

**MADE FOR  
MORE**  
*with  
Alycia Nitschke*

# COURAGEOUS CONVERSATIONS

Build the Courage, Confidence and Skills to have Tough Conversations in the next 90 days



*"The rising tide lifts all boats."*

**JOHN F KENNEDY**

**BE MORE | DO MORE | ACHIEVE MORE**

# COURAGEOUS CONVERSATIONS

## HAVING TOUGH CONVERSATIONS

### SELF | TEAM | ORGANISATION

To stay competitive in today's rapidly changing economy, management teams need to work together, productively, efficiently and be able to communicate effectively. Made For More works with teams to explore how teams operate, communicate and engage their staff. We work with teams to facilitate discussions around some of the barriers to improving organisations outcomes and empowering employees.

*31% of Leaders report that most of all work within their organisation is done by cross-functional teams.*  
source: Deloitte

Sick of breaking down silos, being the conduit between business units or departments. Playing school yard referee to your leadership team. Unclear on the leadership direction whether they're aligned to the vision and mission of the business. Time for a change.

Having leaders who are open, honest, have robust relationships are aligned to the future business direction and have clear lines of communication means.

- Communicating effectively with influence and impact
- Collaboration across the business
- Focus on performance
- Employee retention

ACTIVITY	FOCUS	PERFORMANCE
Courageous Conversation	Courageous Teams	100%
Open Conversation	Outcome	75%
Self Conversation	Ownership	50%
Blaming Conversation	Change	15%
Avoiding Conversation	Awareness	-10%

# TESTIMONIALS

What our clients say!

"Ally's coaching allowed me to enhance my influence as a leader not only in my professional life but also in my personal life. Coaching has helped me to master my communication style and uncover blocks to my personal success. If you are willing to look deeply and honestly within yourself so that you can reach your highest potential then Ally is the perfect guide."

Gayle Kothari - Senior Leader RSPCA SA



"It has all been extremely valuable! It has reignited my leadership energy which has been a lesser priority in recent times due to my dual role."

Fiona Turner Chief Admin Officer WCH



"Ally took us on such a great personal and professional journey. I am beginning a new career and Ally gave me the tools to feel confident and assertive. We learnt a lot about our individual personalities and how this can help us be productive and successful in the workplace. Ally was engaging and took the time to get to know us before the course which made it feel really personal. I walked out of the classroom each day with my head held high and my confidence boosted. A big thank you. I am no longer afraid to have courageous conversations!"

Lucy Feltus - Manager RSPCA SA



Ally is a legend. I have engaged Ally several times to work with staff to improve their communication and leadership. We invited her to run a session at our planning day on courageous conversations. She had the whole group engaged throughout the session and they haven't stopped talking about it since. It is also great to see the team put into practice what they have learnt each day. Highly recommend her for any business that wants to stay ahead of the game.

Daniel Crago - General Manager



"Ally is an authentic and engaging leadership coach with so much passion for what she does. Having heard her speak previously at a SheCreates event, we engaged Ally on behalf of Spence Club Inc to speak to our members about the Love Languages of Leadership.

Hosted on the last day of a state-wide lockdown, the event was such a success, with members still referring to the learnings of the session and sharing what they learned with others. Ally brings so much enthusiasm to any workshop she delivers, and has no problem in keeping her audience captivated throughout. We were thrilled to be joined by her and look forward to hearing her speak at future events, each which offer bite-sized pieces of take-away information that's easy to remember and implement in our day-to-day lives. Thank you, Ally, from all of us at Spence Club!"

Alexandra Paxinos Spence Club



"Wish I'd had this decades ago. Tools to empower me as a leader, make better decisions."

Gail Pearson RSPCA Manager



"Ally is an absolute powerhouse!"  
Delegate at She Creates



# TESTIMONIALS

What our clients say!

"Thank you Ally for the 5 full days of Courageous Leaders, I have taken many leadership and training programs though the years and none have made me come away feeling more empowered than this one. Ally has a unique way of getting you to engage in the conversation throughout the course and getting you to really see the areas you need to concentrate on. Ally is extremely talented with her training style keeps you challenging you thoughts and actions while coming to solutions to react and think differently going forward. I felt Ally to be very genuine in her delivery and full of life , she is the kind of person you want to be around. I encourage anyone to take Ally's training, it is one big step forward. I thank you for opening my eyes up again."

Jo-Ann Milligan - Manager



"As I reflect on the past year I wanted to thank you for the impact you had on my leadership journey in 2021. Joining the CEO Advisory Boardroom allowed me to confidentially bounce ideas of an independent leadership coach in a fun and engaging way. I always looked forward to our sessions as it was a time to step back and think about high level leadership and I always came away from the sessions either confirming my approach, getting fresh ideas, looking at things differently, gaining a greater understanding of the situation but generally together we achieved all of the above mixed in together. The CEO Advisory Boardroom enhanced my leadership that my whole organisation benefited from. If anyone is sitting on the fence working with you, send them my way."

Nigel Morris CEO



Jason and I were uncertain about how our team would engage in our first team goal-setting and planning session. Some of our team had never been through a formal process so we were unsure on the level of engagement we could get through the process.

