



Team Re-Connect 2024

Re-connect, re-inspire & re-engage your team.

Support team members to feel more calm, confident,
and connected within their team.

Recent and current clients include:



With the level of uncertainty and complex change continuing, we need connected teams more than ever, so they can communicate clearly and confidently.

How is your Team going?

For many of us, 2023 has been filled with ongoing changes and challenges. With many vacancies in teams and part-time and hybrid working arrangements, team connection can be affected. Many team members are located in separate locations, making it harder for teams to gel well.

What People Leaders are saying:

- 2023 has been a challenging year for the team, yet we want to be a high-performing team.
- More change is coming and my team is already struggling with change fatigue.
- Like many other teams, we have vacancies, part-time team members, and hybrid working arrangements in place.
- We have a few new staff who have joined us, or staff who have left us - it feels a bit disjointed.
- We are located in different sites, and it would be great to bring the team together and get us all on the same page with our communication and understanding of each other.

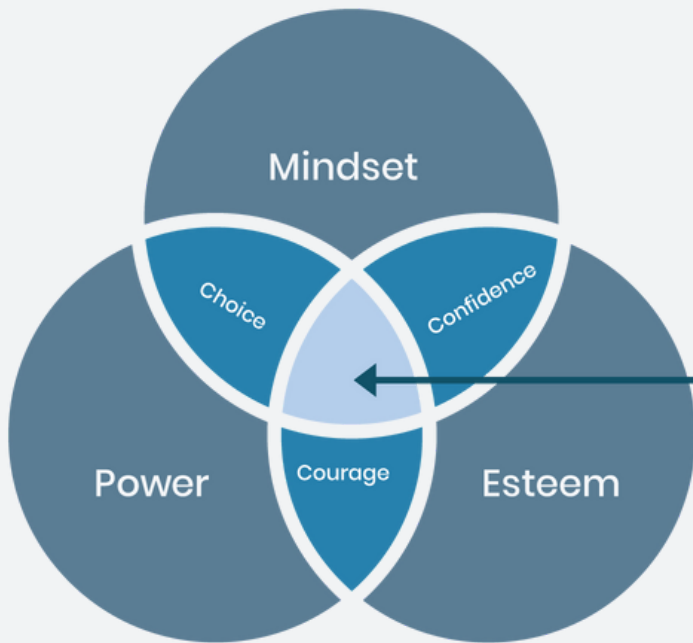
What team members are saying:

- We need to work better together as team, and know how we can build each other up.
- We want to feel connected, valued and improve our communication.
- We would love more skills for connecting and building relationships with ourselves and our stakeholders.
- We need some resilience tools in our tool kit.
- We want to feel like we are working towards the same goal, united as one.



It's time energize and re-charge your team with enthusiasm and excitement.

The Re-Connected Team Approach



Connected

Mindset:

We explore the team members' beliefs, thinking styles, and how to increase flexibility in their thinking. The benefit is team members who are more open to listening to others, more agile in their approach, and more self-aware.

Power:

Together we explore the power to choose and be responsible and accountable for our beliefs, emotions, actions, and words. This means they are more likely to provide useful feedback and hold others accountable. They will have the courageous conversations that many teams avoid.

Esteem:

In the topic of esteem we explore how team members choose to value themselves and consider themselves as worthy. They learn to separate their self-worth from their performance. This means they are better equipped to receive feedback and make the changes suggested to them to take their skills to the next level.

Confidence:

We look at how team members can increase confidence in their role, and step more into their authority, allowing them to have the difficult conversations often avoided. Lack of confidence results in poor performing teams.

Courage:

Exploring courage is vital in creating connected teams. Lack of courage in teams results in 'avoidance' culture where teams remain stable, (even if they are dysfunctional), and growth is not achieved.

Choice:

Understanding the combination of Mindset, Power and Esteem results in team members having more choice in how they show up, especially in the face of challenge, change and criticism. Teams who operate from lack of choice operate from blame, pain, and complain.

