



# GENERATION 7

## ACCELERATED TEAMING

A high-impact, action-oriented training and coaching intervention with spectacular results – in just 7 steps

**Designed for organisations striving for increased performance from high-potential leadership teams**



### What is GENERATION 7?

GENERATION 7 incorporates the latest human intelligence and leadership thinking available in the business world today.

The Program focuses on next generation leadership teams needing to push their levels of performance higher while maintaining value-driven teamwork.

In just 7 steps, teams become more accountable and competitive, interactive and collegial. Teams learn to execute in the present whilst adapting to the future business environment.

The Program maps a cutting-edge, fast-paced and collaborative journey with immediate leadership development outcomes to take back to their own teams.

### GENERATION 7 delivers:

- High-performance teams committed to each other through an agreed code of conduct
- Teams that can resolve conflict quickly and effectively
- Increased self-awareness of one's leadership strengths, weaknesses, opportunities for development and threats to success
- Performance-focused teams with clear roles and authority
- Improved meeting effectiveness, creativity and energy
- Energised teams that are achievement-oriented, adaptive, competitive but with heart.



## 7 Steps Implemented over 7 Weeks

A unique program which fast-tracks skills and insight with a comprehensive cross-team audit, 3 workshops and 3 individual coaching sessions to embed the learning.



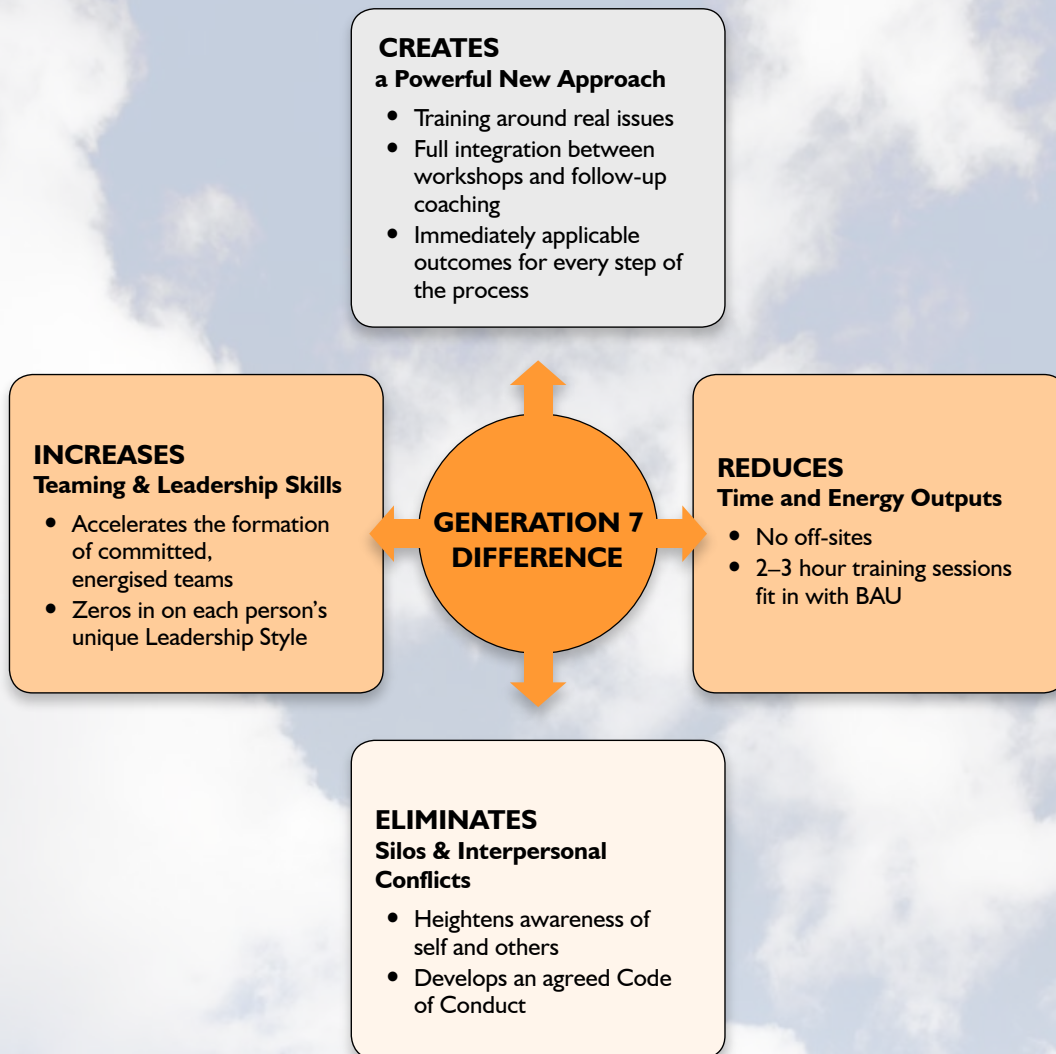
### GENERATION 7 is designed for:

- Executive teams which need to galvanise their people to action, achieve greater strategic traction and deliver high performance outcomes
- Teams whose performance is sub-optimal and need to be fired up to be more competitive, adaptable and delivery-focused
- Leadership teams in crisis that need an injection of competencies and skills to lead and inspire.



