

## 2020 Plan Review Lessons learned from COVID19

2020 has been a challenging year for most organisations...

- + **How did your organisation/ team or function fair?**
- + **What went well?**
- + **What were the challenges?**
- + **Importantly, what can be learned for the future?**

Now is the time to capture that learning and adjust your approach for the future yet it is often hard to see the bigger picture when we are in the detail and action. In our experience it's best to release the ideas and opportunities to build team and organisational fitness for the future.

Gram Consulting's Kelvyn Steggles facilitates an amazing learning process that captures the learning and helps you Reset, Renew and Redefine your direction. The result is a quality report, easily understood and yours to implement.

The impacts on the operating environment that we've experienced in recent months demonstrate the importance of leaders keeping on top of this.



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| Formats:     | Virtual or Face to Face  |
| Delivery:    | (will differ dependent on respective conditions)   |
| Example:     | <ul style="list-style-type: none"> <li>+ Interviews with groups of between 3 and 10 people</li> <li>+ Report production of findings</li> <li>+ Presentation of key themes to Leadership Team</li> <li>+ Final report production</li> </ul>   |
| Facilitator: | Kelvyn Steggles  |
| Outcomes:    | <ul style="list-style-type: none"> <li>+ Capture individual and team experiences on what went well and the challenges involved</li> <li>+ Identify and document the key learning themes</li> <li>+ Present the learning themes to your leadership team</li> <li>+ Facilitate a leadership process to address enhancements to your crisis management plan of authentic leadership using empathy, compassion, &amp; curiosity</li> </ul> |
| Investment:  | <b>CONTACT US FOR A BESPOKE QUOTE</b>  |

For more information [hello@gramconsultinggroup.com.au](mailto:hello@gramconsultinggroup.com.au) or **0415 670 130**



**GRAM CONSULTING GROUP** is a community of facilitators, evidence based coaches, academics, organisational psychologists and good humans who specialise in:

- + Executive Coaching
- + Leadership Development
- + High Performing Teams
- + Leader as Coach
- + Specialist Qualitative Reports

To do that they have a multi-disciplinary and evidence based approach using principles from:

- + Coaching Psychology
- + Positive Psychology
- + Social Psychology
- + Organisational Psychology and Organisational Scholarship
- + Appreciative Inquiry
- + Anthropology
- + Sociology

Gram Consulting Group work with 11 of the top 20 ASX listed companies, three international organisations and many smaller organisations.

## **WHY AND WHEN FACE TO FACE EXPERIENCES**

Face to Face workshops enable highly effective ways to build trust, have highly collaborative and quality interactions and build the relationships and understanding in a team or group of people. These workshops allow for interaction, different environments, discussion and practice. It allows for flexibility and fulfils our human need for connection, interaction and increases the ability to deal with complexity.

## **WHY AND WHEN VIRTUAL EXPERIENCES**

With the world currently experiencing the COVID-19 pandemic, virtual learning experiences are now more than ever a necessity for teams and organisations. Webinars are built for convenience, scale and accessibility. They do not replace the face to face experience but can be used as a blended experience. We use multiple platforms and have a hugely successful record in providing engaging experience with a strong up take of the learning.



# Kelvyn Steggles

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**Kelvyn Steggles works in the fields of leadership assessment and development, workshop facilitation and executive coaching – his primary areas of focus are; leadership development; team cohesion; raising awareness of the impact our behaviours have on others. He has a special interest in the development of Executive Presence.**

Kelvyn has extensive executive and management experience having worked in the financial services industry in both the UK and Australia. He also has a vast amount of international experience in leadership having worked in Europe, North America, Asia Pacific & Africa.

## **COACHING PHILOSOPHY & APPROACH**

Kelvyn's coaching style is flexible yet structured; supportive yet challenging; building accountability and stretching clients to achieve their goals. He is willing to have the conversations that need to be had to help achieve client breakthroughs.

He asks the difficult questions and holds the space for client reflection. He is passionate about leadership and helping others fulfil their ambitions.

## **INDUSTRY KNOWLEDGE & EXPERIENCE**

Coaching since 2002 at all levels of Management up to CEO level in Australia and Internationally. Kelvyn also has significant practical experience as a line manager where he employed coaching techniques before they were fashionable. He has worked across many public and private industry sectors believing coaching is more for the person than the technical role.

Organisations he has worked with include Cisco, Macquarie Bank, Telstra, NSW Roads and Maritime Services, NSW Treasury and Tyro Payments.

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