



COACHING BROCHURE

1-to-1 Coaching | Group Coaching | Team Coaching



OBJECTIVE LEADER

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ADAPTIVE COACHING MODEL™

Every leader is different. Every coaching journey should be too.

At Objective Leader, we adapt our coaching approach to the individual, providing the right balance of support, challenge and input to help leaders achieve meaningful and sustainable behaviour change.

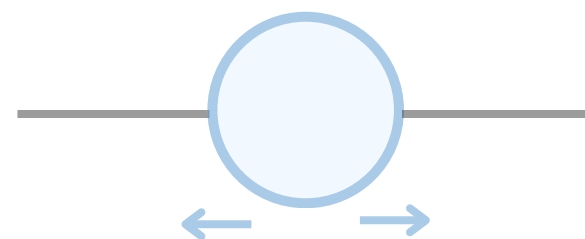
The Adaptive Coaching Spectrum

Skills Coaching

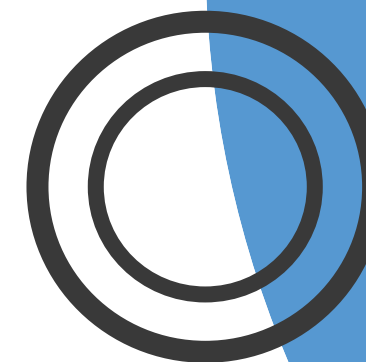
Framework
Knowledge
Guidance
Tools
Capability Building

Pure Coaching

Reflection
Awareness
Insight
Challenge
Behaviour Change



It's a sliding scale which shifts depending on individual goals, experience, workplace context, and leadership level.





Examples:

New Supervisor



Often requires greater support, practical frameworks and leadership skill development.

Experienced Manager



Typically benefits from a balance of leadership capability development and reflective coaching.

Executive Leader



Often possesses strong technical knowledge, with coaching focused on perspective, awareness, influence and strategic impact.

The Outcome:

Sustainable Behaviour Change

Whether through skills coaching, pure coaching, or a combination of both, the goal remains the same: helping leaders develop new behaviours, improve performance and create lasting impact.



OUR COACHING PRINCIPLES

The beliefs that guide every coaching conversation.

✓ MEET LEADERS WHERE THEY ARE

Every leader is different. We tailor our approach to the individual's goals, experience, challenges and leadership context.

✓ COACH THE WHOLE PERSON

Leadership does not exist in isolation. We recognise that mindset, wellbeing, relationships and personal values all influence leadership effectiveness.

✓ PROVIDE INPUT WHEN IT ADDS VALUE

We balance reflection and self-discovery with practical frameworks, tools and insights that accelerate learning and growth.





✓ **ALIGN WITH ORGANISATIONAL GOALS**

Effective coaching creates value for both the individual and the organisation. We connect personal development with broader leadership and business outcomes.

✓ **CREATE A SAFE ENVIRONMENT**

Trust is the foundation of coaching. We uphold the ethical standards and confidentiality principles of the International Coaching Federation (ICF).

✓ **BUILD LEARNING CAPABILITY**

Our goal is not simply to solve today's challenges, but to help leaders develop the self-awareness, reflection and learning habits needed for ongoing growth.



OUR SOLUTIONS

The right coaching solution can change everything.



1-to-1 Coaching:

Accelerator™

Scalable coaching for leadership cohorts

Transformer™

Premium coaching for deeper behavioural change

Group Coaching:

Elevate™

Peer learning and leadership development for groups of up to 8 participants

Team Coaching:

Unite™

Building alignment, trust and performance within intact teams

1-TO-1 COACHING

ACCELERATOR™

Leadership Coaching - Scalable coaching designed to build leadership capability across cohorts of leaders.

Accelerator™ combines professional coaching, assessment and workplace application to support leaders as they develop the confidence, skills and behaviours required to succeed in their role.

Delivered by:

Objective Leader's curated network of ICF credentialed leadership coaches.

Participant Journey:



1-TO-1 COACHING

TRANSFORMER™

Executive Coaching - Our premium coaching experience for senior leaders, executives and critical talent.

Transformer™ pairs participants with experienced executive coaches to support deeper reflection, strategic thinking and transformational leadership growth.

