

Transition Coaching & Outplacement Services

Leading Well has been providing career transition and outplacement services for over twenty years. We have a team of coaches who are experts in the inner and outer process that occurs when an individual reaches a crossroads and stops to reconsider their work as they plan to re-engage with the workforce in their next career stage.

Our Transition Coaching and Outplacement services leverage the clarity and focus of individual coaching support with a Leading Well leadership coach with a state-of-the-art learning platform to enable a successful transition that is tailored to each person's specific needs. The three core components of our program are:



1.Coaching

According to research and client experience, the most important transition lifeline consists of one-to-one **coaching**, which focuses on the individual, their identity and aspirations. Leading Well's highly experienced coaching team focus on the development, career aspirations, wellbeing and vitality of the individual, tapping into their purpose and potential.

2.Learning Platform

Structured across the five key transition stages an employee will typically experience, the individual will benefit from a wealth of knowledge, experience, tools and techniques to apply, tailored to their specific development needs and engagement preferences, empowering them with everything that is available within their ecosystem.

3.Connection

A network of support, facilitated and/or self-driven by the individual, enabled through knowledge and networking, tools and templates.

Further detail on these three core elements is provided below:

1. Individual Coaching

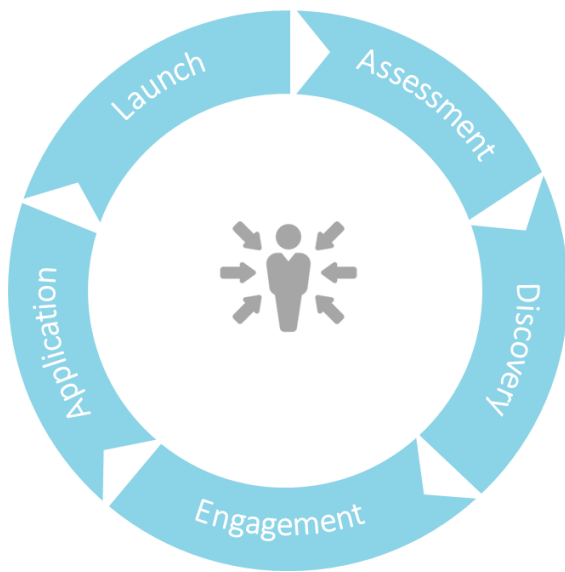
At the heart of our offering lies our team of highly experienced Executive and Career coaches who understand the challenges and opportunities that leaders face, whether in a current role or having stepped out temporarily or permanently.

Our coaching approach is signified by:

- A whole of person, systemic approach
- Careful selection and matching of coaches with candidates
- Integration between three lifelines of identity, learning and connection
- The value of developing a responsive rather than reactive mindset
- Humanistic with a focus on wellbeing
- Personalised and tailored to individual needs

2. Learning Modules and Support Services

Our learning modules and support services are structured along the five stages that we typically move through during a transition. We provide the option of engaging in a learning module as well as with coaching support for requirements such as resume writing and digital profiles:



1. Assessment

Gaining clarity to build a foundation for wellbeing and vitality

2. Discovery

Exploring who you are, what you are capable of, what the market has to offer, where you want to go and what your priorities are to harvest your career experience

3. Engagement

Identifying your intention, engaging your network and developing your personal value proposition

4. Application

Manifesting your aspirations, optimising your impact during the interview process, selecting and negotiation of the right role

5. Launch

Setting yourself up for success, 100-day plan and creating belonging

Structured learning, relevancy and delivery format of tools and techniques is discussed during individual coaching sessions

3. Networking & Connection

Connection is enabled through a facilitated self-directed process that reflects personal preferences. Recognising the networks of the person, a focus is placed on community and connectivity which is enabled through:

- Reflection on personal and professional networks
- Identification of positive energy connections as potential career advocates
- Mapping of relevant activities, in line with the leader's transition stage
- Impetus and support in preparation for stakeholder engagement
- Iterative feedback loops with key advocates and sponsors

Leading Well frequently runs public networking and education events and workshops that leaders attend, enabling interaction with like-minded peers.

Package Options

The table below outlines the Transition Coaching packages available.

