

“ Successful leadership
isn't just about
amassing a collection
of strong individuals.

It's about how they maximise their
impact by working together. ”

WE HELP YOU SET THE TEAM UP FOR SUCCESS

CLARITY AND ALIGNMENT ON DIRECTION

Developing or
refreshing vision,
setting strategy,
clear action plans
and accountabilities

QUALITY INTERACTIONS

Developing healthy
dynamics, having
difficult conversations,
improving collaboration

EFFECTIVE WAYS OF WORKING TOGETHER

Decision making,
operating cadence,
processes, working
on the team, pausing
and learning

1.

2.

3.

A custom designed process...



Meet the Leader of the team

Provide insight to understand the context and objectives

Interview each Team Member

Detailed discovery to understand the team's unique perspectives

Review findings with Leader

Share insights into the team's alignment, challenges and aspirations

Design the workshop

Custom design each component specifically to meet the team's needs

Facilitate the workshop

Pool of expert facilitators to ensure the right style and approach

Debrief and Coach the Leader

Share insights and ensure follow-through from workshop

Coach the Team

Advise and coaching for the team and individuals during team interactions



Paul Collings

Paul is a highly experienced leadership consultant with over 20 years' experience focused on lifting organisational and team performance through improving culture, team effectiveness and leadership.

Previously he was an Associate Principal at McKinsey and was part of the team that developed the firm's approach to culture and leadership. Prior to that he was a business strategy consultant with Pappas Carter Evans & Koop (later BCG) and Australian Consulting Partners (founding partner).

Paul holds a Masters in Business Administration degree from AGSM. He also holds a Bachelor of Economics degree and is accredited in The Leadership Circle, NeuroColor, Human Synergistics, Barrett Values Survey.



James McLaren

James is the Founder and Managing Partner of Sterling Black. Previously, he was Managing Partner at Deloitte Leadership Consulting and prior to that was Managing Director, PDI (Korn Ferry Hay Group) based in New York.

With more than 25 years of experience, he focuses on review of Board Effectiveness, Chair Feedback and Director Development; CEO and C-Suite Assessment for Selection, Development and Succession; CEO Succession, CEO Coaching and Development; Executive Team Effectiveness.

James holds a Master's in Business Administration degree from Columbia Business School and an MBA from London Business School. He also holds a Bachelor of Commerce degree and is accredited in all credible leadership psychometric and ability measures.



Jessica Apfel

Jessica has fifteen years' of experience in the leadership industry working with boutique advisory firms and Heidrick & Struggles. Her career has specialised in CEO and C-Suite succession and development to help organisations achieve results.

Jessica works closely with Chairs and CEOs to provide insightful assessment data for selection, succession, development planning advice and guidance for organisational effectiveness. She facilitates executive team workshops and coaches' leaders who are transitioning into new roles.

Jessica holds a Master's degree in Business Administration from MGSM. She also holds a Bachelor of Human Resources (Psychology & Business) from Macquarie University and is a Justice of the Peace, NSW.

