



hardygroup

High Performance Team Program

**Powered by action learning. Delivered by leaders
who deeply understand your world.**

ABOUT HG'S HIGH PERFORMANCE TEAM PROGRAM

IN AN INCREASINGLY COMPLEX OPERATING ENVIRONMENT, THE ORGANISATIONS WHO ARE BEST PLACED TO SUCCEED ARE THOSE COMMITTED TO DEVELOPING HIGH PERFORMING LEADERS AND TEAMS.

Co-designed with you and delivered by our team of skilled facilitators with extensive senior leadership experience in your world, HG's High Performance Team Program empower your teams to meet your organisation's strategic and operational objectives.

1. Synergistic Collaboration

We start by creating a psychologically safe environment where individuals build trust, come to better understand each other's unique capabilities and experiences, that in turn enables them to work collaboratively in the pursuit of team and organisational goals.

2. Dynamic Problem Solving

Through the power of action learning we systematically tackle team and organisational challenges by engaging in an evidenced based process of dynamic problem solving. The emphasis is on *what if* exploration first, tapping into right brain thinking, that fosters an environment of creativity and innovation where new ideas are welcomed and tested.

3. Transformative Leadership

We focus on each participant's leadership journey across the three key domains of Leading Self, Leading Team and Leading Organisation. This builds enterprise level thinking and helps to develop your team's transformative leadership skills.

4. Measurable Results

The unique value of our programs lies not only in tangible improvements in your team's leadership growth and development but also in their ability to achieve results that align with agreed upon organisational goals and objectives.

5. Cultural Shift

The achievement and celebration of results through the program will create a cultural shift within your teams. It will promote accountability and a commitment to excellence and build an adaptive, resilient work culture.

“HG’s programs create an impactful and reflective time away from the day to day pressures of leadership, enabling profound growth and development.”



HOW IS HG’S HIGH PERFORMANCE TEAM PROGRAM STRUCTURED?

FOR 30+ YEARS, OUR PROGRAMS HAVE CREATED HIGH IMPACT, IMMERSIVE LEARNING EXPERIENCES FOR LEADERS ACROSS AUSTRALIA AND NEW ZEALAND.

Powered by action learning methodology, our program is customisable and tailored to meet your organisation's specific requirements. A recommended format is detailed below.



Meeting three times a year, for one and a half days at a time, members are immersed in a structured process to examine complex team and organisational challenges, engage in scenario planning that in turn leads to the creation of an agreed action plan.



Each forum is guided by an expert facilitator who brings extensive leadership experience to bear. Intentionally, their role is to challenge, to hold a mirror up to group thinking and ensure participants hone the art of critical thinking.



Coaching is an important component of the program, fostering greater self awareness and ensuring a personalised approach to the leadership development needs of each participant. The focus also centres on strengthening the contribution each person makes back to the team.



The key to building high-performance teams is creating a high trust environment and a deeper appreciation of the broader skills and experiences each person brings to the team. That process is augmented through the program by continuing the learning in a relaxed, informal setting over dinner.

WHAT DO HIGH PERFORMING TEAMS DO?

These are the attributes we aim to develop when working with teams.



THIS IS WHAT GREAT TEAMS DO.

- Where is your team strong?
- Where are there opportunities?
- What would it do for your team performance?
- How important is this?
- What outcomes do you expect?
- What's your level of commitment?



WHO IS THIS PROGRAM FOR

Executive Leadership Teams
Operational Management Teams

WHAT IS THE POWER OF ACTION LEARNING AND ITS VALUE?

ACTION LEARNING IS AN EVIDENCED BASED METHODOLOGY AND HAS POWERED ALL OF HG'S LEADERSHIP DEVELOPMENT PROGRAMS FOR MORE THAN 30 YEARS.

1. Problem Solving

It fosters real world problem solving and through a process of structured investigation enables participants to address complex challenges faced by their organisations.

2. Innovation

It encourages creative thinking and innovation as participants engage in right brain thinking to explore alternative solutions to complex challenges, growing in confidence to experiment with new approaches.

3. Continuous Learning

It promotes a culture of continuous learning and knowledge transfer by integrating learning with action, ensuring that knowledge is immediately applied in the workplace and reinforced.

4. Team Collaboration

It enhances teamwork and collaboration, ensuring participants learn to work better together to analyse complex issues, share insights, and develop breakthrough solutions.

5. Leadership Development

It supports individual as well as team leadership development, inviting leadership insight and growth through the power of reflective practice, enabling leaders to hone their craft.

6. Adaptability

It develops adaptive capabilities by engaging in iterative cycles of investigation, action, reflection and adjustment, crucial if leaders are to successfully navigate dynamic work environments.

7. Conflict Resolution

It provides a structured process for resolving conflicts by encouraging open communication, respectful honesty, delivered in a way that people can hear and learn from in a psychologically safe way.

8. Organisational Change

It supports organisational change by empowering participants to proactively contribute to the overall improvement and performance of the organisation, distinct from their own sphere of responsibility.



HardyGroup's (HG) mission is simple
- Find and Grow Great Leaders - and
we have been doing exactly that for
more than 30 years in public and
private health, primary, community
and aged care as well as the broader
public service.

Our synergistic business model of
Executive Search and Recruitment
integrated with Executive Leadership
and Learning is our unique point
of difference.

It ensures our clients can count on us
for the lifecycle of their organisations
leadership journey and why we are
regarded as the leading trans-Tasman
partner agency by clients.

When engaging HG you can be
confident in a deeply personalised
experience and service as nothing
matters more to us than relationships
and results.



WE INVITE YOU TO FIND OUT MORE



Christine Leahy
Executive Director, Leadership & Learning
HardyGroup Australia & New Zealand
M: +61 (0)449 953 112
E: cleahy@hardygroupintl.com

hardygroupintl.com

HIGH PERFORMANCE TEAM PROGRAM FEES

**FEES ARE INVOICED ANNUALLY IN ADVANCE
AND INCLUDE:**

INCLUSIONS

3 x 1.5 Day Action Learning Forums



HG Expert Facilitation & Coaching



3 x 1:1 Coaching Sessions



RECOMMENDED TERM

12 months → 24 months