Learning outcomes for this program are specifically tailored to the needs of your team. Some of the learning outcomes can include:

- Practical strategies for understanding each other's **communication styles** within the team, so that they can connect and collaborate more effectively.
- Awareness of the of five common **Work Style preferences**, so that teams can understand how to communicate with each person effectively to increase productivity and positive outcomes.
- Bringing awareness of seven most prevalent **Armours of Self-Protection**, so that they can identify and reduce them.
- Understanding the four **Team Support languages**, so they can feel supported, while supporting others.
- Strategies so we are more skilled up in **offering and receiving feedback** to each other.

The Team Re-Connect 2024 Workshop is ideal for teams:

- Who have new members.
- Have faced significant changes in 2023.
- Who have been involved in a re-structure.
- Who have had a significant change in leadership.
- Who have members returning from significant leave.
- Who want to be a high performing team.
- Who want to feel more like a team going forward.
- Are fearful/resistant to receiving feedback from each other.
- Who want to come together, so they can 'gel -well'



The Team Re-Connect 2024 Workshop is NOT ideal for teams:

- Very high conflict teams - the 'Unshakeable Teams' program would be ideal.
- Who want strategic planning workshop.

The Team Re-Connect Program 2024

Inclusions	
Preparation Meeting with Leader (Valued at \$500)	
Design of a half day session (Valued at \$500)	
Delivery of a half day (9am-12.30pm) onsite Team Re-Connect Session onsite (Valued at \$5000)	
Additional resources such as links to books, Ted talks, Podcasts, copy of presentation slides etc (Valued at \$500)	
Evaluation Survey and report (Valued at \$500)	
Debrief and Recommendations meeting with Leader (Valued at \$500)	
VALUE	\$7,500
INVESTMENT	\$5000 + GST

'Sue's 'Unshakeable' program is a terrific opportunity to step back and reconsider our ability to be unshakeable. The tools Sue provides through her hacks ensure people walk away with very tangible ways to practice their ability to be unshakeable. We always get fabulous feedback from team members who attend Sue's sessions. I can't recommend Sue highly enough'.

**Natalie Reiter, Deputy Secretary Policy, Precincts & Innovation,
Department of Transport**

The Team Re-Connect Program Inclusions

Preparation Meeting with Leader:

The purpose is to clarify the desired outcomes and informs content. This ensures the program is aligned with the very specific outcomes of the team.

Design of Half Day Session Session:

The session design is tailed to the specific needs of each team.

Half Day Team Re-Connect Session:

This is a highly interactive, engaging session where team members have the opportunity to connect, collaborate and ask questions. It is important all team members are present.

Additional Resources:

A carefully selected collection of books, articles, links to Ted Talks, Podcasts etc will be provided after each session. That way, participants can choose to dive deeper on the content – or not.

Evaluation Survey and Report:

An evaluation of the program will be provided. A summary report is provided to the organisation.

Debrief and recommendations meeting with Leader:

The purpose of this meeting is for Sue to provide feedback and information on how the session was received, as well as any recommendations for the team moving forward.

“I lead a team of five people who are required to deliver high quality timely legal, compliance and procurement advice. The team function is good, however I wanted to enable them to move into a ‘great’ space. Sue delivered a half day works shop that allowed the team to explore our own strengths and weaknesses. The workshop was extremely positive and I have been able to use the outcomes to facilitate further discussions with individuals to help guide and enhance their performance as individuals and as a team. Sue is extremely engaging and delivered the workshop in a friendly and non-confrontational manner. The team feedback was unanimously positive.

Thanks very much Sue!”

**Duncan Mackellar, Head of Legal and Compliance,
VMIA | The Victorian Government's insurer and risk adviser**



‘Sue has provided outstanding resilience coaching and advice to City of Melbourne Senior Executive teams and people managers.’

Justin Hanney, Chief Executive Officer, City of Melbourne

Frequently Asked Questions

Who would benefit from the Team Re-Connect 2024?

The team program is perfect for all teams, including new teams or restructured teams who want to hit the ground running in 2024. An experienced facilitator, Sue has worked with teams for the last 15 years, across many different industries.

How long is the Program?

The workshop can be delivered as a half day (3.5 hours) or full day (6.5 hours). It is also available as a 'Stay Connected' option, which is a half day workshop every quarter for 12 months.

Where is the Workshop delivered?

