

**MADE FOR  
MORE**

# **COURAGEOUS TEAMS**



*"The rising tide lifts all boats."*

**JOHN F KENNEDY**

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

# COURAGEOUS TEAMS

COMMUNICATION | ALIGNMENT | PERFORMANCE | TRUST

## BUILDING COURAGEOUS TEAMS

To stay competitive in today's rapidly changing economy, teams need to work together, productively, efficiently, and be able to communicate effectively. Made For More works with teams to explore how they operate, communicate, and navigate changes, as well as develop team norms to align with the vision values of the business. We work with teams to facilitate discussions around some of the barriers to improving communication, accountability and taking teams to that next high-performing level.

*93% percent of companies plan to reshape their organizational structure, with most intending to flatten their organizational chart, decentralize decision making, and extend authority and control to semi-autonomous teams source: Mercer*

What this means is that individual personal leadership accountability is more important than ever. Leadership cohorts being able to work across disciplinary unity to work collaboratively and cohesively is imperative. Individuals understanding the impact of their performance on the overall team performance and committing to that outcome is key to high achieving workplace culture.

Leaders often report they're sick of breaking down silos, being the conduit between business units or departments. Playing school yard referee to individual staff members. It's time for a change.

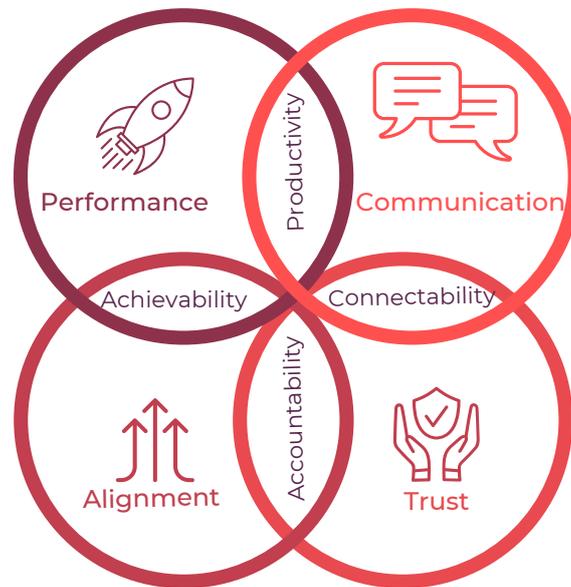
Having teams who are open, honest, have robust relationships are aligned to the future business direction and have clear lines of communication means:

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



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## Performance

Everyone wants high-performing teams. Often there's too much time spent on team bonding, rather than team building. Understanding the dynamics of a team, individual and team strengths are what gets results. High-performing teams maintain and champion a passion for their brand, team, and clients.

## Communication

Teams are comfortable enough to have robust conversations within their own team and across business units. Understanding how to communicate with each other and to work coherently and productively is a key element of courageous teams.

## Alignment

Teams are often aware of company vision and values but don't spend enough time understanding what that means for the individual and as a team. How do their team values align with the overall business values? Understanding how teams fit into the bigger picture is imperative when it comes to high-performing teams.

## Trust

In today's environment trust can make or break a team. More importantly, a teams' trust in their leaders to be able to support them when needed, provide transparency, and direction. Trust promotes collaboration and creativity. Failure of leadership makes distrust the default.

## Productivity

In a VUCA world, 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.

## Connectability

In a time of texting, tweeting, and tagging, human connection has never been more important. On average people spend a third of their life at work, making sure their teams are connected as human beings rather than human doings is the combination or communication and trust between individuals and between teams.

## Accountability

Being individually accountable to the team's performance, communication, and reputation ties into the overall understanding of business alignment and trust between peers and leaders.

## Achievability

Being able to work together toward a common goal or set of goals, with the aim of high performance, consistent focus can turn a mediocre team into a high performing.

# COURAGEOUS TEAMS

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ACTIVITY	FOCUS	PERFORMANCE
Performing	Courageous Leaders	100%
Challenging	Outcome Focus	75%
Collaborating	Relationships	65%
Cooperating	Communication	50%
Stagnant	Vision & Mission	25%
Dysfunctional	Momentum	10%
Apathetic	Buy-In	-10%

## Performing

Teams are achieving amazing results, communicating well, minimal conflict, and high retention. They maintain and champion a passion for their brand, team, and clients.

