

MADE FOR
MORE

THE CURIOUS LEADER

Increase your leader's coaching capability, confidence and trust in the next 90 days



"Unlocking people's potential to maximize their own performance."

SIR JOHN WHITMORE

BE MORE | DO MORE | ACHIEVE MORE

THE CURIOUS LEADER

QUESTION | CHALLENGE | LISTEN | ACTION

DEVELOP COACHING SKILLS FOR LEADERS

What worked in the past where management was command and control and directing staff on how the business worked can no longer sustain performance in today's rapidly changing, constant and disruptive economy. Leaders can no longer hold all of the answers.

In today's leadership, leaders and managers need to move to a model where support and guidance is key, rather than just providing instructions. The role of the leader is becoming that of a coach.

70% of respondents reported that their organization lacked professional guidance on building a strong coaching culture, but that they need this. Sixty-four per cent of respondents said they don't offer but need ongoing practice development and/or supervision for internal coaches, and 63% said they don't offer but need standardized templates and processes for their coaching activities

[ICF 2014: Building strong coaching cultures for the future](#)

Made For More works with leaders to explore how they can implement coaching into their everyday leadership conversations to unlock people's potential and maximise their own performance across all layers of the organisation. You need to equip your Leaders and managers with the skills they need to have coaching conversations, every day. Organisations are investing in coaching capability for their leaders and managers to meet the future needs of the business, and role model personal development.

Having leaders and managers who actively embrace coaching, support and feedback as an additional leadership skill to use with their teams, individually and as a group are said to triple the likelihood that their direct reports are high performance. Employees who report to managers who coach effectively are 40% more engaged.

[Gartner](#)

Research suggests that 74% of leaders do not offer feedback that allows employees to do better work or increase their effectiveness.

[Gallup](#)

Leaders and managers who use coaching within their team, have robust relationships, are aligned to the future business direction and have clear lines of communication, meaning:

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

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QUESTION | CHALLENGE | LISTEN | ACTION

ACTIVITY	FOCUS	PERFORMANCE	LEVEL
Situational	Transformation	100%	Mastery
Structured	Fluidity	75%	Effective
Sporadic	Cadence	50%	Learner
Stuck	Implementation	15%	Newbie
Silence	Knowledge	0%	Absent

Situational

Leaders at the situational level have developed their coaching to a mastery level. They can coach on the spot and apply coaching in a variety of scenarios. Individuals are aware of their goals and what to do next. Teams are achieving amazing results, communicating well, minimal conflict, and high retention.

Structured

Leaders at the structured level have implemented a number of coaching tools and techniques. They understand the focus and purpose of coaching. This is often applied in a structured setting such as a set 1:1 meeting or performance review. Leaders at this level need to focus on 'in the moment' coaching conversations and increase their comfortableness with fluid coaching conversations.

Sporadic

Leaders at the sporadic level, are just that quite sporadic. They go in and out of telling vs listening and questioning. They're still learning to apply coaching during conversations with both individuals and groups. Leaders at this level are building their capability and applying the skills to the events as they arise. Leaders at this level need to focus on their unique structure for coaching conversations to ensure they are more frequent and relevant.

