



GRIFFITH

evolve

The High-Performance Leadership Coach Program



Unlocking Human Potential

Contents

Program Outline	6
The Evolve Leadership Program	6
Why the Evolve Leadership Program?	9
The Program	11
The Five Focus Strategies to Create High Performance Leadership	14
One-on-One High Performance Coaching Sessions	20
How our Brain creates Authenticity, Trust and Engagement	24
The Success Without Stress Meditation Program	30
The Effects of Stress on Your Body	30
Our Research	32
The Four Intelligences to Create Perfect Health	38
Improving Self-Awareness and Relationships	42
Self-Mastery and Ideal Leadership	46
Presenters	48
Coaches	49
Program Support	49
Our Clients	50
Be the change you want to see.	51

“This is the most life changing program I have ever done and I feel positive about the future.”

Elise Elliot
Partner, Deloitte



“Despite the overwhelming literature and programs on leadership, corporate culture, organisational performance and learning organisations, we are still pretty much scratching the surface. We must go beyond superficial management. This program goes to the foundation of success in leadership.”

Dr. Evert Gummesson
Professor of Management,
School of Business, Stockholm University

Unlocking the power of whole brain potential

The Five Intelligences to Personal and Leadership Transformation

The last 20 years has seen an evolution of neuroscience research on how we can transform the brain to evolve our thinking and leadership.

These are life and leadership skills that can give us real breakthroughs in our potential to evolve the most essential skills for resilience, allowing us to manage life's challenges, successes and failures, whilst remaining positive and focused on the future.

At Griffith, we have been at the forefront of leadership development by bringing the latest research and learning into our programs to evolve human potential for over 25 years.

The research shows us not just the theory, but the practical application of how we can apply a range of mental techniques that gives us an unique opportunity to optimize personal performance. This is achieved by harnessing cognitive emotional and physical intelligence to be able to thrive.

Creating a future that we desire requires the self-awareness and commitment to step out of old patterns of thinking, emotional reactions and physical habits.

The truth is, that the pressures of leading people, running a business, leading any organization (big or small) or just striving to be the best version of ourselves in a personal and professional setting can be exciting, but it is demanding, mentally and emotionally. Supporting, communicating, giving feedback, adjusting expectations and dealing with the unknown is all part of it.

“We employed Steve and his team to run a Leadership Program for our Director Group, and we were absolutely blown away by the quality of the content and most importantly the outcomes. The program is the best I have come across in my career somewhat due to the fact that it is as much about personal management and leadership rather than business.”

Nick Dowling, CEO Jellis Craig

We need to also grow and evolve our own strategies to not just cope but to thrive in leading ourselves, our business and organisation.

Learning to manage our own energy and stress through the development of the four intelligences to evolve our full brain potential gives us the knowledge and skills to advance our potential to operate in a more ideal state, with more energy, positivity and resilience.

Our skill-based learning and our academic education gave us an opportunity to enter our profession, but the skills needed to progress and thrive in any leadership role requires a different learning.

The Evolve Leadership Program (ELP) delivers experiential learning, self-awareness, mentoring and a shared learning experience that authentically challenges us to develop our personal vision and purpose.

The ELP will help you take the lead to make a difference to yourself, your team and your business.

Time is short, we need to learn quickly and evolve our skills to achieve the results we desire.

Self-Mastery and Leadership means needing to



Think Differently

Cognitive Transformation



Act Differently

Behavioural Transformation



React Differently

Emotional Transformation

The Evolve Leadership Program

The Evolve Leadership Program delivers a multi-learning experience in the shortest possible time to fast track personal self-mastery and leadership, to make a quantum difference in your business and your life.

This is a world-class, cutting edge program that has over 25 years of its own evolution. Today, you can benefit from the incredible knowledge and experience of our amazing team, who will assist you on your own personal and professional leadership journey. A life-changing journey.

The Evolve Leadership Program will give you access to your own superpower, to change your brain through the power of meditation and visualization to not just imagine (with incredible clarity) the future you want but how to create this future with a step-by-step plan to achieve this, in every area of your life.



“I would recommend this program to anyone who wants to make a difference in their life and seeks to embrace future possibilities to the greatest extent possible.”

Michael Mawn,
Principal Project Officer,
Department of Environment,
Land, Water and Planning



evolve

A system of strategies and tools for achieving greater focus, vitality, simplicity, productivity and work/life balance, enabling leaders to achieve a quantum leap in results and satisfaction.

“I would recommend the program wholeheartedly to any organisation that wanted to improve their leadership and the resilience of their people and take a holistic approach to the work, life and the community. As a result of running this program, we are bringing our projects in on time and within or below budget, and we are on track to break even with our financial position. Stress is not a word we hear much about these days. These results happen due to leaders who are coaching their staff to bring about transformational change.”

Wayne Wallis - General Manager, Port Stephens Council

What you will achieve in this program



Higher Engagement Levels

Discover how to avoid the 7 major causes of low engagement and poor performance.



Productivity, Creativity and Energy

Create the ability to teach, mentor, coach, engage and bridge the unrealised potential of your team.



Increase Emotional Intelligence

Push yourself out of your comfort zone and learn to expand your thinking around new mindsets to lead your team to a new future.

Learn how to focus your team on culture using the newest strategies and thinking to understand the inside game.

Engage your whole organisation in positive, solution focused thinking.



Building Positive Culture

Motivation and innovation are the product of energy and engagement. Discover new ways to build your visionary style of leadership to reinvigorate team engagement and productivity.



Reduce Stress, Increase Resilience

Understand how meditation develops the leadership skills to manage stress, build resilience and recover energy so you can focus on your people.



Creating Workplace Balance

Understand the latest research on stress and the brain, tools for rewiring new habits, establishing the neurophysiology of a growth mindset. Building resilience that creates mindfulness and happiness in your personal and professional life.



GRIFFITH

Why the Evolve Leadership Program?

With 25 years' experience, Griffith Consulting has been at the forefront of developing and delivering leadership programs around Australia



25 years of experience

20,000 participants have been through our Griffith Consulting leadership and culture programs.



20,000 participants

World-class learning, delivered to you over six months with a team of experts including seminar speakers, coaches, and public educators, health consultants and business professionals.