Delivered by:

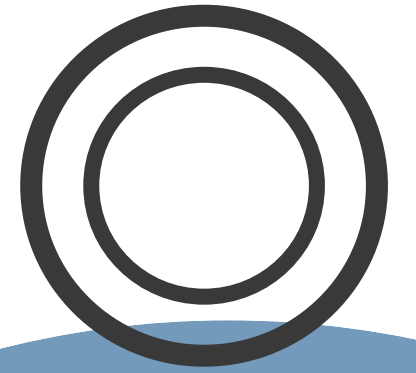
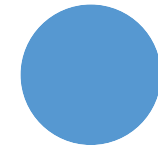
Carefully selected executive coaches with extensive leadership and coaching experience.

Participant Journey:



GROUP COACHING

ELEVATE™



Level up through peer learning, shared experiences and structured coaching conversations.

Choose Five Development Areas:

Lead Self

- Leadership Fundamentals
- Leading Self
- Emotional Intelligence
- Managing Time & Priorities

Lead Others

- Communication Fundamentals
- Courageous Conversations
- Coaching & Developing Others
- Delegating to Empower
- Performance Leadership

Lead the Business

- Strategic Thinking
- Change Leadership
- Building Collaborative Relationships

Group Journey:

Engagement Session



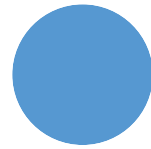
Group Session



Reflection Session

x5





Strengthen alignment, trust and accountability to improve collective team performance.

Choose Five Development Areas:

Team Foundations

- High-Performing Teams
- Psychological Safety
- Accountability in Teams
- Conflict Management

Team Effectiveness

- Motivating Others
- Coaching Culture
- Building Collaborative Relationships

Team Performance

- Strategic Thinking
- Decision Making
- Stakeholder Relationships
- Adaptive Ways of Working
- Change Leadership

Team Journey:

Engagement Session

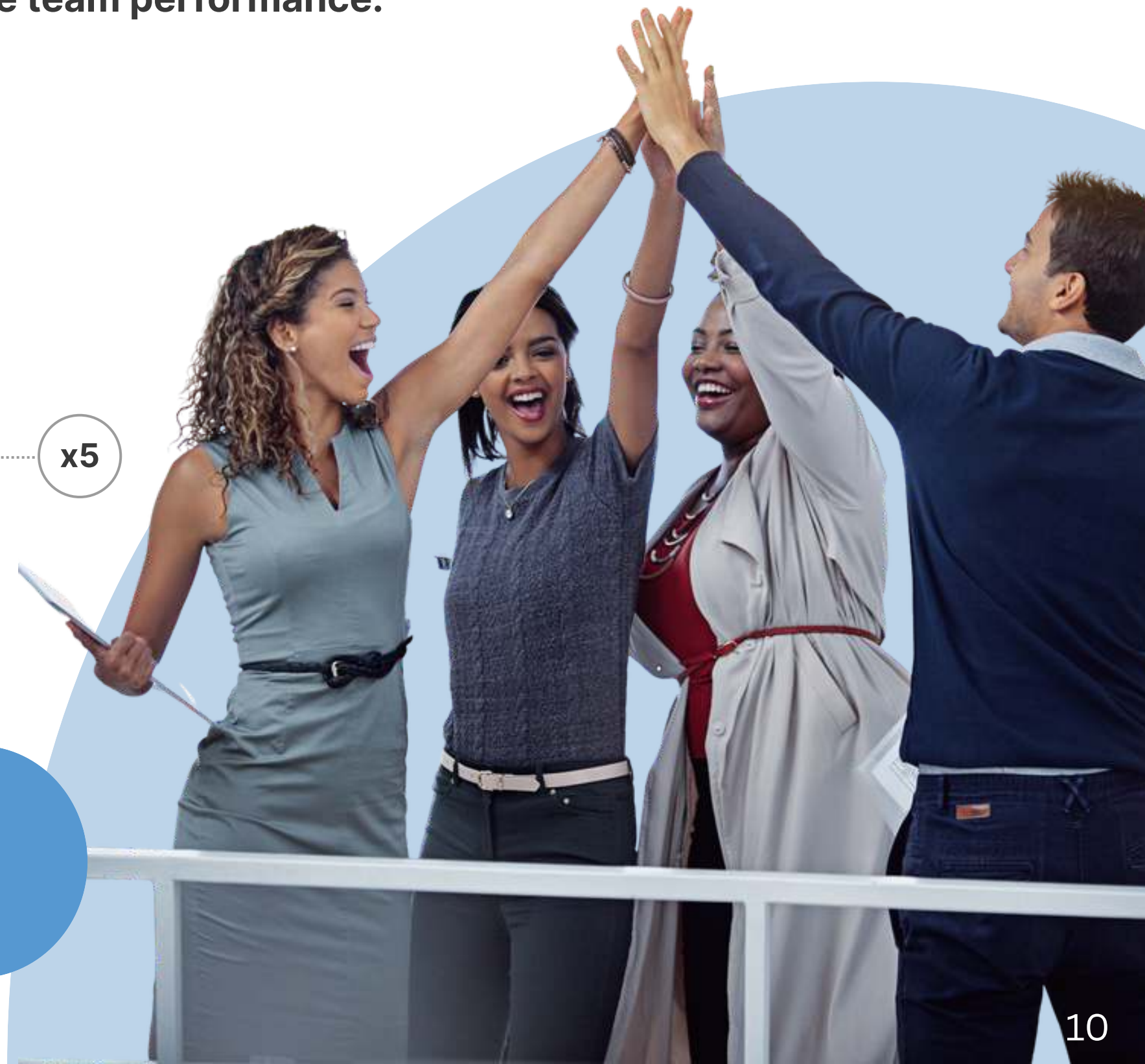
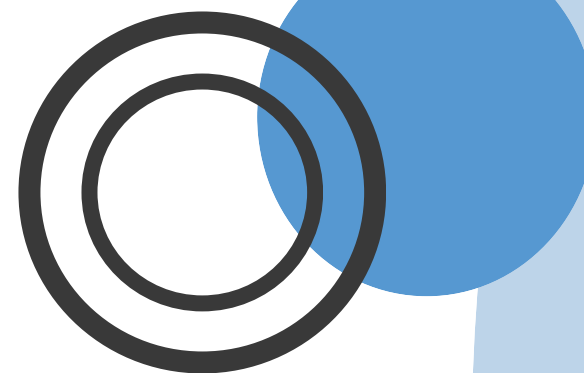