Stuck

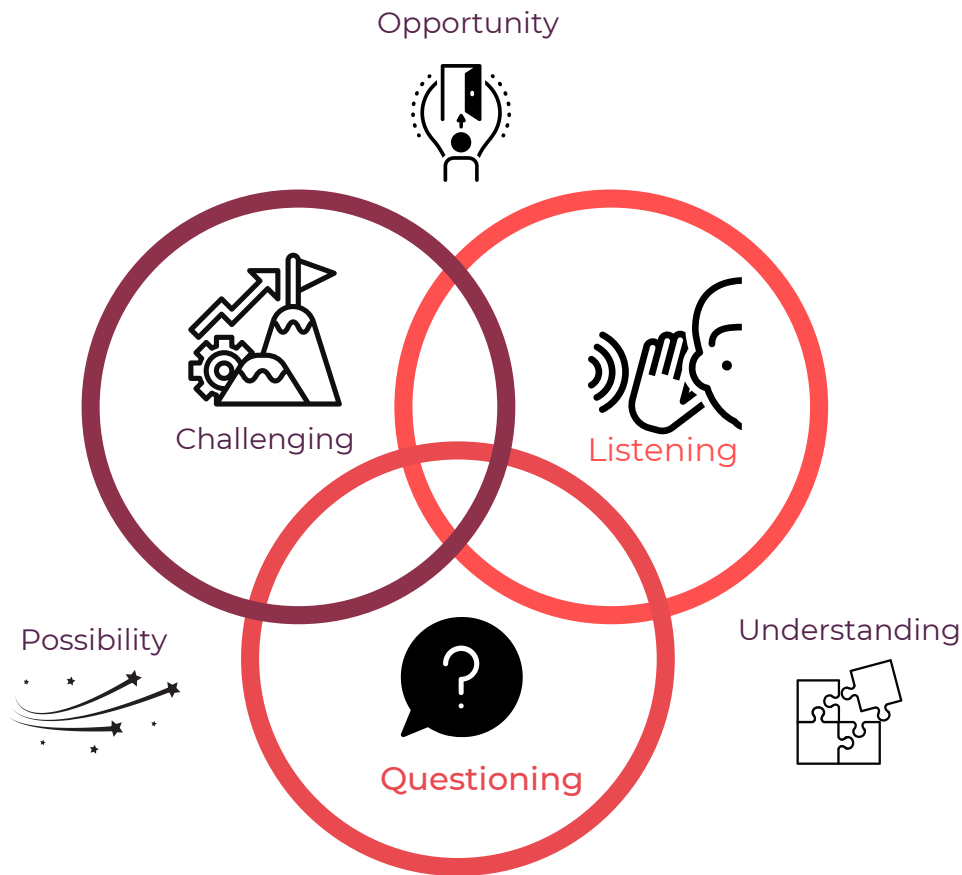
Leaders who are stuck have learnt some coaching skills but are yet to implement them. Whether they're unsure, scared or playing it safe. These leaders need be willing to have those conversations. They need to focus on the next step of implementing what they've learnt and identify what the purpose (and payoff) is.

Silence

Leaders at this level are silent in their coaching as they've not yet learnt the tools and techniques to implement coaching within their teams. Leaders at this level who are looking to build their coaching capability need to focus on learning and building their knowledge.

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Listening

Listening is an incredibly underutilised skill for leaders and leaders who are looking to improve their coaching capability. Listening helps to understand what's not being said. Listening as skill increases Emotional Intelligence (EQ) and created a deeper level of understanding, of both the problem and the person.

Questioning

Ask better questions, get better answers. Often leaders are in the position they are because they are technically great at a skill. To be a good curious leader is learning and understanding the best questions to get better answers.

Challenging

Challenging is a key part of the curious leader. Often leaders have an idea of what is right (or wrong). When leaders are curious and challenging, they develop a deeper understanding of individual drivers as well as the ability to experience and share different perspectives.

Opportunity

When leaders are great listeners, and they can challenge thinking, the opportunity for what's next is limitless. Whether it's the individual they're coaching or as a group, opportunity lies in the 'what's next for you, for the team

Understanding

Being able to listen and question what someone is say, and more importantly not saying (EQ) is incredibly important when it comes to understanding the needs of the individual or group, and also where to take the next steps as a leader who coaches.

Possibility

When questioning and challenging intersect, there is a limitless possibility to what is available Whether it's an individual's performance and capability, or a team taking on a whole new challenge. Being able to challenge and question without judgement or an agenda unlocks limitless possibilities.

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QUESTION | CHALLENGE | LISTEN | ACTION

Increase team communication, Alignment, performance and trust in the next 90 days.

By the end of the program your leaders will:

- Understand what coaching is and when to use it in the workplace.
- Gain some coaching tools that can be implemented immediately
- Understand methodologies
- Model the coaching behaviour
- The top coaching questions to manage most situations
- Be able to identify emotional cues to engage their staff

Who's suited to The Curious Leader Program?

The Curious Leader program is ideal for:

- Executive Leaders
- Senior Managers
- Team Leaders
- New and Emerging Leaders
- Project Managers

The Curious Leader program is NOT ideal for:

- Businesses who want a "do as I say" culture
- Looking for a magic solution without putting in the time and effort
- Organisations looking for a tick and flick exercise

MADE FOR MORE

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

Next Steps:

1. Decide on your program
2. Confirm your start date
3. Sign your Terms & Conditions

If you have any questions, please don't hesitate to contact me on +61 412 052 404 or email ally@madeformore.com.au

Until Next time, Eat the Frog, Get the Worm and be the Bird

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Made For More Pty Ltd

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, Courageous Conversations
Specialist | Speaker | Author



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

Time Line Therapy[®] Practitioner
Certified NLP Coach and
Practitioner
Bachelor of Arts
Diploma of Leadership &
Management
Certificate in Finance
Certificate of Project
Management
PROSCI[®] Change Management

VALUES

Fun
Growth
Courage
Kindness
Creativity
Leadership
Authenticity

"Insightful,
intelligent, inspiring."
~ Melanie

"Ally is a great coach and
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where I want to head. She provides
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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



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
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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