



# EQUENTI

LEADERSHIP & LEARNING



LET'S WORK TOGETHER  
*our services*

[WWW.EQUENTI.COM](http://WWW.EQUENTI.COM)

Equenti provides a range of services for leadership development, team building and culture change.



When we work together, we help you solve problems in a complete way.

*There are no short-term or band-aid solutions, here.*

## HOW DO WE WORK TOGETHER?

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When we decide to work together, you can expect us to spend some time getting to know you and your company. We do this in a structured and deliberate way, and it's called the diagnostic phase. We'll agree on the right amount of time for this phase, but it generally involves:

- Spending some time with you and key leaders one on one, talking about strategy, culture, structure, leadership, teams and defining the people problems we'll solve together;
- Reviewing strategy and plans, organisation charts and other key documents which demonstrate the direction and values of your company;
- We also interview key teams and influencers in your organisation, so we get a true sense of 'the way things are done around here'.

From here, we develop a roadmap which defines the problem to be solved, the key issues we'll address and the 'levers' we'll use to move towards the ideal future state for your company.

## WHAT PROBLEMS DO WE *solve* FOR YOU?

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Some of the most common problems we solve include:

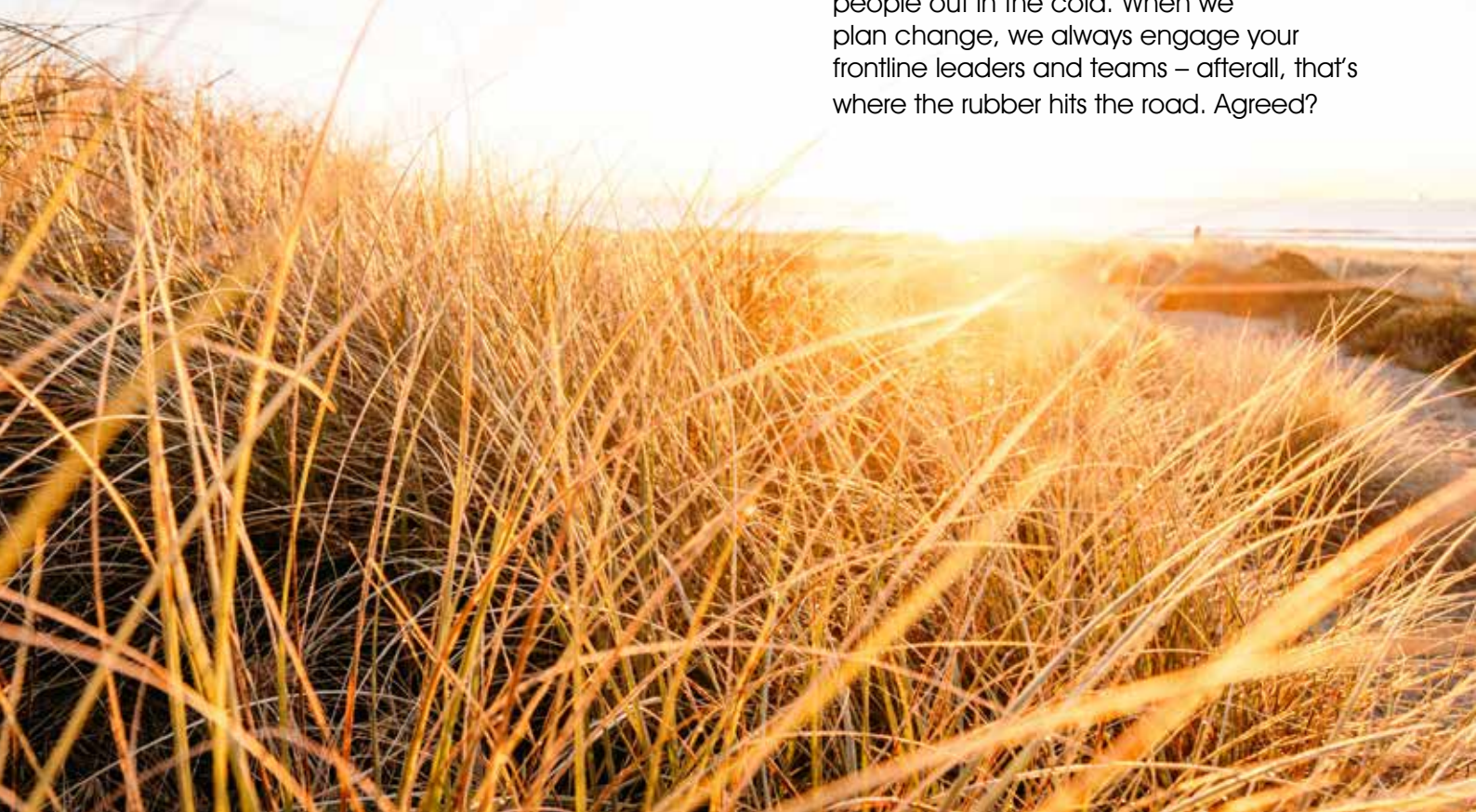
- Creating strategic clarity in leadership teams and mobilising action for strategy execution.
- Developing the capability of leaders so they can bring the most constructive leadership mojo to their teams, and drive inspired strategy execution.
- Building high performing teams that are unified, constructive and inspired by their role in executing your company's strategy.
- Creating a culture that aligns with your company purpose and values and allows people to feel valued and inspired while delivering your strategy.

