



## KEYNOTE SPEAKING

Claire provides experiences and speaks at conferences and all team events.

These can be face-to-face or virtual.

Keynotes range from 45mins, 60mins to 90mins.

Keynotes that can be delivered include:

1
HOW TO BUILD A HIGH-PERFORMANCE CULTURE
2
UNDERSTANDING YOUR AUTHENTIC LEADERSHIP
3
THE ART OF ACCOUNTABILITY
4
LEVERAGE YOUR STRENGTHS

Claire is an energetic, insightful and memorable keynote speaker. She takes the audiences on a journey to challenge their thinking, reflect on their own leadership style and provides actionable ideas for the audience to take away to create a high-performing team culture.

As the author of *Thriving Leaders - Learn the Skills to Lead Confidently*, she uses evidence-based research coupled with compelling and relatable stories to engage and entertain the audience. Her keynotes are highly interactive allowing space for reflection and a plan for action.

# KEYNOTE

# DELIVERABLES

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## PURPOSE, RELATIONSHIPS & ACCOUNTABILITY: HOW TO BUILD A HIGH-PERFORMING TEAM

A high-performing team focuses on its common purpose and goals. Team members work together through strong relationships and shared accountability to deliver exceptional business results.

In this keynote, Claire explores practical ways to build a high-performing team.

In this keynote you will:

- Unpack empirical research and high-performing team theory in the context of real teams
- Understand the three fundamental components of a thriving team
- Analyse your own team dynamics using the Thriving Teams Model
- Discover practical ways you can build a high-performance culture
- Create REAL-ationships within your team





# KEYNOTE

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## DISCOVER YOUR AUTHENTIC LEADERSHIP STYLE:

Leadership is not one size fits all. The more you understand yourself, the better you can effectively understand and lead your team. Authentic leadership is about being transparent, honest and genuine. Authenticity is about purpose more than style.

In this talk, Claire explores authenticity and the different parts of your personality that make you, you.

In this keynote you will:

- Learn it's ok to bring your true self to work.
- How to show vulnerability to further humanises you as a leader and shows others they can be vulnerable too.
- Realise the many roles you play as a leader
- Understand your own authentic leadership.
- How to dial up and dial down different parts of your personality based on the situation.



*“Claire has an extraordinary ability to get the best out of teams and individuals. She has worked closely with our Executive team to help us to perform and achieve at a high level in a complex and dynamic environment. Her thorough knowledge and sophisticated facilitation has proven invaluable and we genuinely value our ongoing relationship.”*

**Tony Davies, Chief Executive Officer, Social Futures**

# KEYNOTE

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## THE ART OF ACCOUNTABILITY

Accountability is about providing clarity for your team. Accountability is delivering on a commitment, using initiative to follow through and taking responsibility for an outcome. It eliminates ambiguity, creates boundaries and ownership, and provides clarity for moving forward. Accountability involves understanding what is required in terms of quality and timeframes.

In this talk, Claire explores how to shift the mindset of accountability into a positive. This should feel empowering because someone is trusting your skills, knowledge and experience. It is a privilege.

In this keynote you will:

- Relate to the many barriers to holding people accountable
- Understanding the underlying issues when there is lack of accountability
- Explore the 4Cs of Accountability
- Reflect on practical ways you can hold your teams accountable
- How to role model accountability



# KEYNOTE

# DELIVERABLES

## LEVERAGE YOUR STRENGTHS AND BELIEVE IN YOURSELF

It is powerful to understand your strengths, to focus on them so you can feel energised. Our beliefs are ideas we hold to be true. This may be based on a fact, opinion or assumption. Our beliefs are influenced by our perceptions, which become our reality.

In this keynote, you will learn positive psychology techniques to be your best self.

In this keynote you will:

- Learn the power of strengths, how to understand yours and leverage the strengths of others
- Understand imposter syndrome and the impact it can have
- Discuss brain psychology and the impact of the stories we tell ourselves
- Challenge your limiting beliefs and build your confidence
- Walk away with a practical reframing technique



*"Claire facilitated a series of sessions with our SLT, there was real value in spending this time together as a team. Claire demonstrated to us that a high-performance culture comes from the top and through skilful facilitation was able to build greater trust within our team.*

*This coupled with a commercial focus in our sessions has supported our high-performance culture and resulted in excellent business results. We look forward to our continued partnership."*

**James Whitehill, Director, JVAT Australia**





Claire is passionate about building high-performing teams and people so that they can thrive. She is an accomplished Leadership & Team Coach, Facilitator & Trainer and has over 18 years' of experience in Leadership Development, Organisational Development & People & Culture. Claire works to develop their leadership capability, embed a purpose led-culture and build a high-performing team. Claire has worked with small businesses and large corporates across industries including Financial Services, Professional Services, Transport, Government, FMCG, Education and NFP in Australia and the UK. She holds a Masters of Business (Human Resource Management), a Bachelor of Behavioural Science, and is a certified Facet5 (personality assessment) practitioner. With over 700 coaching hours and accreditation with the Institute of Executive Coaching and Leadership as well as the International Coaching Federation, Claire works with clients as an Executive & Leadership coach.

