Participants also have the opportunity to reflect on their progress through (optional) journal entries.

To stay engaged and accountable, participants also have the option of selecting an accountability buddy (could be a boss, colleague, mentor, or friend) who can see their progress in the platform, and offer them encouragement and congratulations as they develop their new habit.

Throughout the month, you'll have access to data that shows levels of activity and monitor progress. At the end of the month, a full report is generated, which shows how new behaviours have been created in the organisation as a result of the session, and helps you decide on next steps.



The ROI of Better Conversations.



Better Conversations.

-  **Better group conversations** improve employee relationships & leadership credibility.
-  **Better one-to-one conversations** strengthen individual relationships & develop a coaching habit.

Better Relationships.

Research from Gallup indicates that managers and leaders are the **biggest factor influencing employee engagement**, and employees are **3x more likely** to be engaged when they have regular and meaningful communication with their manager.

Your people expect more from their leaders.



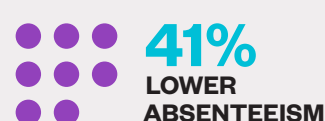
“Our work, our relationships and our lives **succeed or fail** one conversation at a time.”

*Susan Scott,
Author of Fierce Conversations*

Strong connections are formed through (a) real conversation and (b) shared experience.

Better Engagement.

Organisations with **top-quartile teams** in employee engagement have:



Why Actionable Conversations?



Investing just one hour a month...

1. Develops stronger leaders

- Learn by teaching
- Develop facilitation & coaching skills
- Increase leadership credibility

2. Develops individual skills

- Exploring how new skills and attitudes are implemented
- Stimulate individual development

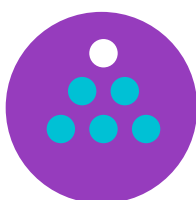
3. Enhance team culture

- Apply new habits in context of real business environment



The Triple Impact.

Create a robust learning culture in a little over an hour a month



Team Managers

Gain confidence & enable learning within their teams



Individuals

Achieve personal growth & stronger connection to peers.



Business Leaders

Benefit from a wealth of data that drives strategic people decisions.

The Actionable Methodology

1. Conversation

Teams learn together to build relationships, improve skills and drive performance (1 hour/month)

5 minutes of content learning



Teams work through a single concept together.

45 minutes of application



Teams apply that concept to a project or challenge.

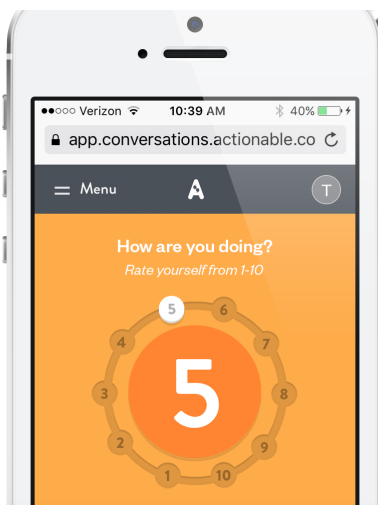
10 minutes for next steps



Individual behaviour change commitments are made.

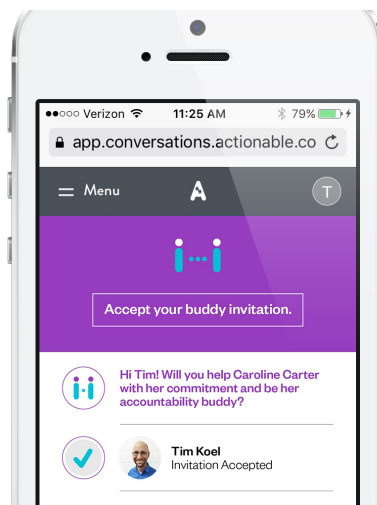
2. Action

Individuals engage in real behaviour change (10 seconds/day)



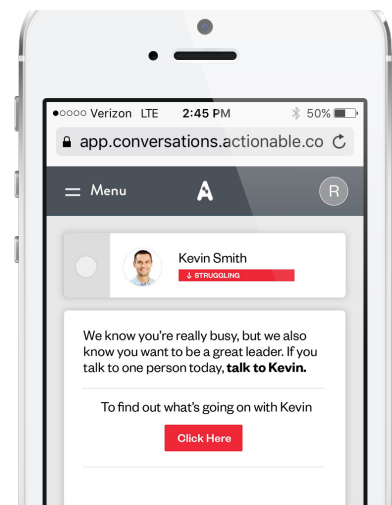
PARTICIPANT

Each participant makes a 30-day behaviour change commitment. They check in on the platform by text message or email, and choose an accountability buddy to help them stay on track.