Team Session



Reflection Session

x5



OBJECTIVE LEADER ASSESSMENT™ (OLA)

Awareness is the foundation of lasting leadership growth.

The OLA™ helps leaders gain meaningful insights and accelerate development by combining self-reflection, a leadership capability assessment, and stakeholder feedback, so they have a clear view of their strengths, development priorities, and leadership impact.



→ SELF ASSESSMENT

Reflect on current leadership strengths, opportunities and behaviours.

→ 360 FEEDBACK

Gather perspectives from managers, peers, direct reports and stakeholders.

→ SKILLS ASSESSMENT

Measure confidence and capability across targeted leadership competencies.

→ DEVELOPMENT PLAN

Translate insights into meaningful coaching goals and workplace actions.

What Makes OLA™ Different?

It is built specifically for leadership development and aligned to Objective Leader's competency framework. It creates a clear coaching roadmap that supports measurable behaviour change.



We also partner with a range of globally recognised assessment providers to support specific leadership development objectives.

» **DISC WORKPLACE & MANAGEMENT**

Understand communication preferences, workplace behaviours and leadership styles.

» **LEADERSHIP CIRCLE PROFILE**

Explore reactive and creative leadership tendencies to drive transformational growth.

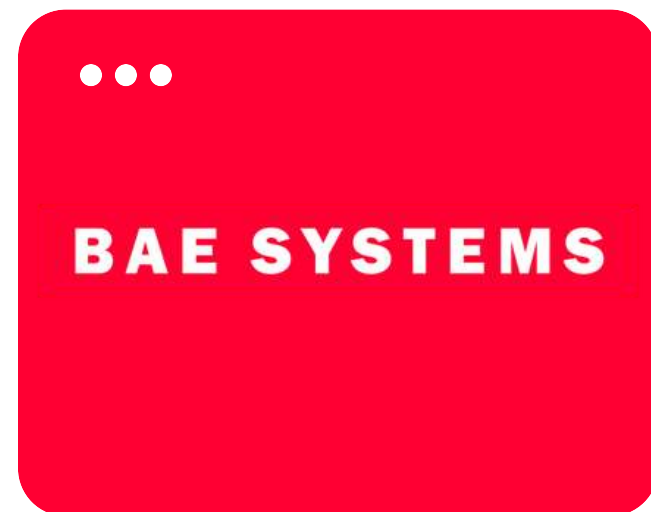
» **LIFE STYLES INVENTORY (LSI)**

Identify thinking and behavioural patterns that influence leadership effectiveness.