World-Class Learning

One-on-one high-performance coaching sessions with a dedicated coach and mentor, personalized for you.



Professional Coaching

97% of our participants felt the program was a positive experience and provided beneficial tools for the workplace and their personal life

87% of our participants experience a reduction in anxiety

89% of our participants experienced greater mental alertness and clarity of mind

83% of our participants had greater focus and concentration



Proven Results



The Program

The HPLC program will be delivered through online seminars, coaching, our Success Without Stress Meditation Program, videos, emails and articles.



5 x One Day Seminar

The seminars provide the framework, foundation, and motivation for change.



4 x Coaching and 120 Day self-directed Action Plan Workbook

These are one-on-one personal coaching sessions that are essential steps to monitor the progress and maintain focus on the goals. They establish new awareness of leadership strategies and a commitment to new actions that create the move towards the highest level of leadership development.

Each session is 45 minutes.



The Success without Stress Meditation Program

A simple technique is taught, which enables the mind to settle down, to release fatigue and stress while empowering new levels of concentration, resilience, energy and vitality.

The program reduces anxiety and stress while improving sleep and focused attention.

“Firstly, this program has been a valuable tool providing a catalyst for group discussion and a narrowing of focus and greater understanding of why we exist at this club and what we can achieve together if we really want to do so.”

Nathan Buckley
Senior Coach, Collingwood Football Club



The Five Intelligences to Personal and Leadership Transformation

SEMINAR ONE

The 5 intelligences for personal and leadership transformation

*“Science is organized knowledge.
Wisdom is organized life”*

Immanuel Kant



SEMINAR ONE

The Five Intelligences to Personal and Leadership Transformation

Think Differently - Cognitive Transformation

THE FIVE INTELLIGENCES TO WHOLE BRAIN SUCCESS.

Everything that we see around us; a car, a mobile phone, a computer, it was once a thought in someone's mind. If we can understand how thought can break the limits of our own patterns, habits and past thinking we can then truly begin to tap into our minds potential.

Past, present and future are not discrete divisions among an orderly succession of life's events.

Rather, past, present and future fold forward and backward like Japanese origami. They collapse into each other and constantly determine each other as we construct and reconstruct both past and future.

Each day we have 80,000 thoughts and its estimated that 90% of those thoughts are repeated from yesterday. Which means we allow our past thinking to create our future. To change any desired future result requires us to think differently in the present.

The first scientific studies on the brain published in the 1990's showed that when the neurons are stimulated repeatedly by a particular new learning, positive thought or emotion on a future needed outcome the number of synaptic connections can double in just one hour. This process is called neuroplasticity, the neural pathways in the brain grow, stimulated by what the mind chooses to focus on.

However, if we maintain the same thought patterns, the brain does not evolve new neuronal connections. The mind literally creates the brain. This is your everyday superpower that you possess. Second by second you are changing your brain by the way you use your mind.

The power to change our future results is through the clarity and positivity of our mind and thoughts, as well as then the ability to visualize our desired future. Goal setting and commitment involve thinking and imagination. Thinking and imagination allow for creativity in goal identification and evaluation of possible goals and flexibility in decision making to achieve them.

*“Absolute clarity and precision in thinking;
seeing the world in a different way.
My reactions to people are more relaxed, happy
and encouraging. Feeling I can manage daily
life in a more productive and successful way.”*

Kate Keenan
Chief Marketing Officer, Judo Bank

The Five Intelligences to Personal and Leadership Transformation

A key function of thinking during this process is assessing the desirability of various goals instead of just impulsively embracing some goal without sufficient contemplation or allowing our past thinking to repeatedly achieve the same results as we did yesterday. Imagine having a brain with vastly increased ability to master the challenge of creating a clearer, more powerful vision of your future.

The Evolve Leadership Program will give you access to your own superpower to change your brain through the power of meditation and visualization to not just imagine (with incredible clarity) the future you want to create but how to create this future, with a step-by-step plan in every area of your life.

The reason most people do not achieve their goals or change their past habits and routines is the process they undertake does not create or engage their ability to change the past hardwiring of the brain, which keeps them limited to their past thinking.

This is the first step on your future journey, we change the brain and the mind to transform the future. The first step on this amazing journey is creating a life plan that allows you to visualize every aspect of your future goals and desires for leading your whole life; both personal and professional.

This one-day seminar sets a very important aspect of your journey. The rest of the program is going to assist you to fulfill this plan over the coming months.

“Today’s session really inspired me to believe in the opportunity ahead and the ability to grow. I am excited by the holistic approach that may be applied to family and business.”

Sam Rigopoulos - Director, Jellis Craig



Learning Objectives

- Discovering ideal self and ideal leadership
- The importance of setting goals to achieve ideal self and leadership
- The importance of developing the performer to alter the performance
- Leadership performance and the stages of development from an opportunist to strategist
- The importance of effectiveness over efficiency



Tools for Learning

- Seminar
- Goal setting/Mental visualisation
- 120-day action planner - focusing on repetition
- Study Group participation



Learning Outcomes

- Practice new thinking frameworks and enhance self-awareness
- Ability to identify the gaps between current self and ideal self plus strategies for personal growth
- Ability to identify the actions needed to achieve a shift in focus and results

“I have been to a number of “leadership” sessions but I really enjoyed the insights around the five intelligences and about “above and below the line” statistics.”

Rating 10/10

Brian Pidgeon
CEO, Toowoomba Regional Council

The Five Intelligences to Personal and Leadership Transformation

Program Outline

9:30am - 3:30pm

Seminar 1

SESSION 1

The Five Intelligences to Personal and Leadership Transformation

An overview of the five intelligences to achieving High Performance Leadership.

The five intelligences to self-leadership and a high performing culture.

Why self-leadership creates great places to work and results orientated high performing cultures.

Reflection Mindfulness and Self Awareness

Past Present and Future and the 120-day self-leadership journey.

What is culture and what is the present culture and the desired vision of culture.

What are the major causes of low performing teams and organisations.

Self-leadership and Energy

Culture - individual beliefs resilience and the blame game.

Creating a personal leading focus on cultural change

Defining above the line and below the line strategies - creating a culture of accountability

Staying Resilient - Positive Thinking solution minded in the face of the three constants challenge change and pressure.