## Challenging

Teams are comfortable enough to put the thinking outside the status quo. Innovation increases and individuals are pushed past their limits, sometimes known as 'stretch goals'. They need to focus on the outcomes to keep in mind what's most important.

## Collaborating

Teams are breaking down silos, encouraging each other for the greater good of the vision and mission. Ideas are starting to come together, but no real leadership or push yet. Individuals need to focus on building relationships around them.

## Co-Operating

Teams are trying to work together because they know they 'should'. Strong focus is required on communication between individuals and teams.

## Stagnant

Teams are going through the motions and ticking boxes, but are unclear about what they're achieving and what they're ultimately working toward. A strong focus is required on project alignment to vision & Mission.

## Dysfunctional

Teams have high levels of conflict, are brand new in the (storming stage) or are unclear on what's required. Strong focus on getting some runs on the board, small achievements to build momentum.

## Apathetic

Teams are disengaged, have been impacted for a period of a toxic culture, not in alignment with business and producing minimal viable output. Focus is required on buy-in, what motivates the individual and the team, and how to align with the work program.

# COURAGEOUS TEAMS

COMMUNICATION | ALIGNMENT | PERFORMANCE | TRUST

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

## By the end of the program your leaders will:

- Increase their confidence
- Reduce levels of stress for themselves and their team
- Increase performance
- Increase retention and decrease resignations
- Understand individual values and drivers
- Understand and drive team values
- Collaborate effectively across business units

## By the end of the program your teams will:

- Increase their performance
- Work and communicate effectively across teams
- Have a uniform approach to customer and client interactions
- Have developed team norms in alignment with business values and vision
- Developed a deep sense of trust and personal accountability
- Have higher levels of enjoyment from work.

Who's suited to the Courageous Teams Program?

## Courageous Teams program is ideal for:

- Businesses who are wanting to support their people across all teams
- Develop high performing teams
- Teams who are open to doing more, achieving more and being more.
- Leaders who are ready to lead high performing team and be challenged
- Teams who are going through change and looking to set new operating standards

## Courageous Teams 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
- Are looking to blame someone else

# COURAGEOUS TEAMS

## SELF | TEAM | ORGANISATION

Made For More will partner with <business> to design, develop and deliver an immersive and interactive courageous teams masterclass or program.

Made For More will design the masterclasses or program to ensure the learning delivered is tangible and tactile for participants and can be implemented within their roles, build capability across all three aspects of courageous teams - Communication, Curiosity and Compassion.

The workshops are designed to ensure participants experience different ways of thinking, strategies and tools to implement ideas and positively influence the own capabilities .

Recommended Program for 20 team members	PROPEL	MOST POPULAR	
		PERFORMANCE	PRIZEWINNING
		6 Months	10 Months
One-day Facilitation workshop (valued at \$6,000-\$36,000)		3	6
Full colour workbooks for participants (valued at \$750)			
Copy of Radical Candor for participants (valued at \$600)			
Courageous Teams Online Learning (valued at \$9,900)			
Team Diagnostic and analysis (valued at \$4,400-\$8,800)			
20 x 1:1 60-Minute Executive Coaching sessions (valued at \$20,000)			
3 x Bi-monthly workshops (valued at \$18,000)			
30-minute monthly phone/zoom mentoring (valued at \$45,000)			
Bi-monthly 1:1 Executive coaching x 20 (valued at \$60,000)			
5 x bi-monthly workshops (valued at \$30,000)			
Monthly progress reporting (valued at \$1,200)			
Final evaluation and recommendations (valued at \$1,500)			
INVESTMENT FOR 20 PEOPLE	Valued at \$17,250 \$6,750+GST	Valued at \$71,850 \$45,000+GST	Valued at \$231,750 \$111,000+GST
INVESTMENT FOR 20 PEOPLE	\$337.50+GST	\$2,250+GST	\$5,550+GST

"Courage is not the absence of fear - it's inspiring others to move beyond it."

