



## Transition & Change

# Outplacement

*Supporting executives in need  
of career guidance and  
outplacement through  
changing times.*

# Outplacement

Designed for Executives in need of support and guidance to navigate the next stage of their careers. Our highly personalised and multi-dimensional program supports outplaced executives to cope with change and shift gears to identify new career opportunities.

## Access to:

- Experienced strategists who have walked the senior executive transition path and understand your journey
- A holistic solution connecting you to a range of industry leading executive search teams
- Activation of the Executive Exchange, an ecosystem of trailblazers undertaking a curated constant learning program

## Structure:

- One 90-minute session with follow up sessions as needed
- Change support, future skills mapping, professional assessments, personal brand repositioning and next stage transitioning
- Focussed support to sharpen your CV and your leadership presence

## What to expect?



**DESIGN** a game plan with your strategist, mapping a clear journey from current state to desired outcome. Leverage our expertise as your competitive advantage.



**ASSESS** your skills, experience and mindset, overlaying feedback and producing insights to support your transition strategy.



**IMPACT** your future with confident decision-making. Your strategist will support you to optimise change, contextualise emotional responses and clarify objectives. An analysis of career-to-date and future goals will define and differentiate your brand.



**ENABLE** career change execution now that you are market ready, understand job search processes and have secure networking and personal branding plans underway.

**Cost:** program starting at \$950 +GST  
diagnostic tool (optional additional cost)

Get in touch to design your program:  
1300 347 437 or email [trobins@fisherleadership.com](mailto:trobins@fisherleadership.com)



# Transition & Change

# Career Transition

*For leaders ready to pivot their value proposition and adapt to the changing environment.*

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# Career Transition

Our highly personalised and multi-dimensional program supports individuals to manage change and shift gears for new career opportunities. This program facilitates a proactive, data driven career transition plan designed to consolidate your ability to impact as a leader in the new economy.

## Access to:

- Experienced strategists who have walked the senior executive transition path and understand your journey
- A holistic solution connecting you to a range of industry leading executive search teams
- Activation of the Executive Exchange, an ecosystem of trailblazers undertaking a curated constant learning program

## Structure:

- One 90-minute session with follow up sessions as needed
- Change support, future skills mapping, professional assessments, personal brand repositioning and next stage transitioning.
- Future Ready Leadership team programs with an individual component are also available

## What to expect?



**DESIGN** a game plan with your strategist, mapping a clear journey from current state to desired outcome. Our expertise is your competitive advantage.



**ASSESS** your skills, experience and mindset, overlaying feedback and producing insights to support your transition strategy.



**IMPACT** your future with confident decision-making. Your strategist will support you to optimise change, contextualise emotional responses and clarify objectives. An analysis of career-to-date and future goals will define and differentiate your brand.



**ENABLE** career change execution with highly focused sessions to ensure you are market ready, understand job search processes and have secure networking and personal branding plans underway.

**Cost:** program starting at \$950 +GST  
diagnostic tool (optional additional cost)



**Transition & Change**

# **Crisis Coaching & Support**

*For key decision makers in times  
of dynamic challenge and  
opportunity.*

# Crisis Coaching & Support

Designed for individuals and teams operating in dynamic environments navigating immediate risks and emerging opportunities. Timely support and on-demand critical debrief sessions allow those making challenging decisions and sharing difficult news to maintain perspective and good mental health.

## Access to:

- One-on-one facilitated sessions with your experienced career and wellbeing strategist
- Information debriefing sessions with crisis management expert
- A critical debrief process to proactively manage mental health and wellbeing
- Preparation for delivering difficult news using key principles and real time planning
- Emotional safety mechanisms for recipients of difficult news

## Structure:

- One 90-minute session with follow up sessions as needed
- Crisis management support, information, debriefing and proactive tools
- An online learning portal with constantly updated crisis support information

## What to expect?



**DESIGN** a game plan with your strategist, mapping a clear journey from current state to desired outcome.



**ASSESS** your personal state and fortify your ability to execute the necessary strategy, conversations and implications with good preparation and a best practice approach.



**IMPACT** the future with confident decision-making. Your strategist will support you to optimise change, contextualise emotional responses and clarify objectives. A critical debriefing process will support your mental health and wellbeing.



**ENABLE** career change execution with highly focused sessions to ensure you are market ready, understand job search processes and have secure networking and personal branding plans underway.

**Cost:** program starting at \$950 +GST  
diagnostic tool (optional additional cost)

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**Transition & Change**

**Online**

**Interviewing**

*Best practice training  
in online interviewing techniques.*

# Online Interviewing

Designed for executives in need of support and guidance to navigate the new normal of **Online Interviewing**.