Self-leadership as a team effort bringing the emotional skills to work together complement each other and function as a high performing team.

SESSION 2

Self-leadership 120-day action planner - the neurophysiology of change and a high-performance culture.

The brain and change - understanding the relationship between thought and the latest research on why and how we create pathways in the brain that prevents us from changing habits beliefs and behaviours that keep us in old patterns of results which no longer serve us our team and the culture.

The brain and old hardwiring

The old brain and the fight and flight response

The neocortex and the CEO of the brain, creating a growth mindset for self-leadership.

Why changing the culture is moving the past thinking beliefs and behaviours of individuals to create a major shift in future change.

Moving a culture into a self-leading accountable above the line culture one person at a time.

Personal change self-mastery and creating the ideal self.

What's working and what's working in all four intelligences. Whole person Self leadership vs technical

Accountability and the blame game.

Learned helplessness and unconscious behaviours.

Neuroplasticity and the science of changing the brain to create high performance

120-day Self-leadership action planner

SESSION 3

The one cause of all leadership problems - Stress

Self-leadership Vision Values Execution

Aligning values of the organisation with the self-vision and growth mindset

Values - what's important vs. what's urgent

Self-leadership Vision Values Execution

The science and research of meditation and mindfulness

Values - what's important vs. what's urgent

The old brain and the fight and flight response

Are we headed for an energy crisis? Stress and behaviour. Why stress is a major cause of negative culture.

Stimulus response mechanism and the ability to pause, choosing our responses.

*“One is not born a genius -
one becomes a genius”*

Simone de Beauvoir

*“I have a more realistic viewpoint – there are
always going to be issues but now I have
mechanisms on how to deal with things in a
manageable way, so it doesn't have dramatic
impact. I appreciate the advice from the
coaching sessions.”*

Simon Mason, Director, Jellis Craig



One-on-One
High
Performance
Coaching



One-on-One High Performance Coaching Sessions

Four Sessions Throughout the Program

We have two different qualities of internal machinery, the conscious mind or “working memory” and the subconscious mind or “hard wiring”, which is at a deeper level of feeling. From the biological perspective this is the neocortex and the limbic brain. Any time we try a new activity, behaviour, or way of thinking we are forging a new pathway in the brain.

We are creating circuits that don't currently exist. Doing this takes energy, focus and requires extensive use of our subconscious mind. So, the act of learning a new way of thinking or behaving is difficult. Before we feel comfortable with any new idea or behaviour we have to own it, we have to develop our own hard wiring for the idea. To improve performance, we must stretch.

One of the difficulties of stretching ourselves is that we tend to see our limitations not our potential. We are a lot less excited about our own potential than someone who sees us with a new perspective- a coach sees our potential not our limitations. We tend to set goals our mind can easily picture (staying within the bounds of what we can achieve) we don't stretch ourselves.

Understanding these phases and being coached and supported through this phase is vital, in the process of establishing new ways of performing. There is a balance, between the right amount of stretch, being challenged and having support on the journey. As a new level of performance in self leadership and personal self-mastery emerges, it becomes an exciting and engaging journey, where the quantum leap occurs.

Research shows that -

“Without coaching – only 22% of what was learned was retained over time.

When the participants received coaching – 88% of what they learned was retained because they were coached on how to apply new behaviours and skills back on the job.

This means without coaching – 66% of what they learned was lost!”

American Society of Training and Development

One-on-one coaching sessions are a key strategy to assist you and provide clarity and focus on your vision, values and goals. This supports the shift towards establishing new positive routines and a move towards the highest level of engagement and results both personally and professionally.

One-on-One High Performance Coaching

SESSION ONE

To establish the goals and desired outcomes.

SESSION TWO

To refine wholeness and engagement, focusing on our leadership competencies.

SESSION THREE

To refine the understanding and implementation of change in the light of the Enneagram.

SESSION FOUR

The Holistic Assessment Session, tracking the growth and change over the journey.



“It is refreshing to apply different strategies to be able to understand and make positive changes to my lifestyle, the process is liberating, the understanding of it all is eye opening and the outcomes are very positive. Enjoyable.”

**Cooper Cronk, Athlete,
Melbourne Storm Rugby League Team**

“Thank you from the bottom of my heart. I feel like I have strategies in place to work on being a happier and more productive member of this world.

Program Rating: 10 out of 10.”

**Dominique Grams,
Events Support Officer,
Toowoomba Regional Council**

culture (NOUN)

*The word 'culture' comes from the Latin
cultus, which means 'care'*

"The whole is greater than the sum of its parts."

Aristotle



The Leader as a Cultural Change Coach

SEMINAR TWO

The science art of evolving Emotional Intelligence



SEMINAR TWO

The Leader as a Cultural Change Coach

Act Differently - Behavioural Transformation -
Collective Intelligence

The Gallup Organisation has been tracking engagement in the US and other parts of the world since 2000.

Since beginning their extensive work through surveys, Gallup has found that only 13% of employees worldwide are engaged in their jobs and workplaces.

Being truly human is an evolution of emotional intelligence, showing compassion, openness, authenticity, humility and the wisdom to see that care and trust are the key ingredients that create a positive social environment. These values are an essential learning in the Evolve Leadership Program to achieve whole-person development.

We tend to focus on individual skills, but what really matters is the ability to engage, share and work together to create emotional connections. Social neuroscience; where the whole can produce a performance that is far greater than the sum of the parts. Creating a positive group culture is one of the most powerful tools you can provide yourself, your colleagues or your employees.

Without positive social relationships with others, we do not develop as fully functional human beings. The essential ingredient for wellbeing is the wisdom which involves finding the balance for ourselves and others.

You sense it, you feel it and when you have it magic happens. It is the unseen force of winning teams. Beyond individual excellence, it is the key to collaborative innovation, and it flows through to financial performance. We hear about it; we all want it, but the question is always 'how do we make it happen?'. That's the key to real team transformation.

After 25 years of working with AFL clubs and hundreds of CEOs and their executive teams, we have seen how culture is really just about the relationships between the team and any one person can influence the relationships of the whole group, negatively and thus reduce its overall performance by 30-40%.