The Team Re-Connect workshop takes place on site.

Who facilitates the program?

Sue Anderson facilitates all delivery, and her Business Manager, Jane Bedggood co-ordinates logistics.

Can the program design be changed to meet the specific needs of my team?

Yes! While the program design has been based on 15 years of delivery experience and feedback, Sue is happy to accommodate specific needs of your team and industry.

Should the Leader / Manager participate in the program?

Absolutely!



'Sue's Team Re-Connect workshop is highly engaging and would benefit anyone who would like to explore ways of improving team connectability, appreciation and understanding of each other's work qualities and values'.

Julie McLean, Manager City Strategy & Development Warrnambool City Council

What clients are saying:

'I feel very lucky to have worked with Sue as part of a big group and one-on-one. Sue's ability to provide considered, helpful and evidence based advice has really helped me firm up my values and provide me with new tools for working with my team'.

Kate Stapleton, Director Planning Practice, Department of Transport

'Part of growing as a leader is being able to sit in that semi-uncomfortable zone where you know you are being stretched towards greatness. Having Sue in your corner during these times is a sure way to fast track the learning and confidently push forward. I personally found Sue's support essential for my growth and development'.

Deb Cailes, Director Infrastructure and Environment, City of Monash

'I found Sue Anderson's 'Unshakeable' approach to be highly engaging and thought provoking. Her calm, easy to work with style was complemented by practical, simple to implement tips and hacks. She has an amazing ability to turn complex concepts into digestible, easy to use tools through the use of stories and examples from her many years of coaching'.

Kevin Leddin, Director Community & Corporate Services, Moynesshires Council

'Sue is a supportive and observant coach who asks great questions that prompt valuable reflection. Her calm and positive approach has steered me in the right direction to find new and more effective ways to grow my management style and look after myself along the way'.

Kelly Pound, Manager Family and Children's Services, Moonee Valley City Council

'Sue's program and facilitation skills were evident in working with a diverse group of individuals from our organisation, providing them with the tools to tackle difficult issues, inspire their staff, and building their own leadership capability and confidence. This has assisted us in delivering improved customer service outcomes for our communities'.

David Lavithis, District Manager, VicRoads

'Sue has been great to work with for the past couple of years, tailoring and delivering 'Unshakeable Leaders' program to different levels of leadership within our organisation.

Sue utilizes case studies as examples of her evidence-based model in a most engaging way'.

Chris Forbes, Executive General Manager, Mallee Family Care

'Sue provided both 1:1 Coaching and Group Coaching support for our leadership team. Feedback from participants was that the information provided was practical and things they can apply on the job. The questioning and insights provided during the sessions also provided some important reflection moments for the leaders involved'.

Jodie Hill, Director of People and Safety, Pacific Hydro



Sue Anderson



About Sue:

Sue Anderson is one of Australia's leading experts in Emotional Intelligence in the workplace. Her specialty is helping leaders develop mental toughness so they can excel (not handle) in the pressures of leading teams.

A highly sought-after speaker, coach, trainer, mediator and author Sue Anderson works with organizations and businesses to develop highly functional and productive workplaces, with confident, resilient, and motivated employees.

As a Thought Leader in the areas of resilience building and individual empowerment, Sue utilizes her cutting-edge methodology to help leaders and teams move from a place of fear and dysfunction to a highly engaged, confident workforce. By integrating and refining areas including communication, motivation, beliefs and emotion, Sue's programs empower employees, enabling ongoing positive human interaction in the workplace and beyond.

With qualifications in psychology, management, quality assurance, training and Neuro-Semantics, Sue's unique approach is accessible, fun and builds capability rather than taking a punitive or Band-Aid approach to improving productivity in the workplace. Sue has worked successfully in the area of resilience with children and adults since 2007. Her new book 'Unshakeable at Work' was recently released. Sue believes that developing an Unshakeable workplace culture is critical to improving everyone's wellbeing and quality of life.

If you are ready to invest in your team, here's how:

- Select the date that works best for your team.
- Confirmation will be sent with final terms and conditions along with an invoice for 50% to secure your preferred date.
- Program runs, and final invoice sent once the final workshop is delivered.



Team Re-Connect

2024