# The GENERATION 7 Difference

The *Create | Eliminate | Increase | Reduce* Impact Grid ensures full engagement.

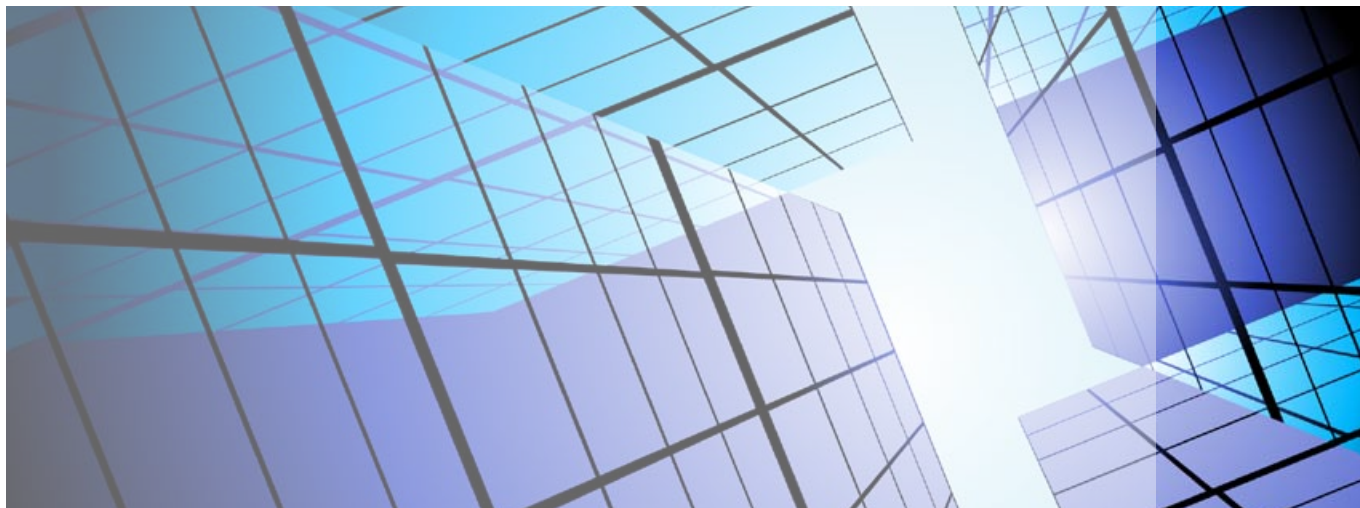


## GENERATION 7 Benefits

Participants will identify and evolve practical tools and strategies including:

- Their own unique Leadership Style and Signature Strength
- Techniques to enhance their own credibility as an inspiring leader and team player
- Techniques for creating a collaborative and achievement-oriented team environment
- How to lead and inspire great performance from themselves and others
- How to conduct and action a detailed Environmental Scan of their people
- How to identify their team's Core Beliefs or worldview and how these trigger and block individual and team performance
- How to communicate effectively with people holding different worldviews
- Integrated personal developmental impact of the group work through post-session tactical coaching sessions to embed learning during the 7 Step process.





## GENERATION 7 Change Agents

### Tim Rossi

- Senior leadership development executive coach, facilitator and trainer with over 10 years experience coaching in the professional services, government and financial sectors
- Senior management, CEO and directorship roles in leading organisations including Hill Samuel Australia – the forerunner to Macquarie Bank
- CPA, Fellow of the Financials Services Institute of Australia (FINSIA) and Australian Institute of Company Directors (FAICD), PMD Harvard Business School and certified with a number of international university and professional practitioner training organisations.

### Toni Scoble

- Strategic advisor on reputation management and communications to Boards, CEOs and senior executives of leading companies in Australia
- Held CEO, Director and Corporate Affairs roles in international organisations
- Expert in Talent development especially with high-performing and emerging leaders
- Executive Coach and inspirational team change agent.

### Peter Burow

- Consults to Australia's largest publicly listed companies and government organisations
- Expert in change management, employee engagement and leadership development
- Inspirational change agent with senior executive teams faced with rapid change, strong organic growth or sale of subsidiaries
- Author of several books including **Neuro Power**, **The Human Operating System**, **Core Beliefs**, **Creating Performance-based Cultures** and **Personality and Performance**.

## About Symphony Leadership

Symphony Leadership works with innovative leaders and corporate decision-makers who wish to have a major impact on their cultures. Incorporating the latest human intelligence and leadership thinking available in the business world today, our offerings have been used in major Australian corporations such as PwC, Perpetual, AMP, CBA, GIO, Westpac, BHP Billiton, Optus, Goodman Fielder, Shell, Woolworths and Federal, State and Local Government entities Australia wide.