Building a great culture means creating the environment and confidence within all team members to trust that they can be vulnerable and safe. The groups that have this trust and security are close. There is an undeniable vibe, a chemistry. It all sounds a bit emotional, it absolutely is, in a positive way. There should be a lot of sharing of questions, ideas, open dialogue and interactions.

Why is this so important? We call it social intelligence, but it is based on the evolution of individual emotional intelligence, that part of the brain and learning is not normally focused on during our educational, skill-based learning and development.

Our social brains are connected to our limbic brain (that survival instinct) which drives our fears, reactions and insecurities. We are on alert for danger, yet we want to be safe. Today, that can be seen as anxiety, feeling anxious about what others think of us, our fear of rejection, criticism, not belonging. Our subconscious mind is operating without the self-awareness of what is really happening. This drives reactions and behaviors, emotionally.

This is the very reason it's so difficult to build great cultures, it's not easy to build a sense of belonging. Emotional intelligence; the ability to show care, compassion and love is a skill and an art that can be cultivated and developed. However, it's easily destroyed and takes a long time to build.

Today, we begin with the vision of how to build safety and connection to create collective intelligence and consciousness. Culture is a byproduct of evolving the individual to have the ability to have self-awareness and emotional intelligence and for the individual to understand the power of their actions. Today, more than ever we need connections, we need to support each other on the journey of life.

In the Evolve Leadership Program, you will experience this culture as you develop the authenticity and the sharing of deep connections that will change your own experience of yourself and your work. This learning and evolution of yourself will take place, whilst you share this journey with the diverse and incredible leaders, business owners and entrepreneurs that will be on this journey with you during the coming months, during the Evolve Leadership Program.

“This program has been the most effective personal and professional development initiative in which I have participated, a view shared by all our managers.”

Glenn Patterson
Chief Executive Officer
Shire of Yarra Ranges 2015



Program Overview



Learning Objectives

Moving the unconscious leadership bias from systems and operations to balance the focus on understanding and developing people.

The importance of creating resonance and its effect on the team.

Understanding what creates a high-performance leader.



Tools for Learning

Self-assessment on the leadership competencies.

120-Day Self Directed Leadership Competencies and Styles Action Planner.

Personal coaching.



Learning Outcomes

Ability to identify and implement each of the competencies of leadership.

Ability to identify gaps in competencies and work towards reducing these gaps.

Ability to construct a format for creating resonance in their teams.



“Better rest and sleep, more present, more focused, more productive, and less stressed.”

Ian Herman, COO, Grant Thornton

“Fantastic program! Loved the learning, the knowledge and the presentation; most importantly this will make a difference in work and life.”

James Keenan, Nelson Alexander

Program Outline

Seminar 2

SESSION 1

Leadership and Cultural Change

Defining a high performance culture

The future needed results

Dialogue on your 120-Day Self Directed Learning Action Planner

One on One leadership feedback

Team workshop what's working - what's not working feedback

Coaching the key to transformation of teams

SESSION 2

The new science for leaders, the art of transforming culture and coaching - one on one authentic conversation

Triad practice

The difference between coaching and other approaches

The coach role

Coaching philosophy

The brain and why old methods of transformation don't work

Empathetic listening

9:00am - 3:30pm

SESSION 3

The steps to one on one leadership coaching

Triad practice

Thought provoking questions

Coaching structure and process

SESSION 4

The steps to one on one leadership coaching

Triad practice

The five causes of low performing teams & team evolution

The Power of Trust

Artificial Harmony

Creating a Culture of Accountability

Commitment to the Goal

Attention to Results

“The program helps me recover much more quickly. I slept much better and that flowed through to how I felt – more positive in myself, more at ease and confident. Great program.”

**Luke Darcy,
Media Commentator and former Western
Bulldogs Player.**

“Everything can be taken from a man but... the last of the human freedoms – to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

Viktor Frankl



The Success without Stress Meditation Program

How to create a resilient mind for mental wellness

How our mind can transform our brain and body to prevent stress, build resilience and unleash energy and mental clarity to create and achieve success in all aspects of our life.



The Success Without Stress Meditation Program

What is Stress?

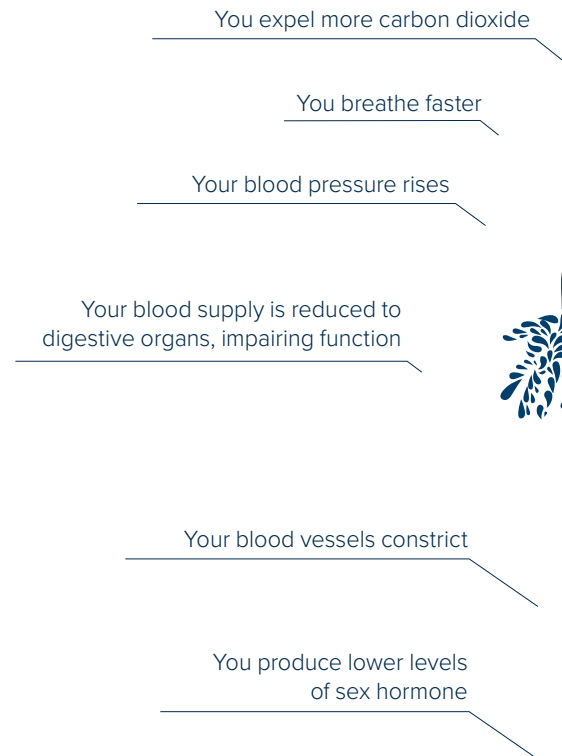
The stress response can be triggered by a range of psychological and physical 'stressors', including relationship conflict, excess work demands, financial pressures, change in life circumstances, or just trying to juggle day to day life. Psychological stress does not even need to be triggered by 'real' events, as imagined events are just as damaging.

Stress can also be triggered by physical stressors including illness, inflammation, medical conditions, poor diet, allergic reactions, toxin exposure, or poor sleep. The long-term activation of the stress response in the nervous system, and the subsequent overexposure to cortisol and other stress hormones, can disrupt almost all your body's growth and repair processes.

Research now shows the link between creative thinking, stress levels and performance. We can no longer ignore the profound impact and cost that levels of stress have on our thinking, energy, health, resilience, emotional intelligence and its effect on the people we work and live with. Change is part of our lives, we are constantly bombarded by new demands for our time, resources and our attention. Many of us now find it very difficult to unwind and relax or switch off in order to sleep and recuperate.