# CLAIRE GRAY

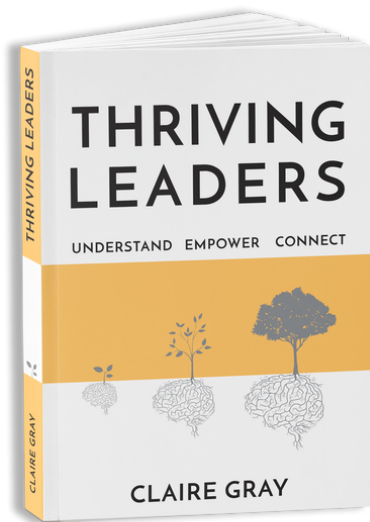
Leadership & Team Coach  
Facilitator & Trainer

*See Claire in Action  
With Greater Western Water*

## BOOK

# THRIVING LEADERS

Learn the Skills to Lead Confidently



This book supports the learning through the programs and assists participants when they want to return to different themes covered in our sessions.

Often, leaders with solid experience and technical capabilities are promoted into leadership positions. They find themselves leading a team and facing a variety of situations they never encountered previously.

In *Thriving Leaders: Learn the Skills to Lead Confidently*, you will learn to use your authentic leadership style, adapt to each situation and lead effectively.

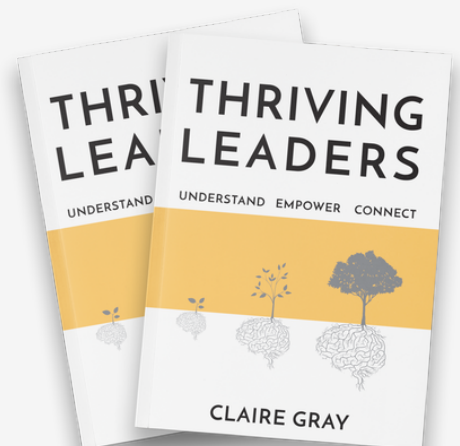
This book is for all leaders in all industries. It is also actionable, which means you can practice and implement the techniques straight away. You will learn to:

- Improve self-awareness and understand your natural leadership style.
- Build a high-performing team.
- Develop your team by effectively giving and receiving feedback.
- Empower your team members by taking a coaching approach.
- Hold your team members accountable, set expectations and goals.
- Communicate with impact through clear messaging.

The outcome of mastering these fundamental skills is a thriving and confident leader. Claire Gray draws on her extensive experience as a leadership and high-performing team facilitator and coach who develops organisations, teams and leaders so they thrive.

I just read your book, and I think you have done an amazing job of collecting, synthesising and illustrating the breadth of leadership thinking. You really punched out so many topics in this book — which is easy to read, erudite and very practical all at once — a very rare combination! You promise in the intro not to repeat a single idea in multiple ways, and you delivered. And for almost all of the topics you give additional readings if you want to go deeper on a topic. Reading your book reminded me of so many lessons (some I practise and some I need to come back to). Whether you are starting out, or whether you just need a refresher on what you've learnt before; and to glean a few fresh insights look. One of my favourite insights is on the challenging of limiting beliefs — and how often our own stories hold us back from realising our potential."

John Cox, CIO at Coles



# CLIENT TESTIMONIALS

*"Thanks for yesterday, it was awesome. Pretty powerful, pretty heavy, pretty deep, really well facilitated. I really appreciate that."*

**Michael Leung, Director at Balanced Earth**

*"Excellent guidance with just the right amount of input into the sessions from Claire. Most presenters are full of their imagined awesomeness and wax lyrical, expecting us to worship...not in this case. It's a hard gig to pull off well. Well done, Claire. Looking forward to engaging with you more in future."*

*If you have been able to read something from my Facet5 profile, it is that I don't give out praise often and am normally vastly underwhelmed by presenters/ consultants, especially in the leadership space. I'm too old and have been around for too long and have heard most things before! So, when I praise, as I have, it puts you in quite special company."*

*I don't feel like most people deserve my praise so very well done. You present well and facilitate very well also. If you had an NPS, I would indeed be a promoter"*

**David Thomson, Executive Team, Social Futures**

*"Working with Claire at Thriving Culture has helped us not only expand our business but build a team of high performing consultants that are in demand. Our partnership has allowed our leadership team to adapt to changing environments and grow both personally and professionally."*

**Jimmy Stewart, Managing Director, JVAT Australia**

*"I found Claire's facilitation style to be polished and professional, whilst being engaging and relatable. This is a balance that is perfect for coaching our leaders within our professional services environment. She received excellent feedback from all of our attendees, and we are excited to continue working with her to deliver future programs."*

**Emily Gousmett, People & Culture Learning Consultant nRSM Australia**

*The surprising part about the course was the comradery. And to be honest, the retention rate how everyone stayed engaged. Like, really engaged...It was a really content rich course and I'm probably going to have two years of implementation coming to me, but the best thing was, I realised, okay this is my job now..my job is to look for opportunity in all the issues in my organisation."*

**Mason Taylor, Founder, Superfeast**

*Claire was really an effective coach and I believe some of this is about the connection she created. Very relatable and a good listener, followed by options to consider in terms of approach and style. What was most valuable was the different strategies to solve different leadership challenges."*

**Kristy Simmonds, Executive General Manager, Claro Aged Care**

*The CEO Masterclass has impacted my leadership by really giving me implementable tools. that had an immediate positive impact. As a group we were able to be candid and honest with each other about where we sat in our business and where our businesses sat, the things we needed to learn. Having those peers to talk to has been incredible."*

**Will Brook, CEO, Brookfarm**




# THRIVING CULTURE

# TRUSTED CLIENT RELATIONSHIPS



## CONTACT CLAIRE GRAY

 +61 402 345 749

 [claire.gray@thrivingculture.com.au](mailto:claire.gray@thrivingculture.com.au)

 [www.thrivingculture.com.au](http://www.thrivingculture.com.au)