Nelson Mandela

# 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](mailto:ally@madeformore.com.au)

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

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ABN 68 531 910 018  
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

"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 taking 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

"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 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!"

Michaela Human Resources Exec  
Sutherland Hospital

# 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 your 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

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

"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

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

# 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<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

### 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.  
She has managed to empower me  
to go from confused to clear on  
where I want to head. She provides  
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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/](http://www.madeformore.com.au/)



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[www.linkedin.com/in/coach-leadership/](http://www.linkedin.com/in/coach-leadership/)



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

*- John A Shedd*

# COURAGEOUS TEAMS

SELF | TEAM | ORGANISATION

## TERMS & CONDITIONS

The <CLIENT> will provide a suitable venue for the face-to-face delivery of workshops and programs as well as a point of contact for the program. 50% Deposit to secure dates. Final balance on delivery of Program.

Investment does not include travel and accommodation, this will be invoiced separately.

## ACCEPTANCE

On behalf of <CLIENT>, I \_\_\_\_\_ am authorised to accept this proposal to work with Made For More.

Contact Person	
Position Title	
Organisation	
Contact number	
Email Address	
Investment	<input type="checkbox"/> PROPEL - \$6,750+GST <input type="checkbox"/> PERFORMANCE - \$45,000+GST <input type="checkbox"/> PRIZEWINNING - \$111,000+GST
Authorised Signature Acceptance	

Made For More Pty Ltd is a registered COVID safe business



# TERMS & CONDITIONS

## Confidentiality, Privacy and Intellectual Property

All information exchanged between clients and Ally Nitschke and Made For More Pty Ltd (ACN 65 041 1902) and Nitschke Consulting Group (ABN 68 531 910 018) is considered confidential.

We abide by the International Coaching Federation's Code of Ethics, <https://coachfederation.org/code-of-ethics>.

All program materials and related intellectual property remain the property of Ally Nitschke and Made For More Pty Ltd and Nitschke Consulting Group and cannot be copied or distributed without express permission.

All logon details provided by Ally Nitschke and Made For More Pty Ltd and Nitschke Consulting Group are for the named purchaser of the program and cannot be shared or distributed.

Made For More Pty Ltd will not disclose any client information or any other privileged information to any other third party unless permission for such disclosure has been provided by the client to Made For More Pty Ltd or Nitschke Consulting Group.

## Program Confirmation and Payment

Program and date/s remain unconfirmed until program payment is received in full. Payment is required at the time of booking to confirm dates unless indicated otherwise.

## Cancellation Policy

At Made For More Pty Ltd, we work with our clients to ensure that the programs are successful. This means ensuring the commitment of participants to the program.

Should a program\* be cancelled, we reserve the right to apply the following policy:

- Cancellation of the program\* 4 weeks or earlier from commencement date: any costs incurred are invoiced plus 10% of the program fee for administration.
- Cancellation of the program\* 2 to 4 weeks from commencement: any costs incurred are invoiced plus 50% of the program fee.
- Cancellation of the program\* less than 2 weeks from commencement: any costs incurred are invoiced plus 100% of the program fee.

Should a scheduled program\* date be changed, we reserve the right to apply the following policy:

- Change of a program\* date within 2 to 4 weeks of the scheduled date: 50% of the program fee.
- Change of a program\* date less than 2 weeks of the scheduled date: 100% of the program fee.
- If a person withdraws from a program\*, in some circumstances a substitute person may be added to the program for an administration fee only.

All Coaching Sessions need to be completed within the specified program period.

These terms are governed by the laws of South Australia, Australia.

## Our Commitment

Made For More Pty Ltd commits to delivering an outstanding program that specifically meets and honours the needs of the individual and the organisation.

If your face-to-face program\* becomes impacted by changes to COVID restrictions, the program will be delivered via an online platform and all details required to attend will be emailed to you.

\*A program includes any one-off or series of workshops, coaching sessions, webinars, events, and speaking engagements, both face to face and online.