The problem is not the stress, this will not stop. It will continue to be a part of our reality. What is needed is the ability to restore balance quickly, bring a broader perspective and build resilience.

The Effects of Stress on Your Body



The Success Without Stress Meditation Program



Your pituitary gland releases less growth hormone

You consume more oxygen

Your heart beats faster

Your heart pumps more blood

Your pancreas releases less insulin: result increases glucagon and decreases insulin, your blood sugar levels rise

Your immune system is suppressed

Success Without Stress 4 Day Meditation Course to Create Resilience

The Success Without Stress Meditation Program brings together experience and intellectual understanding to produce a breakthrough in all areas of business and personal performance, through reduced stress and increased energy and efficiency.

When the body is suffering from overworking, past trauma, negative thoughts, nutritional deficiencies, disease, or change of life circumstances, we waste a vast amount of mental and physical resources trying to return to balance before we can move forward. What is needed is a practical tool to allow the individual to move to a deep state of rest, to support the body to heal and return to homeostasis – thus creating resilient individuals.

Meditation is a proven tool that provides hope, evidence-based relief and healing from the epidemic of mental stress.

The benefits of the Meditation technique used in our Success Without Stress Meditation program has been extensively researched at more than 200 independent universities and research institutions worldwide over the past 40 years. The National Institutes of Health (NIH) have granted more than \$26 million over the past 18 years to study the effects of the Meditation program on cardiovascular disease.



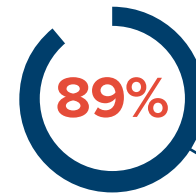
The Success Without Stress Meditation Program effectively offers an increased ability to learn to manage constant crisis and chronic stress, without giving in to exhaustion or lower energy. Through meditation, an easy-to-practice mental technique, we can renew ourselves physically, mentally and emotionally, and develop our ability to consciously step out of destructive patterns.

With over 340 research studies on human performance and resilience, leading studies on Meditation and the brain, the research shows that Meditation provides a cutting-edge technology and science to transform cognitive behaviour and emotional skills, to lead and cope with change and the future of growth of individuals.

Achieving excellence or success in one part of life must be complimented by all parts of our life- health, business success, happiness and work life balance

Our Research

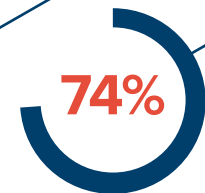
Over the past 30 years that we have experience in teaching Meditation we have seen benefits such as the following:



experienced greater mental alertness and clarity of mind



experienced improvement in sleeping patterns

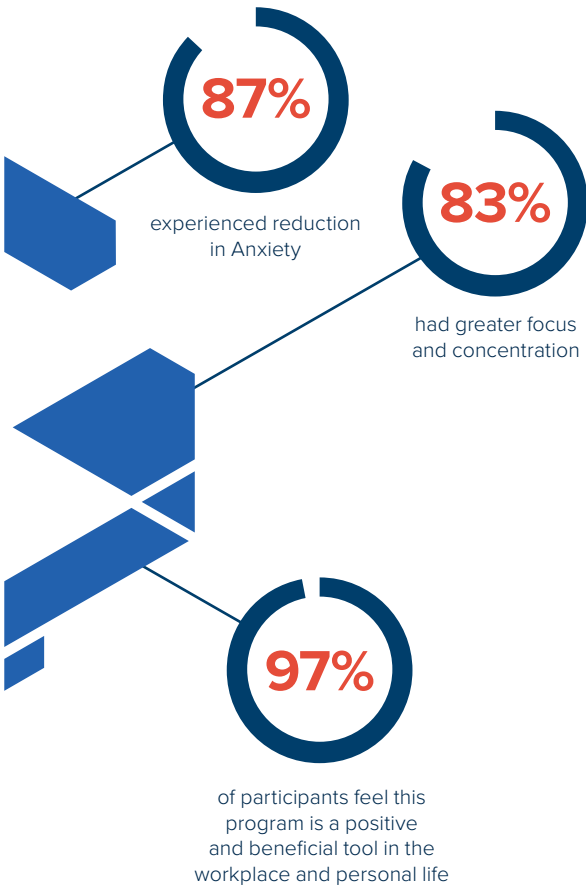


noticed an increase in listening skills

“Really positive program and I am looking forward to embracing meditation. Thank you. Program rating: 10 out of 10.”

Suzie Gough, Deloitte

The Success Without Stress Meditation Program



The graphic above shows results from over 350 participants that completed the Griffith Success Without Stress program.



“I have noticed that I look forward to the 20 minutes of calm that I achieve through meditation. Although it has only been a few days, I have noticed differences with my work, partner and exercise regime. I am looking forward to making meditation a part of my daily routine.

Program rating: 10 of 10.”

**Daniel O'Regan,
Director, Jellis Craig**



Session Outlines for the Success Without Stress Meditation Program

DAY 1 - SESSION 1

45 minutes per participant

Personal Instruction In The Success Without Stress Technique

The Success Without Stress technique is very simple and easy to learn. On the first day, the session involves individual instruction in the technique with an experienced and fully qualified teacher. The learning process is conducted step by step. During this session the body gains a profound level of rest and deep relaxation is experienced, while the mind remains alert.

DAY 2 - SESSION 2

2 hour Group Workshop

Establishing Effortless Practice Of The Technique

The day following individual instruction, the group will meet in a quiet environment to discuss experiences and to understand more about the technique. This two-hour session is very practical and will deal with many questions regarding how to get maximum benefits from correct practice.

DAY 3 - SESSION 3

2 hour Group Workshop

Understanding How The Technique Affects The Mind & The Body

The activity of thinking creates both an electrical and biochemical response in the brain which in turn impacts the entire physiology and nervous system. The session on Day 3 explores and offers an understanding of how present behaviour is affected by past stress. In a logical and simple way, it is explained how stress is effortlessly dissolved and greater energy and clarity is made available.