Our highly personalised program supports leaders to understand the world of virtual interviews and create a modified approach to optimising digital impact.

## Access to:

- Experienced strategists with deep experience engaging leaders via online interviews and remote panel situations
- A holistic solution connecting you to a range of industry leading Executive Search teams
- Activation of the Executive Exchange, an ecosystem of trailblazers undertaking a curated constant learning program

## Structure:

- One 90-minute session with follow up sessions as needed
- Tips and tricks to create digital chemistry with your interviewer

## What the program includes:

- Technology overview - customising your options and creating your profile
- What to wear for optimal on-screen impact
- Frame composition, positioning the camera for the optimal frame and sitting placement
- Where to look to control perceptions
- How best to prepare your surroundings
- Briefing on body language, eye contact and interpersonal cues
- Managing technical glitches
- Adhering to subtle digital etiquette
- Letting your natural personality shine
- Refining your impact based on mock interviews

**Cost:** program starting at \$950 +GST  
diagnostic tool (optional additional cost)

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# Transition & Change

# Remote Team

# Onboarding

*Learning and development session to enable successful remote onboarding of your next leader.*

# Remote Team Onboarding

Designed for the successful onboarding of new leaders during the COVID-19 changes. Our people and culture experts have experience in witnessing and actively supporting successful onboarding scenarios and have developed a remote 'how to' guide to enable new talent to hit the ground running and integrate smoothly with the team.

## Access to:

- People experts who work across onboarding and offboarding in a range of sectors
- A comprehensive plan covering structure for socialisation, strategies for culture alignment, documentation for business systems and habit-building routines from day one
- Advice and guides for customising the onboarding tools needed for your particular organisation now considering current remote working needs.

## Structure:

- One 90-minute session with follow up sessions as needed
- Remote onboarding toolkit provided
- Assistance to tailor the onboarding structure and plan for execution

## What to expect?



**DESIGN** a game plan with your strategist, mapping a clear journey for your new talent - from onboarding, to retention and brand champion.



**ASSESS** the technical, social and emotional support required for a successful transition. Overview of systems, security and policies in place with a focus on successful remote enablement.



**IMPACT** engagement and maximise productivity with a seamless onboarding experience. Trouble-shoot any issues arising and adapt the plan as needed for optimal success.



**ENABLE** your new leader to thrive in a truly supportive environment that leverages remote working as an opportunity to be connected. Support your leaders to step up to an agile and responsive world.

**Cost:** program starting at \$950 +GST  
diagnostic tool (optional additional cost)

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# Breathing Space

# Mental Health & Wellbeing

# Individual

# Executive

*Confidential one-to-one debriefing, reflection  
and crisis support sessions.*

# Breathing Space

## Individual Executives

We help leaders and their teams maintain professional momentum in complex business environments, without losing the things they value the most: their health, relationships and peace of mind.

**We know first-hand the toll that disruption can take on leaders.** When it comes to the mental health and wellbeing of our leaders today, we must prioritise leadership support mentally and physically, so leaders, in turn can provide safety and support to others.

**'Breathing Space'** is a comprehensive suite of wellbeing and mental health resources for Executive Teams and Boards. This component of the program acknowledges the unique context of Executives operating in the time of COVID-19.

### Specifically designed for:

- CEOs and executive teams maintaining high profiles under high pressure
- Boards operating in challenging political and regulatory environments
- Business leaders navigating constant change and business transformation.

### Structure:

- An 90-minute session with your wellbeing strategist
- On-call or scheduled sessions
- Ongoing support as needed

### The program provides:

One-off, or ongoing 90-minute sessions with an Executive Wellbeing Strategist, helping leaders to reflect, acknowledge and address their own personal response to current circumstances, in order to lead through crisis.

### The Individual Executive support program helps:

- Manage inevitable anxieties and process difficult thoughts and feelings
- Gain much needed perspective in order to make clear-minded decisions
- Establish a personal-care plan to maintain resilience

### Outcomes:

- communicate with clarity
- generate trust with stakeholders

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**Breathing Space**

**Mental Health & Wellbeing**

**Team Facilitation**

*Specialist facilitation services  
for critical incident and crisis  
management processes.*

# Breathing Space

## Executive Teams

When leaders are juggling the needs of many, a specialist facilitator allows the crisis response team to focus on the issues and organisational needs. Our highly experienced and skilled facilitators remove the complexity of the debrief and decision-making process, enabling leaders to lead.

**We know first-hand the toll that disruption can take on leaders.** When it comes to the mental health and wellbeing of our leaders today, we must prioritise leadership support mentally and physically, so leaders, in turn can provide safety and support to others.

