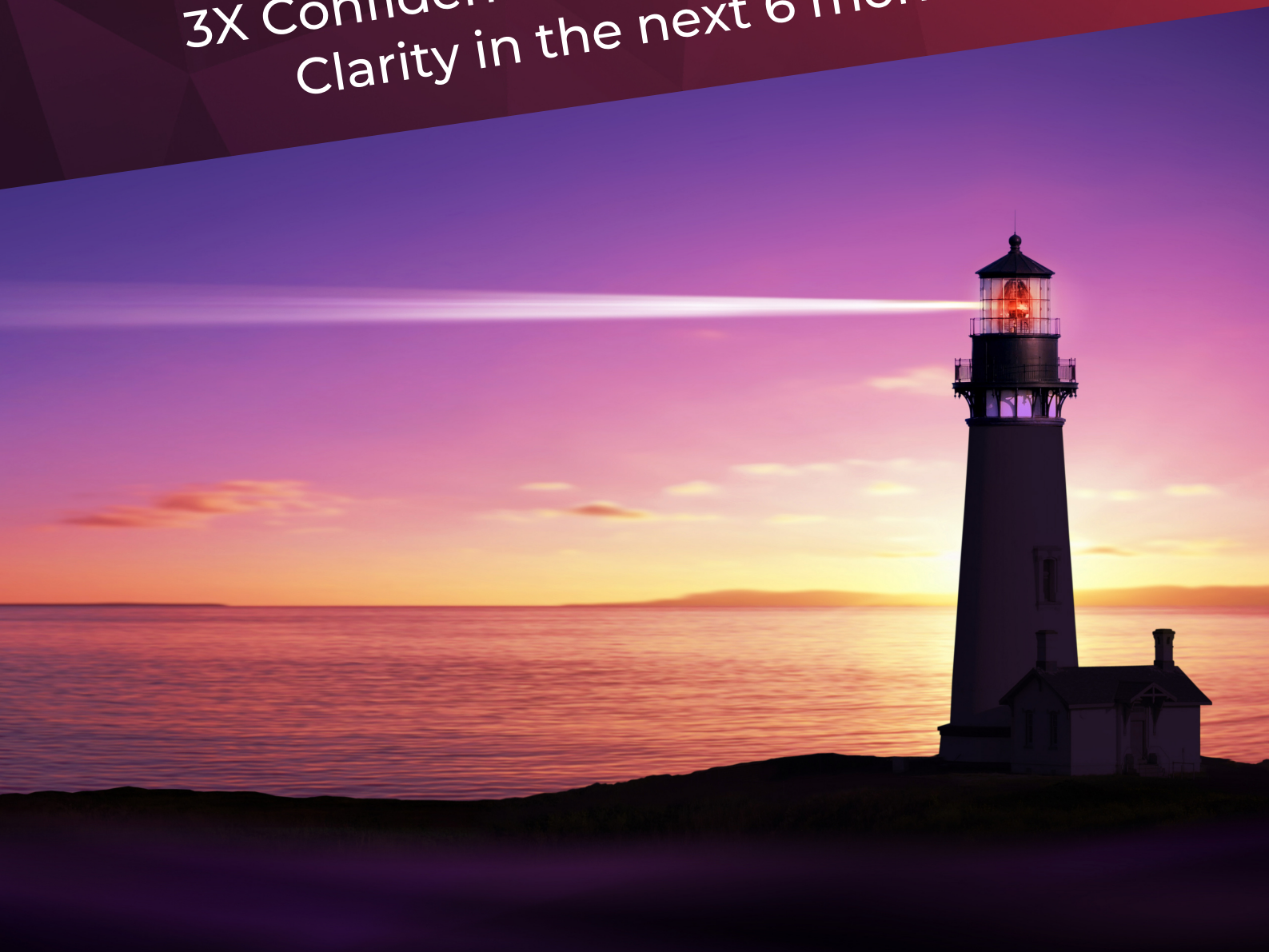


**MADE FOR
MORE**
with Alyx Nitzsche

COURAGEOUS LEADERS PROGRAM

**3X Confidence, Communication and
Clarity in the next 6 months.**



"The rising tide lifts all boats."

JOHN F KENNEDY

BE MORE | DO MORE | ACHIEVE MORE

BUILDING COURAGEOUS LEADERS

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 Leader	Courageous Teams	100%
Organisation Awareness	Change Management	75%
Team Awareness	Communication	50%
Self-Awareness	Clarity	15%
Purpose	Vision	0%
Title/Position	Buy-In	-10%

BUILDING COURAGEOUS LEADERS

Courageous Leader

These leaders are ready to focus on building courage within their teams and across their organisation. These leaders are very clear on their direction, are confident in their abilities and position, and communicate with impact and influence.

Organisation-Awareness

Leaders at this level are building their strategic alignment and focusing on leading change within their team and across the organisation.

Team-Awareness

Leaders looking to improve their communication. Being able to communicate effectively with their teams, and communicate with influence.

Self-Awareness

Leaders need to be able to lead themselves before they can lead others. Building self-awareness and clarity on leadership blueprint and design.

Purpose

Leaders are looking for their purpose, and how they fit in with their leadership model. This level of leaders needs to focus on what their long-term vision is..