DAY 4 - SESSION 4

2 hour Group Workshop

All Possibilities - Towards Ideal Self, Resilience, Happiness and Success

When we embark on transformation and change the concept of 'ideal' is explored in relationship to the long term regular practice of the Success Without Stress Meditation Technique. Exploring the concept of 'ideal' must include happiness and health. This final session of the four-day program of Success Without Stress Meditation Program will provide an insight into the future possibilities of managing adversity more effortlessly and reducing stress and anxiety in daily life. On that basis more energy and creativity is available to move towards the realisation of the 'ideal' in relationship skills and performance.

The Success Without Stress Meditation Program



“I came into the course with an open mind and leave extremely pleased. I look forward to making the meditation part of my routine for the rest of my life. Program rating: 10 out of 10.”

Paul Rohan,
Head of Wealth, Bendigo Bank

flourish (VERB)

- to grow well or luxuriantly (with abundance)
- to do well, to prosper, to thrive,
and to be highly productive.



The Four Intelligences to Create Perfect Health

SEMINAR THREE

The Science of Nutrition for Energy, Resilience and High Performance



SEMINAR THREE

The Four Intelligences to Create Perfect Health

Your Personal Well-being Action Plan.

The Well-being Seminar is designed to support you to improve health, build resilience, avoid burnout, and reduce the incidence of preventable disease by giving a new understanding of the relationship between mind, body, health and motivation.

Understand how to manage energy through the foods we eat, the thoughts we entertain, the actions we take and the habits we form. You will understand how our thoughts, routines and diet affect our positive emotions, and what we can do to build resilience to maintain our happiness.

“I found that the information was fantastic to become aware of changes I should make to my diet and lifestyle, I needed to know the full picture of food and its role in life balance. I need to change a lot of things in my life. Program Rating: 10 out of 10.”

Margaret Rath, Deloitte

“I’ve spoken highly about it! I would like to thank everyone involved for such a great program – we loved it! I really enjoyed the nutrition – I even went to a nutritionist after the seminar and it’s made a huge difference. I will definitely continue looking after my body because I know that’s important to be a good leader.”

Rose Pupo, Inner West Council

In this seminar, we look at the need for holistic health, integrating all aspects of life for true disease prevention and maintenance of health.

Understanding the cause of modern disease has to do with our lifestyle and diet, we discuss practical tools for prevention. We look at the modern medical view and the ancient mind-body wisdom traditions perspective on how our body physically creates vitality and abundant energy through digestion and metabolism of food, or how it creates poor or ill-health. You’ll then discover new and old strategies in the field of holistic medicine including practical steps anyone can take to get more energy, better sleep, good digestion and motivation through simple changes in diet and lifestyle routines.

“People are more self-aware. They understand that their actions and words impact on others. They are also able to provide intervention strategies to alleviate issues or find solutions. Many people are continuing with the meditation. Many are eating better and are mindful of exercising and providing better balance in their work lives. We are having people look for more solutions and being more engaged as a result.”

Christina Bassani
People and Well-being Manager,
Goulburn Valley Water

The Four Intelligences to Create Perfect Health



Learning Objectives

Discover how to achieve high energy, low stress, life balance and work success.

Understanding physical, mental and emotional health and preventative medicine.

Learn daily routines high performers use to stay motivated, enjoy energy, focus and flow.

Understand the latest peer-reviewed studies showing clear health benefits of meditation, nutrition, and lifestyle practices – plus easy ways to integrate those practices into your busy life.

Improve mental clarity and create a brighter mood. Discover the Gut-Brain Axis and how it's the key in supporting not only physical wellbeing and immunity but for mental health and building resilience to stress.

Discover how to sleep better and enjoy greater vitality, mental focus and a healthier weight.

Understand how to utilise food as medicine and clinical nutrition for peak performance.

Understand the pathogenesis of chronic disease and the biggest killers in Australia today – Cancer, Alzheimer's and Heart Disease.

The 5 big health complaints and how they contribute to disease.

4 key pillars for building resilience.

Program Outline

9:30am - 3:30pm

Seminar 3

SESSION 1

Success without Stress Meditation and refresher

SESSION 2

Understanding Physical, Mental and Emotional Health and Preventative Medicine

Understanding the pathogenesis of chronic disease and the 2 biggest killers in Australia today – Cancer and Heart Disease

The 5 big health complaints and how they contribute to disease

Discover the Gut-Brain Axis and how it's the key in supporting not only Physical wellbeing and Immunity, but for Mental Health and building resilience to stress.

SESSION 3

3 simple steps anyone can take to get more energy, better sleep, good digestion, improved mental clarity and a brighter mood.

3 key pillars for building resilience

Understanding how to utilise food as medicine and clinical Nutrition for Peak Performance

The latest peer-reviewed studies showing clear health benefits of meditation, nutrition, and lifestyle practices – plus easy ways to integrate those practices into your busy life.

“I have seen significant improvement in awareness and resource availability. I have seen an increase in my self-esteem, I am more able to deal with issues and more aware of my role and how people look up to me. Fantastic program - it allowed for networking and bonding with others, checking in on each other, team-building and helped those of us in leadership roles to discuss how to make TRC a better place.”

**Rebecca Schroder
Community Development Officer,
Toowoomba Regional Council**



The Enneagram

SEMINAR FOUR

Improving Self-Awareness and Relationships

*“Everything that irritates us about others can
lead us to an understanding of ourselves”*