Service	Staff	Middle Management	Functional Leadership	Executive C-suite
Participant Base Salary level	Up to \$100k	\$100-\$150k	\$150-\$250k	\$250k+
Duration of Engagement	6 weeks	4 months	9 months	12 months
Individual Coaching Sessions	3	4	6	10
Access to Learning Platform and Support	6 weeks	4 months	9 months	12 months
Fee (Exclusive of GST)	\$2,500 -\$4,000	\$6,000	\$18,000	\$30,000

NB: staff package can be discounted to \$2,500 for groups of 25 staff and over

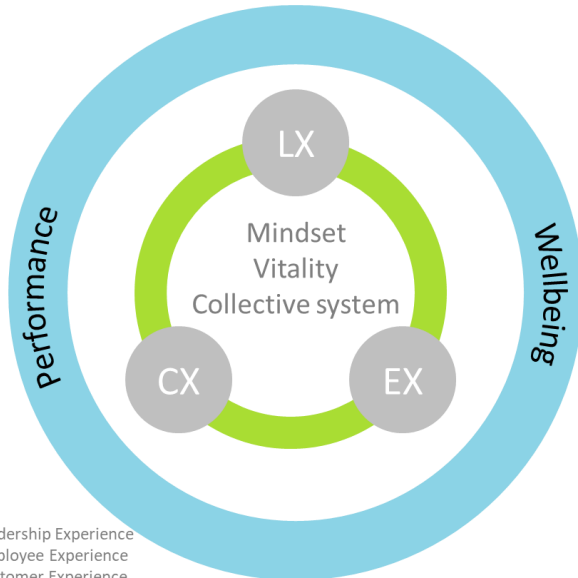
Our Career Transition offering provides distinctive, tailored services across four different employment tiers.

These tiers and related services are highlighted in the below table, structured across the employee's five stages of transition

	Service	Staff	Middle Management	Functional Leadership	Executive C-suite
Overview	Base Salary level	Up to \$100k	\$100-\$150k	\$150-\$250k	\$250k+
	Duration of engagement	6 weeks	4 months	9 months	12 months
	Individual Coaching Sessions	3	4	6	10
Assessment	Building Energy and Vitality	✓	✓	✓	✓
	Reclaiming personal power	✓	✓	✓	✓
	Connection to current resources	✓	✓	✓	✓
	Wheel of life	▪	✓	✓	✓
	GLWS	▪	▪	✓	✓
	Good Endings & Beginnings	▪	▪	✓	✓
Discovery	VIA Strengths profile	✓	✓	✓	✓
	Discovering your purpose, values and beliefs		✓	✓	✓
	Values Cards	▪	✓	✓	✓
	Reflected best self	▪	✓	✓	✓
	Personal Vision on a Page	▪	▪	✓	✓
	Immunity to change worksheet	▪	▪	✓	✓
	Self-coaching conversations (ARIA)	▪	▪	✓	✓
	Communication styles (Head Heart Gut)	▪	▪	✓	✓
	The Leadership Circle - Reactive vs Creative	▪	▪		✓
Engagement	Keyword optimisation	✓	✓	✓	✓
	Reading job ads	✓	✓	✓	✓
	Resume writing	✓	✓	✓	✓
	Cover letters	✓	✓	✓	✓
	Job boards	✓	✓	✓	✓
	Social media strategies	✓	✓	✓	✓
	LinkedIn profiling	✓	✓	✓	✓
	Career trajectory	✓	✓	✓	✓
	Recruitment process	✓	✓	✓	✓
	Interview techniques	✓	✓	✓	✓
	Elevator pitch			✓	✓
	Internal / external resources			✓	✓
	Understand own selection criteria			✓	✓
	Application	Planning		✓	✓
Time Management and Wellbeing			✓	✓	✓
Job search reasoning			✓	✓	✓
Networking and emails			✓	✓	✓
Interviewing techniques			✓	✓	✓
Psychological assessments			✓	✓	✓
Employment checks			✓	✓	✓
Dealing with recruiters			✓	✓	✓
Positive energy map			✓	✓	✓
Relationship mapping			✓	✓	✓
Stakeholder engagement plan			✓	✓	✓
Personal beliefs and limitations				✓	✓
Interview debrief & review				✓	✓
Connecting to purpose				✓	✓
Whole of system navigation					✓
Executive networking					✓
Launch	Expectations & priorities	✓	✓	✓	✓
	Belonging and connection		✓	✓	✓
	100-day plan			✓	✓
	Coaching after landing the job			3 months	3 months

Leading Well Overview

Leading Well is a leadership and career coaching organisation that was founded on the fundamental principle that wellbeing fuels performance and hence, the wellbeing of organisations, teams and individuals is an essential pre-requisite to achieve sustainable high performance.