We were thrilled to see each of them engage and feel comfortable enough to provide thought provoking responses. The feedback at the end was faultless and it was an incredibly worthwhile process for not just us as individuals, but for the team. Thank you Ally

Kerryn Page - CEO Quisk



From the moment she started speaking, Ally had the audience captivated with her stories, humour and content. She was so well-spoken and professional and I received so much value from her message around how to improve my leadership skills of not only my business but my life. She also somehow managed to get me back a few hours of "me-time" every day which I am now thoroughly enjoying! Thank you Ally!!

Kate Burr - Business Owner



Ally is a great coach and I feel lucky to have worked with her. She has managed to empower me to go from confused to clear on where I want to head. She provides lots of great resources, encouragement, and is realistic but also knows when to give me the push to go for what I am made for!!

Donna Adams - Manager NDIS



Net Promoter Score (NPS)

= 100



# ALLY NITSCHKE

Leadership Expert | Speaker | Author  
Courageous Conversations Specialist



LEADERSHIP EXPERT | COURAGEOUS  
CONVERSATIONS SPECIALIST | SPEAKER  
FACILITATOR | COACH | CHANGE MAKER

## Your Facilitator

Known as a High Performance Leader, and driven toward success, Ally is on a mission to help organisations create and grow Courageous Leaders and sustain high performance without the stress and burnout.

Her flagship program Courageous Leaders delivers a fresh, energetic and practical approach to achieving results through simple leadership strategies that actually work; leaning into tough conversations, setting a clear vision, and developing a road map to get there.

Following an ethos of 'prevention is better than cure', Ally teaches her unique 'incubator of resentment framework' to businesses around Australia, helping them create spirited company cultures and prevent performance issues before they happen.

As an executive coach, Ally calls a spade-a-space and is a straight talking, pull-no-punches coach that is uncompromising when it comes to results, and works with leaders to cut through to the heart of their issues.

Also a mother of four boys under seven, Ally can multitask like a boss. She's mastered the art of running a tight ship with military precision without compromising on creativity, collaboration and fun. Ally believes in doing 'life on purpose', and brings that philosophy into everything she does at work and at home.

With a background in arts, finance, project & change management, and 15 years experience leading and coaching teams, Ally is exceptional at connecting the dots and streamlining systems to ensure organisations and their people are ready for Successful Leadership!

## QUALIFICATIONS

## VALUES

Time Line Therapy<sup>®</sup> Practitioner  
Certified NLP Coach and  
Practitioner  
Bachelor of Arts  
Diploma of Leadership &  
Management  
Certificate in Finance  
Certificate of Project  
Management  
PROSCI<sup>®</sup> Change Management

Fun  
Growth  
Courage  
Kindness  
Creativity  
Leadership  
Authenticity

"Insightful,  
intelligent, inspiring."  
~ Melanie

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to go from confused to clear on  
where I want to head. She provides  
lots of great resources,  
encouragement and is realistic but  
also knows when to give me the  
push to go for  
what I am made for!!"  
~ Donna

MADE FOR  
MORE

EAT THE FROG. GET THE WORM. BE THE BIRD... AND

Soar!

# ABOUT MADE FOR MORE

COURAGEOUS LEADERS | COURAGEOUS TEAMS  
COURAGEOUS CULTURES

## ABOUT US

Made For More was born out of a desire to inspire people, and to help them recognise and believe that they are made for more. To do more, to be more and to achieve more.

Everything we do through our workshops, programs and coaching provides our clients with the confidence and clarity they need to achieve their goals and be exceptional at what they do.

At Made For More our education is focused on proven and modern leadership practices, in accordance with leading research on high performance workplaces. Our goal is to develop leaders who are courageous, empathetic and aware of how their actions affect both teams and their own success.

We give our clients the tools to get beneath the surface of common personal, team and organisational issues, the skills to resolve them effectively, and the confidence to continuously improve culture and performance.

Through our experience, we've found that people are most effective at work and in life when they have the confidence and competence to develop strong healthy relationships. We believe the basis of this is built on openness, honesty, trust, achievement and excellent communication. At Made For More we build this confidence and trust in our clients so that they can level up their mindset, level up their leadership and level up their teams .

Our approach to leadership was recently described by LGA professionals as *"Modern Fresh, and Uplifting"* The Made For More ethos and programs get results! People and organisations who worked with us have achieved:



- ▶ Improved staff and customer satisfaction, sales and growth
- ▶ Identified real strengths, goals and better job-fit
- ▶ Improved communication and culture within teams and across organisation
- ▶ Career advancement into senior leadership positions, and
- ▶ For organisations, attraction and retention of highly skills and motivated people

**MADE FOR MORE**

*I've used services like Ally's before, but she has been the best! She explains things clearly and makes you feel at ease, is professional and knows her stuff. I highly recommend." - Tallora*

**MADE FOR  
MORE**  
*with Ally Nitschke*



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*"A ship is safe in harbor, but that is not what ships are built for..."*

*- John A Shedd*