



OBJECTIVE LEADER



# PORT MACQUARIE HASTINGS COUNCIL CASE STUDY

Leading with Impact



Program:  
**Leadership Pathways**

Tools:  
**DiSC**



# List of content



Discover how we partnered with **Port Macquarie Hastings Council** to overcome key challenges, implement a tailored leadership solution, and deliver measurable outcomes that created lasting impact.

03 Client Overview

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04 Challenge

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05 Solution

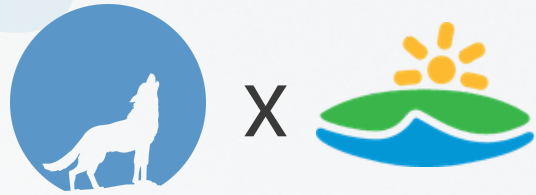
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06 Program Results

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07 Testimonial

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# Client Overview

To develop a more focused and effective strategy, we begin by building a clear understanding of the client's environment, challenges and priorities, while assessing the development needs of participants.

**Key Info:** 



## Industry

Local Government



## Delivery Method

Facilitation, Assessment



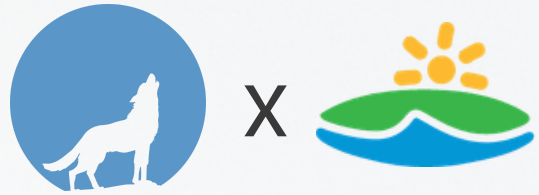
## Leadership Level

Emerging, Frontline, Middle



## Development Areas

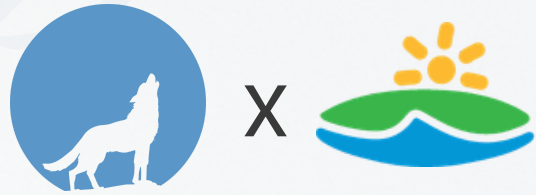
Coaching & Developing Others, Psychological Safety, Emotional Intelligence



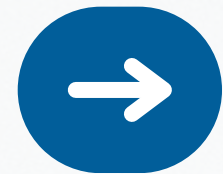
# Challenge

Port Macquarie-Hastings Council wanted to build a common leadership language and strengthen people leadership across emerging and established leaders, equipping them to guide teams through change, growth and increasing organisational complexity.





# Solution



## Leading with Impact

A multi-month development program designed for a cohort of 16+ leaders.

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## DiSC Assessment

Used DiSC insights to strengthen self-awareness and understanding of different working styles.



## Seven-Module Journey

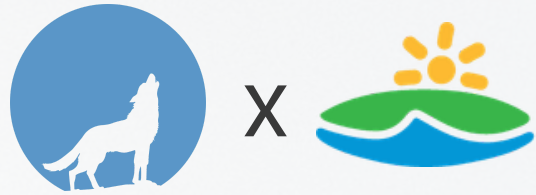
Structured learning across seven modules to progressively build leadership capability.

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## Learning & Application

Combined practical workshops, peer learning and workplace application to embed development.



# Program Results



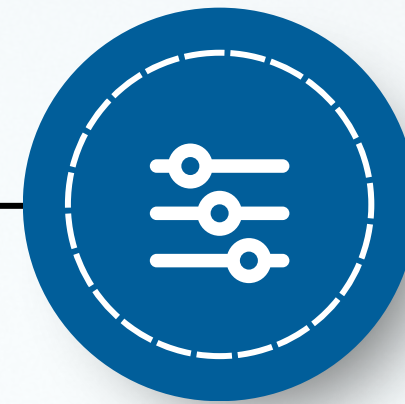
## Practical Leadership Tools

Equipped 16+ leaders with shared approaches to coaching performance, psychological safety and team dynamics.



## Psychological Safety

94% of respondents reported being able to apply their learning in the workplace.



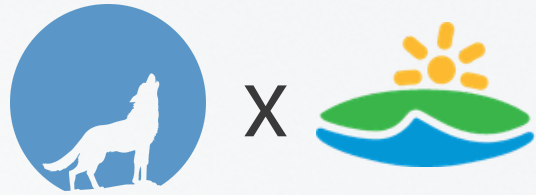
## Coaching for Performance

100% of respondents said they could apply the module learning in the workplace.



## Program Value

Every respondent rated the Coaching for Performance, Psychological Safety and DiSC components as worthwhile.



# Testimonial



“The impact of our work has been a lift in leadership consistency and alignment. Our senior leaders in particular have greater self-awareness and a clearer understanding of expectations. We're also seeing stronger leadership pipelines with strong internal movement into these roles in general and a more deliberate approach across the organisation to leadership development.”

**Carly Whitcombe**

Manager, Shared Services



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