## HOW DO WE ROLL?

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Equenti is defined as much by what we don't do, as the excellence in service we do deliver. We promise you that we'll never:

- Provide a bandaid or surface level solutions that won't fully solve your problem or be sustainable over time. This means that we engage with clients for at least 6-12 months, and we re-evaluate progress as we go.
- Tell you only what you want to hear. Instead, we specialise in providing expert analysis and advice on people issues and we'll always have the courage for straight talk. #sorrynotsorry
- Offer a glossy strategy or plan that impresses your Board and Executive but leaves your people out in the cold. When we plan change, we always engage your frontline leaders and teams – afterall, that's where the rubber hits the road. Agreed?



## OUR SERVICES, TAILORED *especially* FOR YOU

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We can help you and your company with any combination of these services:

- Leadership coaching for key leaders and influencers
- Team building and executive retreats
- Culture change planning, communication and building the new skills needed
- Training for teams so that everyone can learn to be leaders in life and business, even if they don't hold a formal leadership position





# LEADERSHIP COACHING

There's no 'off button' for leadership, and everyone in the organisation – no matter their position – has the opportunity to step up and be a leader. Leadership is not about being the boss or having a senior job title. It IS about serving others.

## HOW DOES LEADERSHIP COACHING WORK?

We work together for a minimum of 6 months, with fortnightly or monthly sessions, meeting face to face or via video calls for 45-90 mins.

## EQUENTI'S 4 PHASES OF *Leadership* DEVELOPMENT



### SELF-AWARENESS

Using reflective learning and behavioural profiling, we understand our strengths and limitations and how we are uniquely wired to think and 'be' at work.



### SELF-LEADERSHIP

We help you to understand and practise leading ourselves better in terms of the impact we have on others, our effectiveness as a leader, and how we manage our time, emotional energy, professional relationships, stress levels and balance work with life.



### TEAM LEADERSHIP

Here we help you to effectively engage and lead a team, including learning how to develop a clear vision or intent, set goals, engage them in planning, empower people to get results. We also cover key leadership skills like delegation, developing and upskilling your team, managing tricky performance issues, setting inspiring expectations and having your team rise to the challenge.



### ORGANISATIONAL LEADERSHIP

Learn how to champion and lead change, communicate difficult messages, create connections and work across silos, plan and execute more reliably, and create a constructive culture that enables strategy. We also help you understand what it requires of you personally to be a true organisational leader.