**'Breathing Space'** is a comprehensive suite of wellbeing and mental health resources for Executive Teams and Boards. This component of the program acknowledges the unique context of executive teams working on crisis management in the time of COVID-19.

### Specifically designed for:

- Executive teams maintaining high profiles under high pressure
- Boards operating in challenging political and regulatory environments
- Business leaders navigating constant change and business transformation.

### Structure:

- On-call or scheduled facilitation sessions
- Access a facilitator specialised in crisis management
- Ongoing support as needed

### The program provides:

- Facilitation for crisis management and decision making
- Critical incident debriefing, critical decision making and discussion on next steps
- Strategic crisis communication
  - key principles, real time planning
- Engaging people during uncertainty
  - key principles, real time planning
- Maintaining positive leadership team dynamics under increased pressure
  - key principles, real time planning

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# Breathing Space

## Mental Health & Wellbeing

# Project Teams

*Supporting Crisis Management teams  
and HR Leaders to navigate immediate  
challenges and emerging risks.*

# Breathing Space

## Crisis Management Teams & HR Leaders

Timely support and on-demand critical debrief sessions allow those making challenging decisions and sharing difficult news to maintain perspective and good mental health. These information and debrief sessions can be done one-to-one or facilitated for the leadership team.

**We know first-hand the toll that disruption can take on leaders.** When it comes to the mental health and wellbeing of our leaders today, we must prioritise leadership support mentally and physically, so leaders, in turn can provide safety and support to others.

**'Breathing Space'** is a comprehensive suite of wellbeing and mental health resources for Executive Teams and Boards. This component of the program acknowledges the unique context of project teams working through the crisis management triggered by COVID-19.

### Specifically designed for:

- Executive teams maintaining high profiles under high pressure
- Boards operating in challenging political and regulatory environments
- Business leaders navigating constant change and business transformation.

### Structure:

- On-call or scheduled facilitation sessions
- One-to-one confidential counselling
- Ongoing support sessions as needed

### A 90-minute session with a skilled wellbeing strategist will help leaders:

- Comprehensive and pragmatic critical debrief process to maintain good mental health
- Preparation for delivering difficult news using key principles and processes
- Emotional safety techniques to execute during difficult conversations with the broader team
- Understanding how to compassionately navigate the cycle of grief

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# Breathing Space Mental Health & Wellbeing Webinars

*Timely Mental Health and  
Wellbeing Webinars for Leaders  
and their people.*

# Breathing Space

## Leaders and their people

How do we look after ourselves so that we can lead others through turbulent times? What does it take to maintain perspective, a positive mindset, authenticity, good mental health and wellbeing when we, ourselves, feel anxious and uncertain? Join us for a series of interactive and informative discussions on leadership and mental health.

**We know first-hand the toll that disruption can take on leaders.** When it comes to the mental health and wellbeing of our leaders today, we must prioritise leadership support mentally and physically, so leaders, in turn can provide safety and support to others.

**'Breathing Space'** is a comprehensive suite of wellbeing and mental health resources for Executive Teams and Boards. This component of the program acknowledges the need for practical tips and tools for leaders to share with their remote teams during COVID-19.

### Specifically designed for:

- Executive leaders and their teams maintaining high productivity under pressure
- Boards operating in challenging political and regulatory environments
- Organisations navigating constant change and business transformation

### Structure:

- Ongoing 30-minute webinar sessions tailored to address the current operating environment

### The program provides:

- A series of ongoing 30-minute webinars
- Relevant tools for leaders during COVID-19
- Best practice strategies for maintaining mental health while operating in a crisis
- Best practice techniques for maintaining wellbeing while working remotely
- Stories and learnings for maintaining our stakeholder relationships (personal and professional)
- Tips for managing difficult feelings
- Methods for having difficult conversations
- Q&A with an expert
- Burning Questions

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# Organisational Design

## Skills Review and Workforce Planning

*Developing an action plan to redeploy team members as shifting needs occur across the business.*

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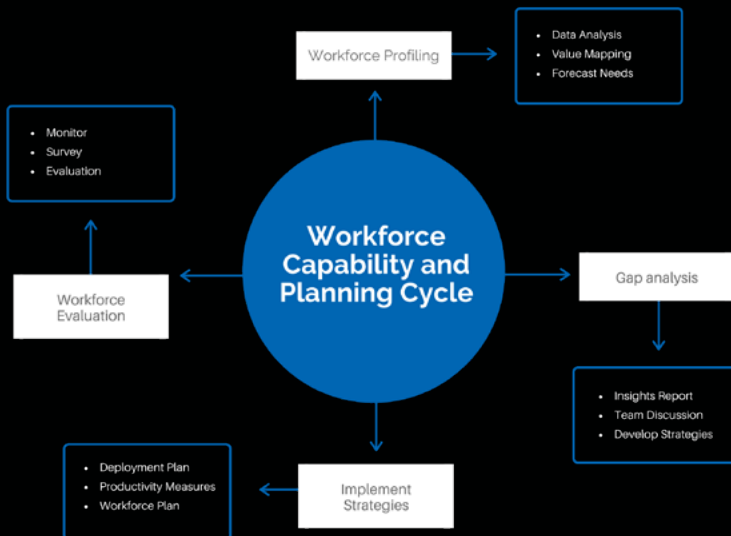
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# Skills Review & Workforce Planning

