

STEP UP

Accelerate your career



WHY DOES THIS MATTER TO YOU?

Organisations operate in an increasingly VUCA (volatile, uncertain, complex and ambiguous) environment. To succeed, you need to be able to navigate this changing environment and deliver sustained organisational benefits. Doing this takes more than just technical skills. It requires a range of behavioural skills that ensure you are ready and able to influence outcomes.

Leaders of today, and tomorrow, need to be able to step up to this challenge by:

- **Understanding self** – your mindset, decision bias and the behaviour that can be holding you back
- **Understanding others** – their mindset, agenda and needs so you can adapt your approach and style to influence outcomes
- **Understanding the system** – know the context, power structures and organisational dynamics so you can best position ideas, communicate successfully, negotiate outcomes and secure results

WHAT'S THE GOAL?

To elevate your career by enhancing your ability to influence and secure sustained progress in your organisation by being equipped with the behavioural and influencing skills to best challenge, inspire and engage with colleagues, stakeholders and team members.

My promise to you – if you don't find the course worthwhile, then I will refund the cost of the course.

WHAT PEOPLE SAY

Fatima Chaudhry, Financial Governance Manager, NAB

"The discussion around finding your next role, and stepping outside of your comfort zone, provided me with the confidence to take on a very different new role at my workplace."

Jo Cunningham, Strategy Consultant, Telstra

"We left the day privileged to spend time on ourselves; inspired to be ready, willing and able to grow through change, and with a new sense of courage and integrated competencies to engage and influence others."

Paul Bonnelo, Head of Operational Risk, Framework and Oversight, ANZ

"This course helped me to remember things I had forgotten and develop new strategies for engaging with my stakeholders."

Michelle Cleary, Contact Centre Manager AAMI, Suncorp

"Fantastic program – Michelle shared many personal experiences and the course provided great learnings to take away and use in my role."

Thuy Steele, Employer Relationships Planning & Change Lead, UniSuper

"Michelle is brilliant, the course was interesting and practical and gave me some great ways to start thinking about my career and development."

Robbie Cooray, Senior Software Developer, John Holland Group

"Michelle was fantastic. Had excellent tips that I could use on a daily basis."

Sussan McNamara, Senior Human Resources Executive

"Michelle really knows her stuff! Loved the content, discussions and activities. Useful knowledge to take back to the workplace."

HOW DOES THE PROGRAM WORK?

In a one day setting with like-minded professionals you will learn the art and science of influence. Before attending the session you'll complete a diagnostic that gets you thinking about your strengths and areas of focus for the session. You'll also be provided with activities and techniques to take back into the workplace.

Key learning outcomes include:

- Learn an approach to influence that increases your capability to deliver results
- Understand how a person's mindset and the organisational system drives behavior, impacts decision making and affects your ability to influence stakeholder interactions and outcomes
- Develop a personal approach to enhancing your effectiveness in building collaborative networks and constructively challenging executives and sponsors to secure better outcomes
- Tailor your decision making and communication processes to enhance your capability to secure agreement across diverse stakeholder groups
- Be equipped with new tools and skills to more effectively work in complex and ambiguous environments and to thrive through changing circumstances
- Increase your confidence in applying these skills and techniques in different situations

What you'll receive:

- One day of training – packed with activities, case studies, latest ideas and research, and practical tools that can be applied at work
- A copy of: "Step Up – How to build your influence at work" and "Career Leap - How to reinvent and liberate your career".
- A personal journal for reflection
- Completion of online diagnostic and pre-course reading
- Forty-page workbook with ideas, insights and learnings
- Reading list, resources and activities for further learning
- Access to ongoing material and learning ideas post the session

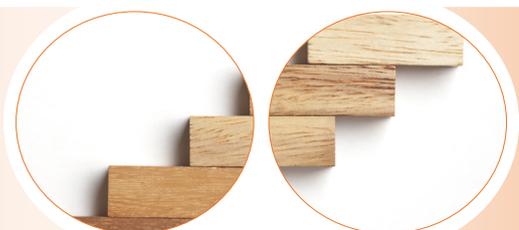
ABOUT MICHELLE

Michelle Gibbings is a change leadership and career expert, and founder of Change Meridian. She is the author of 'Step Up: How to Build Your Influence at Work', and 'Career Leap: How to Reinvent and Liberate Your Career'.

Obsessed with unlocking high-impact choices to accelerate meaningful progress, Michelle is enabling a new breed of leader - one that's fit for the future of work.

Through this passion and advocacy for new ways of working, Michelle has built a distinguished reputation as the keynote speaker, advisor and executive mentor of choice for leading edge corporates and global organisations.

She is a sought after media commentator featuring regularly in national publications and outlets across the country. Michelle has Undergraduate Degrees in Communications and Commerce, a Masters in International Trade. She is a graduate of the Australian Institute of Company Directors, a Chartered Manager, and a Fellow of Finsia and the Australian Institute of Managers and Leaders.



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