Leadership is about serving others, and we can only do that well when we understand our strengths and limitations, how to manage ourselves and our teams, and how to be a true leader in our organisation. Great leadership is unconditional, so we need to lead well even (and especially) when the conditions are unfavourable. That's where Leadership Coaching can help you.



# TEAM BUILDING & EXECUTIVE RETREATS

## HOW DOES TEAM BUILDING WORK?

We work with you and your team over a period of 6-12 months, using face to face workshops for group learning and creating a great team culture together. Team building works well in combination with leadership coaching, so the leader can keep pace with the development of their newly inspired team.

## EXECUTIVE RETREATS

Executive leadership retreats are offered in the format of our Hooked on Leadership program. For more information about our retreat programs, check out [www.hookedonleadership.com.au](http://www.hookedonleadership.com.au)

## EQUENTI'S TEAM *building* APPROACH



Effective teams acknowledge and leverage difference, set and maintain clear standards of behaviour, plan together and learn through the process of executing those plans, so they become increasingly capable as a team over time.

*Culture is a leadership issue.*

When we have culture problems, we 100%  
have leadership problems.

- ANGELA KONING



## CULTURE CHANGE

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Culture is a leadership issue and drives morale, engagement and the sense of fit (or belonging) that people have with the organisation. A great culture helps you execute strategy, attract and retain talented people and contribute to the growth of people in your company. A toxic culture means that people get hurt on the journey and opportunities for safe collaboration and creativity are lost.

Culture can feel intangible and difficult to define, but with the right help we can make culture change a practical, constructive and fun journey.

### HOW DOES IT WORK?

When we're planning culture change, it takes time. To tell you anything else would be disingenuous. This is why we work together for a period of 12-24 months with a mix of consulting, leadership coaching, team building and training.

We'll help you to:

- Quantitatively and qualitatively analyse current culture
- Work directly with organisational leaders to identify your desired future culture
- Plan and implement learning to drive the desired foundational behaviours
- Develop effective leaders and create high performing teams as the foundation for culture change

# EQUENTI'S CULTURE *change* APPROACH



## 1. UNDERSTAND THE STRATEGIC CONTEXT AND DIAGNOSE THE CULTURE

We use engagement and culture surveying for quantitative data and behavioural interviewing for qualitative data, presenting summary findings back to the executive team.



## 2. DESIGN YOUR IDEAL CULTURE

We help you to define and describe the behaviours you need to build the most constructive culture in the organisation.



## 3. CULTURE IS A LEADERSHIP ISSUE

We help leaders understand their role in setting and maintaining culture and equip them with the skills to have behavioural conversations with their teams.



## 4. LEARN NEW BEHAVIOURS

We help leaders and their teams learn, practice and embrace new behaviours required for the desired culture.



## 5. REVIEW SYSTEMS AND PROCESSES

We help leaders and teams identify barriers and blocks to culture change in existing systems and processes, and develop the skills to integrate the new, desired behaviours into the way work is done.



## 6. REFLECTIVE LEARNING

We guide you to deliberately and purposefully take time to learn from successes and challenges in the culture change process and incorporate the learning into forward plans.





## ANGELA KONING

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### EQUENTI LEADERSHIP & LEARNING

Angela believes that with better self-awareness, everyone can improve their self-belief, change the way they think and reimagine how they see themselves in the world. She brings together 20 years of experience in leadership development, team building and human resource management to deliver insightful programs via experiential learning, equine-assisted learning and corporate workshops.

Angela's formal qualifications include a Bachelor of Business Management, Graduate Certificate in Business Administration, Diploma of Arts (Teaching & Learning), Certificate IV in Competitive Systems and Practices and Certificate IV in Training and Education. Her professional accreditations include the LifeStyles Inventory (LSI), Team Management Systems, DISC Advanced and ProSci Change Management.

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