Carl Jung



SEMINAR FOUR

The Enneagram

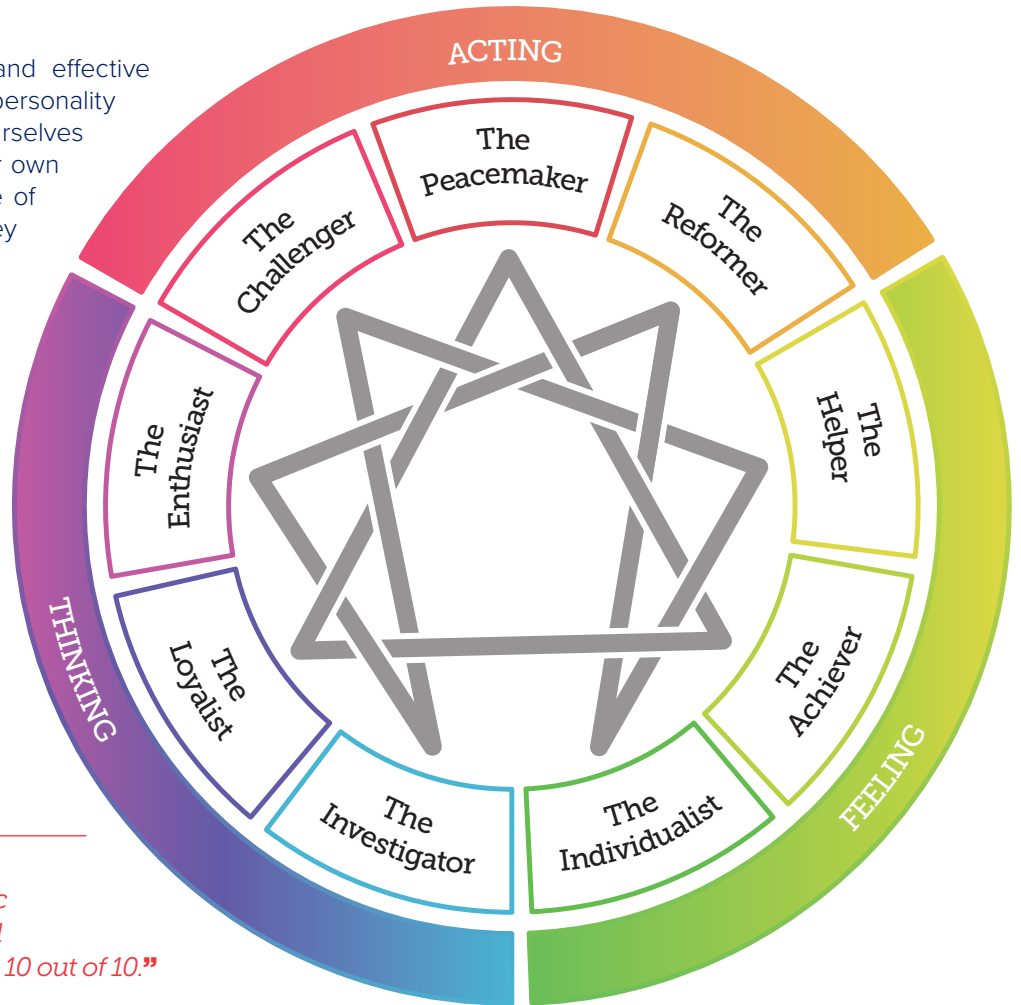
Leading High Performance and Creating Self Aware Teams

The Enneagram is an ancient and effective system used in describing personality types and how they affect ourselves and others. By understanding our own types and, where possible, those of important others, we have a key to help improve our personal and business relationships, with happier personal lives and better business performance.

This workshop is an introduction to the Enneagram system of understanding human personality and behaviour. Learning our Enneagram type is the starting place for one of the most fascinating and rewarding journeys in the process of self-discovery. The workshop opens us up to a new world of insights and understanding.

“Very informative and thought provoking. It required authentic and deep reflection of personal characteristics. Seminar rating: 10 out of 10.”

**Sue Stuart Watt, Ops Manager,
Community Services, Canada Bay Council**





Learning Objectives

- Learn the background and key elements of the Enneagram system
- Learn about the three Enneagram intelligences
- Be introduced to the nine Enneagram personality types
- Discover your Enneagram personality type and those of important others in your life
- Understand the unconscious behaviours of the different types
- Understand the relationships between and influences of different types
- Create your own strategies for development based on this learning



Tools for Learning

- Comprehensive Enneagram workbook, including well-known exemplars of each type
- List of development strategies for each type



Learning Outcomes

- Ability to identify own Enneagram type, with its gifts and challenges
- Capacity to be able to better know and manage self, as well as to better understand and engage with others
- Recognition of importance of being mindful and therefore paying more attention
- Being more self-aware more often

Program Outline

Seminar 4

Enneagram workshop

9:00am - 3:30pm

Why study personality?

The critical importance of self-awareness

Introduction to the Enneagram

Explanation of the three intelligences

Introduction to the nine types


Detailed coverage of types one through to nine, including exercises, providing an understanding of how to get the best out of each of the types and an understanding of the gifts and challenges for each type

Providing an understanding of the communication and conflict styles for each type and how to improve communication and resolve conflict in a team using the knowledge of the Enneagram

Confirm types for each participant and assist them in the creation of a list of personal development strategies to help them be their best.

Where the group forms a team, creation of the Enneagram styles team map and help identify what that means for the team and its dynamics.





“We think, mistakenly, that success is the result of the amount of time we put in at work, instead of the quality of time we put in.”

Arianna Huffington



Self-Mastery and Ideal Leadership

SEMINAR FIVE

Managing ourselves, time management and work-life balance



SEMINAR FIVE

Self-Mastery and Ideal Leadership

A Shared Journey of Learning.

Today we are incredibly connected, I can open Facebook, Messenger, Twitter, LinkedIn and connect with hundreds of people in seconds, but the truth is we have replaced social life with social media.

Yet, today in the center of all these connections we can be prone to short pangs of loneliness. Leading can be incredibly engaging but an element of stress and anxiety can be internalized and then lead onto to feelings of disconnectedness or loneliness, even when surrounded by a whole team of people.

Humans are tribal. Tribes were part of survival, they were communal. The primary evolutionary part of the brain needed community to survive. Our executive brain functions are the last portion of the developed human brain in evolutionary time.

During the Evolve Leadership Program we form small groups. In essence it's really a tribe, a shared learning community, which provides support to you during your time in the Evolve Leadership Program. Each group will have a mentor and will share their experiences of what significant learnings, opportunities and changes are needed. Authenticity and openness develop into a genuine experience of care and support, which is critical to reaching our full potential.

The end of the Evolve Leadership Program is of course only the beginning of living the learnings, maintaining the routines and putting in place the vision and goals that you have evolved of the course of this journey.

Knowing and doing are not the same. If we truly know, then it becomes our life, our routine and there is no need for a concept like work-life balance, it just becomes the way in which we live. We are living a balanced life; we understand that to have all the qualities that make leaders great we first have to enjoy and learn to become one.

Self-mastery is ideal leadership. We have learnt to (or are still learning to) apply and master all of our intelligences, each day. When we apply these learnings, each day, we bring clarity and energy to our day, allowing us to live and perform as we really aspire to. Balance is mastery. Together, we can redesign responsible leadership.