» **OTHER ASSESSMENTS**

Additional assessment tools can be incorporated based on organisational needs and program objectives.

CLIENT SUCCESS STORIES



20++
Senior Leaders

Solution: **Accelerator + LSI**

CHALLENGE

Supporting leaders in a complex, high-performance environment to strengthen leadership effectiveness, stakeholder management and strategic thinking while navigating increasing organisational demands.

OUTCOME

Increased self-awareness, stronger stakeholder management, greater confidence in difficult conversations, improved strategic thinking and enhanced work-life alignment.

100% of participants reported positive progress toward their leadership goals and interest in further coaching.

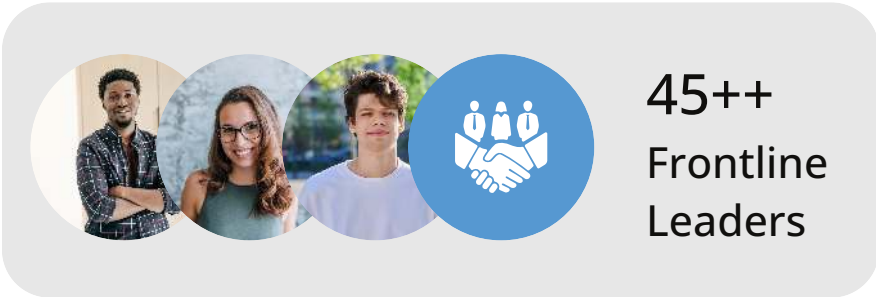


Operations & Maintenance
Leadership Team

Solution: **Team Coaching**

Preparing for significant business growth while transitioning systems and processes, aligning leadership priorities and maintaining a strong team culture.

Developed a future-focused operational vision, aligned on five shared goals, clarified leadership responsibilities, successfully supported a major systems transition and achieved a 30% improvement in collaboration and accountability.



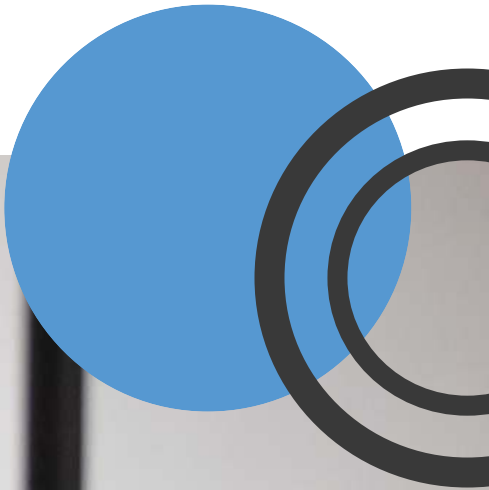
Solution: **Transformer + OLA**

⌵ **CHALLENGE**

Developing leadership capability across a growing organisation while building leadership confidence, management capability and a stronger coaching culture.

⌵ **OUTCOME**

Increased leader engagement, confidence and capability, strengthened alignment to organisational values and fostered a culture of coaching, learning and continuous development across the organisation.



COACH CONNECT™

Expert Coaches. Powerful Technology. Scalable Delivery.

Objective Leader's Coach Connect™ network combines a carefully selected panel of professional coaches with industry-leading coaching technology to deliver high-quality coaching experiences at scale.

50+ ICF CREDENTIALLED COACHES

Our coaching network includes more than 50 professional coaches across Australia, New Zealand, Canada, USA, United Kingdom.