### Contact: Tim Rossi

Level 2, 16 O'Connell Street  
Sydney NSW 2000 AUSTRALIA  
phone: 0414 94 2000  
email: [tim@symphonyleadership.com.au](mailto:tim@symphonyleadership.com.au)



# GENERATION 7

## ACCELERATED TEAMING

### CASE STUDY #1

### Developing a Sharper Leadership for a Group Operating in a Demanding & Volatile Environment

#### The Challenge

A Group within a major Financial Services Institution operated in an environment which was extremely fast-paced and demanding with a high level of stress. The team needed to be highly functional and collaborative with the ability to handle large volumes of work in a sometimes-volatile market. Growth had been approaching 200 percent over the previous year and handling this had proved challenging.

Seven issues were identified as of concern:

- Lack of commitment between teams within the Group
- Low level of honesty in dealings with others
- Lack of emotional intelligence and highly reactive responses between people
- Lack of respect between team leaders
- Poor communications between team silos
- No real ownership of Leadership roles
- Low level of interpersonal skills

#### The Results

After the Generation 7 intervention, the key outcomes were:

- A more collaborative, highly functioning Leadership Team committed to each other and the wider team
- An excitement and engagement with the vision of the leader and the performance criteria needed to achieve excellence in the Group
- More acute awareness of their own individual worldview, its link to their individual performance and their impact on others
- Strategies to address key issues that arise in the Group
- More honesty and respect and improved communications with each other's leadership style and the signature strength they brought to the table



## CASE STUDY #2

### Fast-Tracking a New Financial Team to High Performance

#### The Challenge

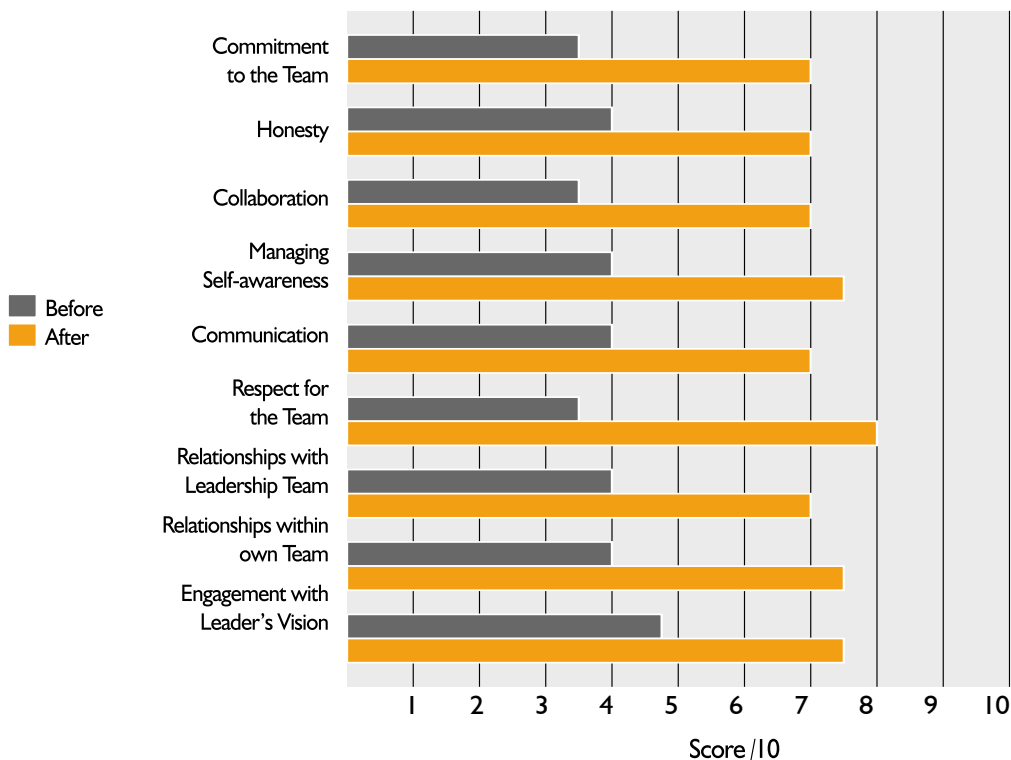
The leader of a newly-formed executive team based in capital cities around Australia, wanted to fast-track the process of bringing the group together so they became adaptive, collaborative and committed to the team and each other. He saw the crucial elements of high-performance teams – self-awareness, communication, conflict resolution, meeting effectiveness – were essential and needed to be underpinned by creativity and energy.

Although there were no overt issues to address, an audit of the wider team identified that people were working in silos with no cross-functioning occurring, there were no established relationships or trust as the group was new, in meetings people were not being forthright in their views, and there was no clearly defined understanding of the leader's vision.

#### The Results

After the Generation 7 intervention, the key outcomes were:

- Members began to gain a real sense of 'team' with more cohesion, trust, and freer communication
- Awareness of how others think and operate, their motivators and approach, aided understanding and commitment
- Better self-understanding and shared understanding of differences broke down barriers
- The meeting environment improved greatly and were completed in less time
- The team gained insight into each other's leadership style and the signature strength they brought to the table



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Our GENERATION 7 Change Agents are **Tim Rossi**, **Toni Scoble** and **Peter Burow**.

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phone: 0414 942 000 | email: [tim@symphonyleadership.com.au](mailto:tim@symphonyleadership.com.au)