Map the skills currently active in the business. Validate and prioritise the future facing skills, before reviewing and recognise roles and responsibilities that may need to transition in the business.

Rapid change calls for rapid response. The Skills Review and Workforce Planning module is designed for teams needing to activate augmentation, reskilling and connecting new capabilities in order to maintain momentum in a disrupted operating environment.

The program offers access to technology enabled datasets, survey analysis and a document review. The experienced team will lead you through organisational skills requirements and a skills gap analysis in order to map out a redeployment plan.



## Designed for:

- Teams in disruption
- Organisations needing to pivot skills
- Workforces augmenting roles
- New working environments

## The program undertakes:

- Definition of organisational skill requirements
- 
- Skill review of all team members in accordance with requirements
- Skill gap analysis
- Redeployment plan
- Productivity review measures and workforce plan
- Position description creation available

## Output:

- Skills review and gap analysis
- Roadmap for workforce redeployment, improved strategies, policy review, clearer investment decision information

## Structure:

- Technology and survey enabled profiling
- Analysis, review and forecast
- Team discussion and planning
- Evaluation

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# Organisational Design

# Emergent Conditions Mapping

*Resetting how organisations think  
and execute strategy - with a specific  
focus on leveraging disruption.*

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# Emerging Conditions Mapping

We help leaders and their teams maintain professional momentum in complex business environments, without losing the things they value the most: their health, relationships and peace of mind.

Strategy in Action (SiA) is Resilient Futures' unique strategy framework – designed for leveraging opportunity and mitigating risk in fast-moving environments. In particular, SiA enables organisations, at scale and across all levels, to quickly formulate and execute timely and agile strategy in response to disruptive change.

All Resilient Futures work in support of organisational strategy development is based on teaching and coaching organisations in the application of SiA to support the activation of a refreshed strategic focus. Leaders, teams and key staff are guided through the process of aligning on the realities of their strategic context and then identifying priority areas of focus within that context. These priorities are then validated against an existing strategy or used to chart a new strategic direction.

Throughout this type of program, Resilient Futures also acts in both an objective observer and coaching capacity by providing feedback and critique regarding the overall quality of the thinking and outputs that drive the strategic focus.

Most critically, SiA facilitation helps organisations pivot their focus to strategy that leverages disruption.

## Ideal for organisations that:

- Are in a current or perceive a future state of turbulent change as
- a result of known or emerging disruptive conditions.
- Are undergoing transformational change
- Want agile strategy and projects
- that deliver real outcomes
- Are seeking to innovate without a clear strategic framing for that work
- Value customer-centric transformation
- Have just been hit by a major change and need immediate action.

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# Organisational Design

## COVID - 19 Risk & Opportunity Assessment

*Supporting decision makers  
amidst disruption to take  
immediate tactical action.*

# Risk & Opportunity COVID-19 Assessment

Disruption identification: Know what's coming and assess if you're ready for it.

Through the COVID-19 Risk and Opportunity Assessment we identify, explore and analyse the conditions that are likely to disrupt your organisation and its industry.

The Resilient Futures Strategic Opportunity and Risk Baseline analysis enables a discovery process also revealing the potential downside and upside inherent within that disruption. The outcomes presented raise awareness, facilitate alignment, refine focus and galvanise action.

An independent review of your organisation's current process for developing, updating and maintaining a view of strategic risk. We place a specific focus on whether the process and outcomes provide a shared understanding of emerging disruptive elements and generate effective action.

Through a second workshop, key leaders and staff work to develop an aligned view of the strategic opportunities and risks that these conditions pose for your organisation. This approach is ideal in situations where it is vital that all key people are on the same page.

Understand if your organisations' current functions and strategies are robust enough in the face of rapid change and disruption.

The structure involves an opening workshop, interviews with key people and objective research to establish a baseline view of immediate and emerging disruptive conditions, internal to global.

## Perfect for organisations who are facing:

- Organisational transformation
- People change management
- Cultural Shifts
- Business growth – strategic thinking that adjusts
- with customer conditions

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