LX – Leadership Experience
EX – Employee Experience
CX – Customer Experience

Our ethos is that organisations that attend to wellbeing have more energised and engaged people, more satisfied and happy customers and achieve greater organisational performance.

We start with the leader and the leadership team to enhance the performance equation. We deliver on our promise to improve performance by focusing on three core aspects that infiltrate all our services:

- **Mindset** – underpins and drives behaviour
- **Vitality** – the energy and wellbeing of the organisation, teams and individuals
- **System dynamics** – managing human dynamics across functions and roles to create a connected organisation and increase ‘flow’

The services we provide fall into three main categories:

- **Leadership** – leadership development programs and workshops, leadership and team offsites and retreats, culture audits, vision and strategy workshops
- **Coaching** – leadership, team, career transition and wellbeing coaching to improve individual and team alignment, growth and performance
- **Mentoring** – to enable you to run your own enterprise mentoring program and/ or access our team of executive mentors

Our work

Leading Well has over 20 years’ experience and has been actively involved at the forefront of leadership, coaching and mentoring development in Australia and globally as evidenced by several noteworthy achievements over that time including:

- Successfully facilitated the first **Women in Defence cross-industry mentoring program** for female engineers and project managers involving government defence agencies and corporate defence suppliers. This program, now in its 5th year, was awarded the Essington Lewis Award for support services in the defence industry and was recently acknowledged by Senator Marise Payne, the previous Minister of Defence.
- Created and delivered the first **Masters of Business Coaching degree course** in Australia (with the Sydney Business School and University of Wollongong).
- Co-developed the first **Australian coaching methodology (ARIA – formerly known as ARCA)** to be accredited by the EMCC (European Mentoring & Coaching Council).
- Established Australia’s first collective of systemic leadership practitioners based on the principle that it takes a united system or collective to change an organisational system.

- Co-authored chapters in three books with David Clutterbuck, the renowned international leader in coaching and mentoring with London University

Our Clients



Brigitte Fairbank NSW FACS, formerly NSW Treasury

Leading Well has been a true partner. They are generous with our team and happy to invest in us to build a strong, caring relationship. We worked really well together to develop the purpose and scope ...and verbalise the potential value it will bring to the organisation. ...They brought not just technical expertise but expert collaboration and facilitation skill to challenge us intellectually to scope out something that looked quite different to what we thought it would be. In this sense it was enlightening.

Sam Saboune, formerly Coles Retail Ready Operations

Leading Well helped us significantly during a time of growth and transition. It was so refreshing to have the skill of the coaches to give us a different approach. Personally, I gained a better understanding of myself and where my focus should be directed.

Vanessa Parkin, NSW Treasury, formerly Laureate Education

Our people have described the program as inspirational, empowering, motivating, developing, confidence building and authentic. The collaboration between Leading Well and Laureate continues to evolve and reach new heights.....the professional coaches.. have built meaningful relationships with our people.

Rodger L Powell Chairman, Director, CEO (formerly of Best Western, AIH Group, BIG4)

Leading Well sees the business as the Corporations Act intended – as a person. I have worked with Vanessa and her team in my roles as the CEO of three separate businesses in the last ten years – all of them enjoyed significantly improved, competitive performance due directly to Leading Well's contribution and work with the business and the team. The combination of a deeply caring approach, strong and diverse commercial experience and insights, the absolutely unique set of tools, and the process of empowering the business (and the team) to change itself, is unquestionably highly effective. The change in wellness will stick with the business as well as with the team and the individuals and deliver for a lifetime.

Devon Baskerville, Equalize

The coaching provided me with more than I anticipated. I loved the content and facilitation right from the start, and now having been back in the real world for a few months I'm really enjoying the never-ending use of what I have learned. The lessons from the sessions can be tied in to almost any conversation I have with someone, making them more meaningful and impactful. The sessions also gave me a renewed re-connection..... Everything I learnt can be used to help business colleagues but also family and friends, and maybe there's even greater pleasure in being able to effectively help those you love most.

Cyber Security Engineer

Leading Well's program has been life changing for me in all facets of my life – my professional career and my personal life. I have gained confidence in my own abilities and I am stronger for it. I refocused my energies into my health and wellbeing and it has recharged my career and my entire perspective on life.