

# 1:1 EXECUTIVE COACHING



Coaching is a great way to clarify your purpose and values, learn and set meaningful goals towards the life you want to live.

Claire's approach to coaching:

- Strengths-based
- Challenges limiting beliefs
- Builds confidence
- Drives action
- Holds you accountable

Areas that Claire has worked with leaders on include:

- Become a more effective and confident leader
- Building self-awareness and understanding how your own style can impact others
- Build an empathetic leadership style
- Become a more assertive leader

Working with clients face-to-face, by phone or Zoom, Claire uses personality and strengths diagnostics to build self-awareness.

Claire has completed over 700 coaching hours and is accredited with the Institute of Executive Coaching & Leadership, the International Coaching Federation and the Global Team Coaching Institute.

## DELIVERABLES

- 5 x 90min one-to-one coaching sessions over 3-6 months
- 45-minute video call with sponsor dialling in for 20 minutes to confirm their aspirations from the coaching sessions
- Coaching agreement to define goals and outcomes you wish to achieve from our coaching sessions
- Facet5 Personality Assessment profile and debrief to build self-awareness
- VIA Character Strengths Survey to understand your values and strengths
- Relevant leadership readings and activities between coaching sessions
- Unlimited emails and phone calls between sessions
- Includes a copy of Claire's book, *Thriving Leaders: Learn the Skills to Lead Confidently*

## INVESTMENT

\$5,750 + GST per person

# COACHING DIAGNOSTICS



## FACET 5 PROFILE

Facet5 personality profile is based on research done at Edinburgh University in the 1980s, using a Big5 model of personality, generally considered by psychologists to be the best way of understanding behaviour.

Reports use helpful, work-related, easy-to-read language, and produce the following components:

- An individual profile and report: describes individual behaviour and preferences
- The Family Portrait: compares the individual profile to one of 17 reference families
- Competence: individual strengths and areas for development against six competencies: leadership, interpersonal, communication, analysis & decision making, initiative & effort, planning & organising
- Leading Edge Guide to Leading: how to engage and manage someone to maximise engagement and job satisfaction
- Work Preferences: individual intrinsic motivators.



## VALUES IN ACTION (VIA CHARACTER STRENGTHS)

Character strengths are the positive parts of your personality that make you feel authentic and engaged. You possess all 24-character strengths in different degrees, giving you a unique character strengths profile.

Research shows that understanding and applying your strengths can help:

- Boost Confidence
- Increase Happiness
- Strengthen Relationships
- Manage Problems
- Reduce Stress
- Accomplish Goals
- Build Meaning and Purpose
- Improve Work Performance

Discover your greatest qualities and begin using your strengths to build your best life.





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

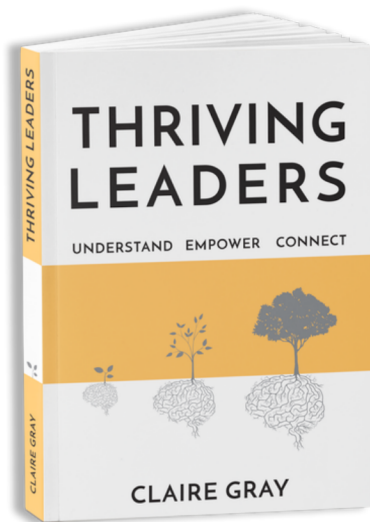
Leadership & Team Coach  
Facilitator & Trainer

*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.

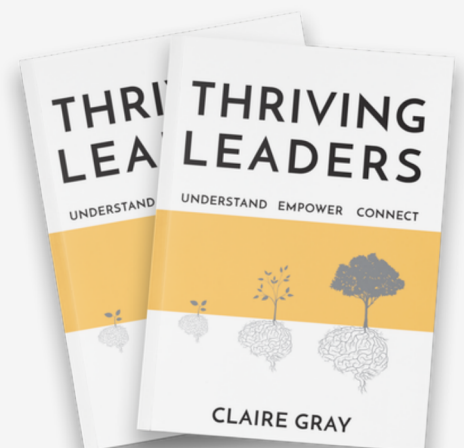
This book is for all leaders in all industries. It is also actionable, which means you can practice and implement the techniques straight away. You will learn to:

- 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





# WHY WORK WITH THRIVING CULTURE

Thriving Culture is a Leadership and Team Development practice led by Claire Gray, that delivers training, facilitation, coaching and speaking experiences to clients. We spend time with businesses to understand their strengths and key people challenges and develop a strategy to meet their needs.

Our services include:

Thriving Leaders Program	Leadership Development	Facilitation
Team Coaching	Coaching	Keynote Speaking

We are a small team of 4, that focus on high impact, quality experiences that develop leaders, teams and cultures.

## WHAT WE PROVIDE

## VALUE TO YOU

Extensive leadership, team, organisational development and culture experience

Enable your business strategy through your people, to build high-performing leadership teams and cultures

Passion for embedding sustainable change that sticks

We understand the common pitfalls faced when implementing behavioural change and navigate this in a practical way

Innovative and intuitive approaches

We provide best practice insights, theory and frameworks coupled with hands-on-experience focused on leadership and performance-based outcomes

# CLIENT TESTIMONIALS

*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**

*Claire's guidance and insight has been absolutely invaluable to my personal development journey over the last six months – I can't credit her enough, many of the skills and techniques I'll continue to employ on a daily basis.*

**Triston O'Connor, Chief Technology Officer, Timelio**

*Claire is very friendly and extremely knowledgeable. I undertook a six session leadership coaching sessions with Claire where I learned new and invaluable techniques that have helped me tremendously in my profession. I would highly recommend Claire's services to anyone looking to hone their skills and advance their career.*

**Mathew Poile, General Manager, Tweed Bait**

*Claire's coaching helped me in my new leadership role by providing the tools and information to better understand and utilise my natural strengths and to develop – and achieve – clear goals in areas requiring development. Throughout my work with Claire, and beyond, I have become a better leader through improved communication and being better able to face some of the challenges that come with leading a team.*

**Kylie Milne, Quality Manager Specialty Laboratory Services Organisation**

*"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 Thompson, Executive Team, Social Futures**

*"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**

*"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**