Learning Objectives

- Understanding the importance of routines and the flow on effect both professionally and personally.
- The understanding of time management and management of oneself.
- The importance of creating a work-life-balance and how this can improve and develop a high-performance individual.
- The difference between effective and efficient leadership and the art of delegation.
- Understanding the relationship between diet, exercise, routine, balance and the effectiveness of high performance.
- How to manage energy to manage time.



Tools for Learning

Goal setting.

Action planner.

Seminar/ workshop.



Learning Outcomes

The participant will be able to establish a balanced routine that will be able to support and encourage their development both personally and professionally.

The participant will be able to identify the current gaps or imbalances in their work-life-balance.

The participant will be able to action tools and routines to ensure that the imbalances do not repeat or are quickly rebalanced.

The participant will be able to set clear objectives for themselves in reference to work-life-balance.

The participant would be able to understand and appreciate the importance of a balanced routine including; health, diet, exercise, rest and the impact on the physiology.

“This was a great session and it was very interactive and engaging. It allowed me to think outside the box. Seminar rating: 10 out of 10.”

Amy Cotton,
Canada Bay Council

Program Outline

Seminar 5

9:30am - 3:30pm

SESSION 1

Effectiveness & Self Leadership Development

The Goal of Leadership

The Hierarchy of Values

The Psychology of Change

SESSION TWO

Values, Vision & Beliefs

Task, Process, Vision

Biases & Limitations

The Brain and Effectiveness

Effectiveness & Whole Brain Development

SESSION THREE

Discipline of Execution

Focus & Execution

The Four Disciplines of Execution

Do It Now

SESSION FOUR

Presentations & Certificates

Presenters



Steve Griffith

Founder & CEO,
Griffith Consulting

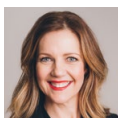
Steve's focus is on executive development, incorporating health and wellbeing, leadership, corporate change and cross-functional team building. With over 35 years of experience Steve has worked with some of Australia's leading corporations and elite sporting professionals and administrators. Steve created and implemented the unique "High Performance Leadership Coach Program." The program's success is based on self-managed, long-term development of the individual. His continued passion is to assist the growth of individual potential toward greater success, enhancing mental and physical wellbeing and to maximise results in business, sport and life.



Sue Griffith

Director & Team Leader of Coaching,
Motivation and Meditation Teacher

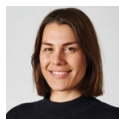
Sue has 27 years' experience in the delivery of consciousness-based education programs, executive and life coaching. Sue combines her experience to create individual health and lifestyle routines with a focus on increased vitality, effectiveness, results and reduced stress.



Deidre Dattoli

Executive and Leadership Trainer
and Coach

Deidre has over 15 years' experience with large and small organisations, industry groups and individuals. Deidre provides executive leadership development training, mentoring and coaching using her expertise in interpersonal communication and leadership development strategies as well as a wealth of practical experience.



Tegan Wallis

Senior Seminar Presenter and
Well-being Coach

Tegan is a holistic health practitioner (BHlthSc) and Certified Yoga Teacher specialising in individual and corporate wellness through the modalities of Ayurvedic Medicine, Naturopathy, Holistic Nutrition and Herbal Medicine. Through the Veda Wellness Clinic under the Griffith Group, Tegan assists individuals to achieve their full potential in health, happiness and progress through the ancient sciences of Meditation, Ayurveda and Yoga.



Rob Noble

Seminar Leader and
Executive Coach

Rob has had over 30 years in local government, 25 of those years in senior management positions in two states. He has held the position of Chief Executive Office for large Councils in Queensland for seventeen years. He has also served as the Queensland and National President of the Local Government Managers Association (LGMA). Rob is an Executive Coach and Mentor and a Certified Enneagram Practitioner and Teacher who has worked with thousands of people, bringing a wealth of knowledge and experience to our workshops. He has a special interest in leadership, with the aim of helping people to improve their lives through greater understanding of self and others.



Alex Griffith

Health Practitioner and Meditation
Teacher

Alex is a health and wellness professional who provides holistic therapies, fitness coaching and stress management to individuals and businesses. Alex is a qualified Ayurvedic practitioner, fitness coach, yoga instructor and meditation teacher who believes a healthy mind and healthy body is the foundation of everything, both professionally and personally.



Raelene Campbell

Executive Coach

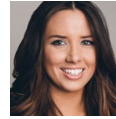
For over 20 years, Raelene has supported and guided individuals through all stages of Career Management. Raelene's experience incorporates Executive Coaching, Leadership Development, Talent Mapping & Transition, Performance Management, Mentoring and Training/ Facilitation expertise. Senior corporate experience within private, public, health, not-for-profit, industrial, and education sectors, has enabled Raelene to develop valuable insight to a broad range of clients with diverse coaching needs whilst bringing a strong understanding of commercial operations.



Dr Veronica Lunn

Seminar Leader and Executive Coach

Veronica is a Doctor of Philosophy and a qualified Enneagram teacher, practitioner and coach and has now worked with almost 5,000 people in a range of sectors. As an experienced trainer, coach and mentor she brings her passion for personal excellence and her belief in the innate wisdom of people, teams and organisations to her work and life practice. With a strong background working within local and state government as well as the private sector she delivers her knowledge and skills to develop practical deep understanding and insight.



Lauren Richards

Team leader of Seminars & Programs

Business and finance smarts, attention to detail and problem-solving skills - all the things Lauren brings to the Griffith team. That, plus her Bachelor of Commerce and an unwavering analytical mind, makes her the one you want on your side to develop, manage and implement the Griffith Consulting Programs.

Our Clients




Be the change you want to see.

If you believe leadership is to inspire, champion and challenge your own growth and lead the growth of YOUR team and YOUR organisation, this is your invitation to be extraordinary.

How do I join this program?

For more information or to attend this program, please contact Griffith Consulting directly and chat with one of our team members:

 administration@griffithconsulting.com

 03) 9499 8099

 www.griffithconsulting.com





G R I F F I T H

Griffith Consulting Group Pty Ltd



(03) 9499 8099



administration@griffithconsulting.com



griffithconsulting.com