Each coach is selected based on:

- Coaching credentials and experience
- Leadership expertise
- Industry background
- Coaching style and specialisation
- Ability to achieve meaningful outcomes



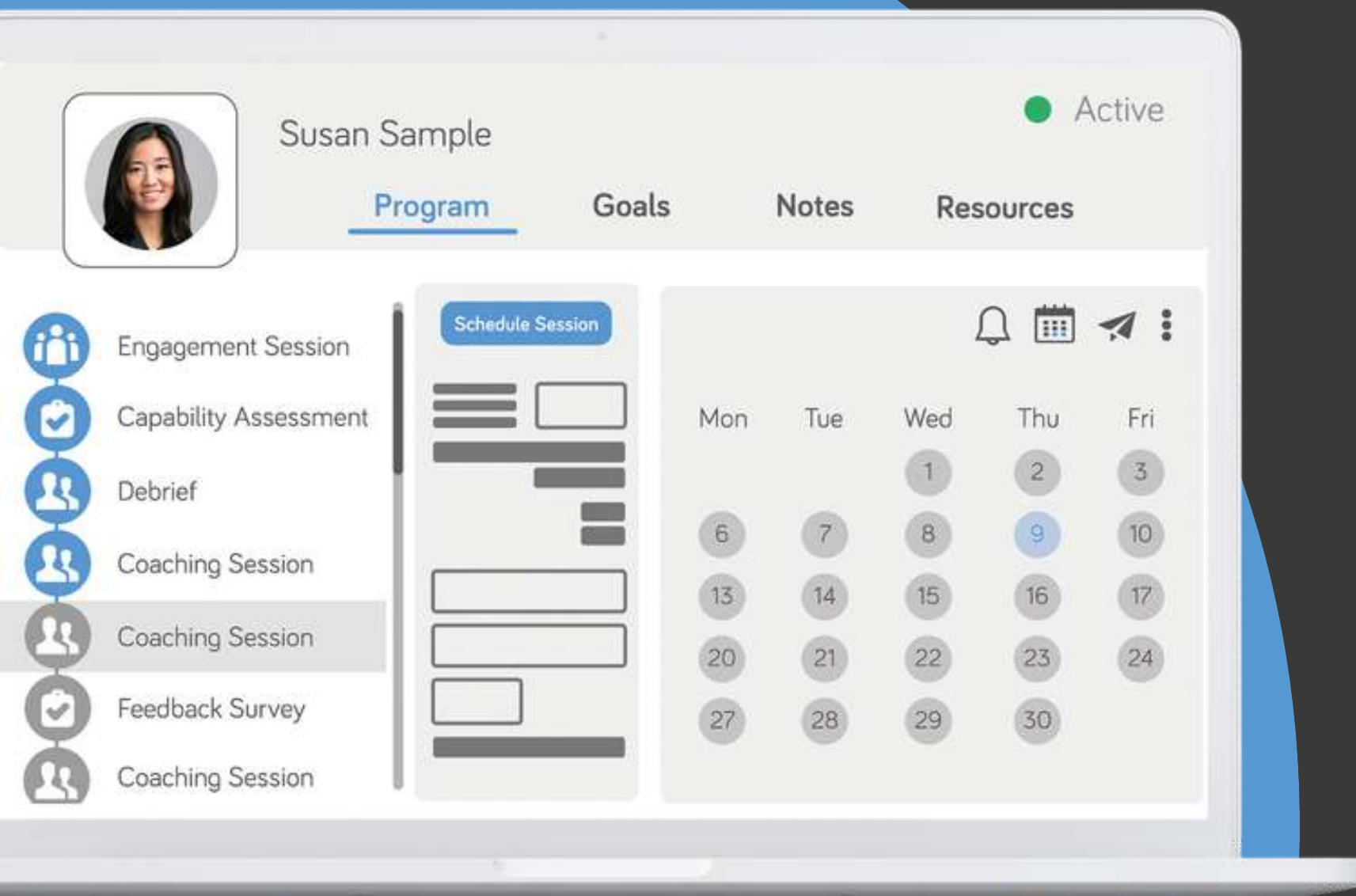


POWERED BY COACHING.COM

All coaching programs are delivered through Coaching.com, providing a seamless experience for participants, coaches and organisations.

The platform supports:

- Coach matching and selection
- Assessments and feedback
- Goal tracking and development planning
- Learning resources
- Session scheduling
- Program reporting



BUILT TO SCALE

Whether supporting a single executive or a large leadership cohort, Coach Connect™ provides the infrastructure to deliver coaching consistently across organisations, locations and leadership levels.

5000+ LEADERS COACHED



OBJECTIVE LEADER

LET'S GET STARTED!