ACCOUNTABILITY BUDDY

Habit building is more attainable when you have more attainable when you have someone to encourage you. Buddies are alerted to check in roughly every 2 weeks.



MANAGER

Team managers are alerted to the *most* important conversations to have on any given day.

3. Insight

Business leaders access real-time insights (on demand)

Consultant Firm: Jane's Consulting Firm
Primary Consultant:

J

Jane

CONSULTANT

janeconsulting@email.com

+61 000 000 000

Organisation Name: MediaCo
Organisation Admin:

D

Damon

ORG ADMIN

damon@email.com

+61 000 000 000

Conversation Details



Influencing Pace
Clarity

22 NOV 2016 - A MONTH AGO

Hosted by: Group 1
Group Manager: Jennifer
Conversation Lead:

H

Harvey

LEAD

Conversation Scheduled by: Damon

Conversation Participants

11

Invited

10

Attended

9

Created commitments

Note: A person who has not created a Commitment may be continuing a previous Commitment. See their Individual Report for more details.

Conversation Reviews Summary

Conversation Lead

5.0

Value ★ rating /6

5.0

Easy to run ★ rating /6

5.0

Team enjoyment ★ rating /6

Participants (Average Rating)

4.0

Value ★ rating /6

Participant Engagement Level

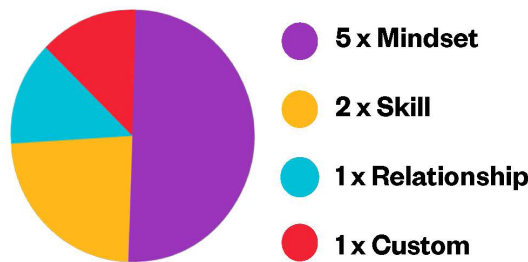
400

Check-ins

425

Possible Check-ins

Commitment Types



Accountability Buddies

9

Invited

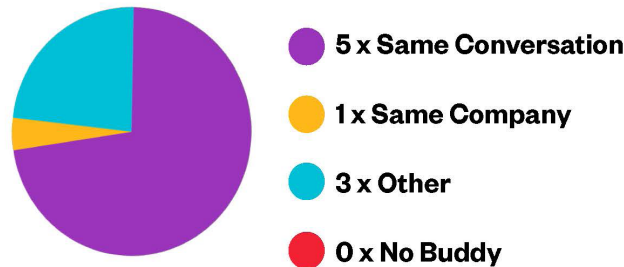
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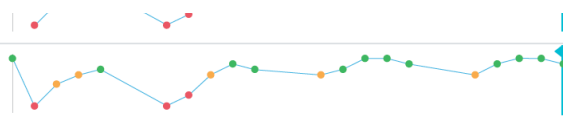
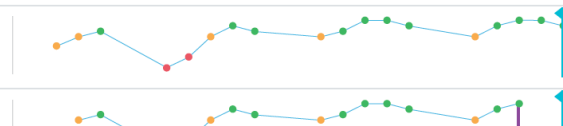
Accepted

0

No Buddy

Buddy Types



D	Damon	OTL Due 26 Dec 2016	
G	George	OTL Due 23 Dec 2016	
H	Harvey	✓ Complete	

Working collaboratively is at the heart of our client relationships.

Working towards self-sustainability for our clients.

Working in relationships that encourage each of us to grow by sharing knowledge, supporting each other and challenging each other with positive intent.

We are courageous in the way we build relationships with our clients and we believe this brings a level of uniqueness to the solution developed and delivered for you

Start a Conversation



Search for the “Courageous Leaders” group



www.facebook.com/inspiringcourageousleaders



Courageous Leaders channel



@courageousleadr