



**Re-connect, re-inspire & re-engage your Team  
so they hit the ground running in 2026.**

**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, 2025 was 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:**

- 2025 was a challenging year for the team, yet we want to be a high-performing team.
- Sometimes the mix of long-term team members and 'newbies' brings its own challenges.
- With lots of challenges sometimes confidence can drop.
- We have a few new staff who have joined us, and/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.

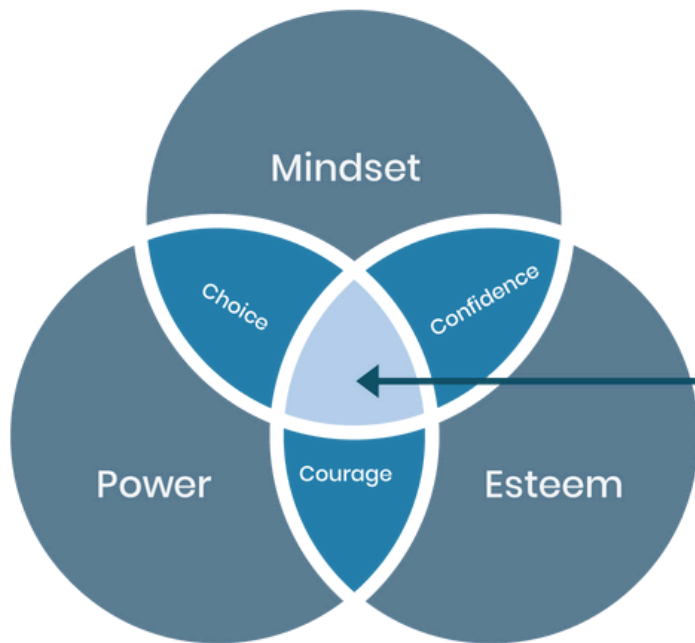
### **What team members are saying:**

- We need to work better together as a 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 toolkit.
- We want to feel like we are working towards the same goal, united as one.
- We want to hit the ground running in 2026.



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

# The Team Re-Connect 2026 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 the 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 2026 Workshop is ideal for teams:

- Who have new members.
- Have faced significant changes.
- 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 2026 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 2026 Program Inclusions

Design Meeting with Leader	✓
Pre-Workshop Team Snap Shot Survey	✓
Design of Workshop/s	✓
Preparation Meeting with Leader	✓
Delivery of Workshop/s Team Re-Connect Sessions onsite	✓
Additional resources such as links to books, Ted talks, Podcasts, copy of presentation slides etc	✓
Evaluation Survey and Report	✓
Debrief and Recommendations Meeting with Leader	✓
Post workshop 30 minute online Team session	✓
Three month follow up Team Snap Shot Survey and Comparison Report	✓



Our team recently participated in a training session focused on team building and self-reflection, and it was an excellent experience. The facilitator did a fantastic job of keeping everyone engaged throughout the session and created a supportive environment for open discussion and reflection. The facilitators knowledge and delivery style made the session both valuable and enjoyable. The feedback from our staff has been overwhelmingly positive. We highly recommend this training for any organisation looking to strengthen teamwork and encourage personal growth.

**Shakana Garstone, Quality Co-ordinator, Yura Yungi Medical Service Aboriginal Corporation**

# The Team Re-Connect 2026 Program Inclusions

## **Design Meeting with Leader:**

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

## **Pre-Workshop Team Snap Shot Survey:**

This is a quick online survey that measures where the team is currently at. Sue uses this information to design the workshop, and also to compare it to the Post Team Snap Survey.

## **Design of Workshop/s:**

Sue designs the workshop content and activities and tailors it specifically to your team.

## **Preparation Meeting with Leader:**

Sue walks the leader through the proposed workshop content.

## **Delivery of Workshop/s Team Re-Connect Workshop onsite**

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, is provided after the workshop. That way, participants can choose to dive deeper on the content – or not.

## **Evaluation Survey and Report:**

An evaluation of the workshop 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.

## **Post workshop 30 minute online Team session:**

About a month or two after the Workshop, Sue brings the team together online to touch base and celebrate progress and to discuss what has been implemented, and next steps.

## **Three-month follow-up Team Snap Shot Survey and Comparison Report:**

Three months after the workshop, Sue surveys the team again, and then compares the Pre and Post measures. A Comparison report is produced and shared with the Leader.

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Many thanks again for running the Team Re-Connect workshop with us. The event generated not just a lot of positive interaction on the day itself but much praise afterwards as well.

**Michael Rainsborough, Professor of Strategic Theory, Academic Principal,  
Australian War College**

# Frequently Asked Questions

## Who would benefit from the Team Re-Connect 2026?

The team program is perfect for all teams, including new teams or restructured teams who want to hit the ground running in 2026. An experienced facilitator, Sue has worked with teams for the last 16 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 or an off-site location organised by the client.

## Who facilitates the program?

Sue Anderson facilitates all delivery, and her Support Team coordinates logistics.

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

Yes! While the program design has been based on 16 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!

## What is the best way to promote this workshop to a team?

Sue will work with the Leader of the team and provide promotional material that explains the purpose of the workshop and puts the team at ease. Sue also records a personal 'Hello' video for each team, introducing herself and explaining the purpose and the workshop, and that she is available to be contacted if anyone has questions about the workshop.



'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 am grateful to Sue for expertly facilitating the People and Culture Team through the Team Re-Connect program. Sue was able to easily engage with the various personality styles across the team so that everyone felt heard and walked away with something new. The team is feeling more confident and connected as a result, with evidence of greater levels of collaboration between members instantly. Sue has left us with several simple tools to contribute to an inclusive and supportive team culture, along with a greater understanding each other's communication styles. This program comes highly recommended for anyone wanting to build a greater level of connection within their teams, and to move from good to great. Thanks again Sue!

**Ed Elliott, Manager, People and Culture, City of Moonee Valley**

Sue's calm and steady approach was a breath of fresh air and received great feedback from our entire team. Her ability to foster a supportive and collaborative environment was welcomed while providing us with practical tools and strategies to enhance our performance and communication skills. Her insights and guidance will help us navigate future challenges with confidence and clarity. I highly recommend Sue to any organisation. Her expertise and approachable demeanour make her invaluable to any professional development initiative.

**Michael Orford, Director, Strategic Land Use Planning at Department of Transport and Planning**

We brought Sue in when our Executive Team had newly been formed to ensure that we had the strong foundations to deliver together, and Sue was able to raise our awareness of effective, clear communication and of how to perform as a high-functioning team. We are a stronger, better team as a result, and we have the skills to respectfully apply rigour around the work we do together as a team.

**Jessie Holmes, Chief Executive Officer, Yarriambiack Shire Council**

Sue's team development session at the Port of Melbourne was exceptional, engaging the team for the full day and delivering actionable outcomes that surpassed our expectations. I highly recommend her as a Leadership Coach for organisations seeking to enhance teamwork and achieve meaningful results.

**Andrew Wright, Head of Infrastructure Delivery – Major Projects | Infrastructure,  
Port of Melbourne**

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 workshop 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's 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 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 'Feedback Fitness' was recently released. Sue believes that developing an Unshakeable workplace culture is critical to improving everyone's well being and quality of life.

**If you are ready to invest in your team, contact Sue:**

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# Team Re-Connect 2026