Title/Position

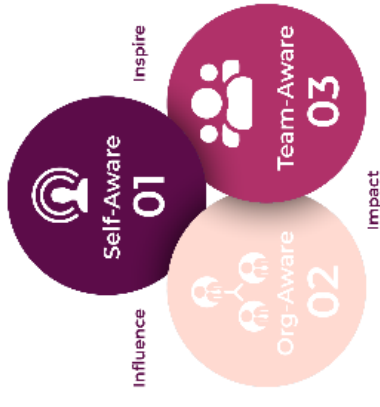
Leaders at this level are leading based on the title they currently hold. There is very little trust. Their focus needs to be on buy-in from their team and those around them.

Overview of Suggested Program

In this VUCA world and time of tweeting texting and tagging, leaders must navigate the complexities of technological advancement, social inter-connectivity, and massively accelerating change while balancing empathy and productivity. Bringing joy to customers and growing their teams and business/organisation for greater connection.

When I'm working with leaders, I often see them caught up in the day-to-day, the fundamentals, and putting out fires. This prevents them from stepping courageously into their own authentic leadership, focusing on the strategic work to grow the business while growing the capability of their teams.

I work with leaders to equip them with the skills they need to enable them to create the time, the space, and the opportunity to lead their way. Have open, honest, and robust communication to lead high performance and collaborate well across departments for effective change.



Focus	Leadership Development Program Options	Frame
<p>Self-Awareness Leadership Mindset, Clarity, Confidence, Values and Purpose</p>	<p>Finding the leader within - Looking at 360-degree results and using psychometric testing and strengths testing, creating your leadership vision. Identifying and developing your authentic leadership style. Personal leadership Accountability - Developing High-Performance Habits, setting personal goals, developing unique leadership blueprint to build confidence.</p>	
<p>Team-Awareness Communication, Connection and High Performance</p>	<p>Building High Performance teams - Unpacking the formula for cultivating an environment for high performance and how to implement in individual teams. Courageous Conversations in the workplace - Build radical confidence to have robust conversations, develop courageous feedback and have tough conversations.</p>	
<p>Organisation-Awareness Lead through change, strategy and coaching</p>	<p>Leading through change - Looking at change management practices model and processes required to initiate change, communication change, adapt to change and implement change. Leadership for the future - More ASK than TELL, leadership as a coach, the art of questioning. and problem solving</p>	

Leaders Program Indicative Outline

OUTLINE: This program is designed to support Senior Leadership development for new and emerging leaders within ENZEN. Based on the leadership development requirements, there are 3 key focus areas. Self-leadership, team leadership and organisation leaders. Developing a leader's mindset, capability, building confidence, and authentic courageous leadership while developing leaders who can lead and navigate through change in a VUCA environment.



	360 Feedback	Masterclasses	Group Coaching	Q&A Webcast	1:1 coaching	Resources
	360degree feedback for Senior leadership team.	F2F quarterly masterclass including learning, interaction & discussion. Individual activity and reflection, small group activity, and masterminding	Facilitated conversations designed for sharing wins and lessons, peer support, sharing best practice, group accountability & learning from each other's experiences	Virtual learning and Q&A sessions open to all participants for further learning and to Q&A the in workplace implementation.	Individual coaching for participants. 60 minute session to focus on individual barriers or areas they want to work on. These sessions are likely to target key leadership challenges, goals and aspirations.	A range of resources to support different learning styles, including webinars, online curriculum, profiling and reading lists.
Launch		1-3 months	4-6 months	7-10 months	Final	
Silver	x 20 	x2 x1 x2 x2 x2	x1 x2	x2 x2 x2	x20/mth	
Gold	x 20 	x3 x3 x3	x3 x3	x4 x3 x20 x3	x20 x3 x20	

BUILDING COURAGEOUS LEADERS

SELF | TEAM | ORGANISATION

Increase Confidence, Communication and Clarity in the next 6 - 12 months

By the end of the program your leaders will:

- Increase their performance
- Work and communicate effectively across the team
- Have a uniform approach to customer and client interactions
- Have developed their individual leadership blueprint
- Aligned their values and vision to the vision and mission of the business
- Developed a deep sense of trust and personal accountability
- Have higher levels of enjoyment from work.
- Have the skills and capability to effectively lead a high-performing team.
- Be able to have tough conversations and manage poor performance
- Navigate themselves and their teams through change

Who's suited to the Courageous Leaders Program?

Courageous Leaders program is ideal for:

- Businesses who are wanting to support their people to further develop their leadership capabilities.
- Develop high-performing teams
- Leaders who are going through change and looking to set new operating standards
- Succession planning
- Leaders who are ready for their next level of professional development
- Leaders who are ready to lead high performing teams and be challenged
- Leaders who are struggling to lead their team

Courageous Leaders 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 who are looking for a tick and flick program
- those who want a cookie-cutter/off the shelf approach to leadership development

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
I feel lucky to have worked with her.
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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



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



www.madeformore.com.au/



www.instagram.com/ally.madeformore/



www.linkedin.com/in/coach-leadership/



Hello@madeformore.com.au



+61 412 052 404

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

- John A Shedd