



Building trusted leaders and trusting teams

OUR CAPABILITY STATEMENT

Your success is our success!



LIFT Performance Solutions' reputation is built on delivering practical, contemporary, transferable (and often transformative) learning that successfully supports individuals and teams to live and lead at their best. We'd like to share this success with you.

Ongoing client referral means you know our solutions work

100% of our clients come to us through referral from other LIFT clients and our certification with Marshall Goldsmith and Dr Brené Brown's global directory of accredited facilitators and coaches.

LIFT clients work with us in 6-24 month programs, accessing the variety of services and evidence-based customised solutions we offer, to build trusted leaders and trusting teams.

Many LIFT clients reconnect with us five to seven years later, advising they're still using our tools and processes successfully!

Our clients are a diverse range of local and national organisations across private, public and not-for-profit / third sector from 15 to 5,000+ leaders and their teams.

Based in Perth Australia, we work with organisations in person and online, nationally and internationally.



Who is LIFT?

We're a dynamic and diverse collective of consultants who love (and are skilled at) lifting people to lead and live at their best.

Our clients know our services provide the solutions they need to achieve the results they want. We're proud of our longstanding, trusting relationships with our clients.

LIFT founder Cherelle Witney, is a highly skilled, intuitive and experienced trainer, profiler, facilitator and coach. Starting her career as a trainer, she has refined the art of converting complex information into simple, practical "doable" lessons, models and skill sets that work in the real day-to-day life of leaders and teams.

We don't use generic material. LIFT's work is a synthesis of Cherelle's learning from the world's best evidence-based practitioners. This includes her training in Sydney in 2016 with Dr Brené Brown and her internationally acclaimed research on courage, vulnerability, shame and trust, as well as our LIFT Collective's decades of leadership and team development experience. This brings you innovative content — designed specifically for you — in a delivery style that's highly interactive, responsive, contemporary, practical, and effective. **And ready to apply immediately.**

Content and activities show leaders and teams not just "what to do" but most importantly "how to do it". Our programs use our W2W *Workshop2Workplace* trademarked process to transfer learning, measure outcomes and sustain behaviour change, long after a LIFT program is completed.

LIFT's profilers, trainers, facilitators and coaches have diverse experience in mining, oil and gas, education, justice, transport, finance, business, and more. As a result, we understand the challenges of delivering core services, uniting multiple roles, decreasing silos and increasing collaboration.

With more than two decade's experience working with leaders in commercial business, government services, and both private and public health, we understand challenges in delivering services in rural, remote and city locations. We know the key factors for leaders and teams to perform at their best.

Learn more about Cherelle and LIFT at: liftps.com/about-LIFT.



Our Why

As Simon Sinek says: *Why do you do what you do?*

Because we believe every person we support to stay courageously connected, with themselves and with others, makes anything possible.

Our Philosophy

To create L.I.F.T in all we do:

- L**earning that's...
- I**nspirational
- F**un, and
- T**ransferrable (often, **T**ransformational!)

Our profiling debriefs, leadership coaching sessions and team Workshops always provide a positive energising, productive and measurable "LIFT" for you, your team, and your organisation.



How is **LIFT** different?

- ✓ LIFT's innovative "Inside Out" learning model comes from 20+ years of Cherelle Witney's experience in synthesising the very best practical and effective cognitive, emotional, somatic and intuitive skills we know are essential to lift our team success.
- ✓ Cherelle has a Post Graduate Certificate in Leadership and Management, Certificate IV in Training and Assessment, is a Marshall Goldsmith accredited coach and is one of the few Dr Brené Brown "Daring Way™" accredited facilitators in Australia.
- ✓ Our LIFT Collective's dynamic facilitators and coaches have a diverse depth of "lived" leadership experience and expert knowledge, developing individuals and teams in practical ways that work.
- ✓ LIFT's 12+ years of lifting leaders and teams to build trust and perform at their best means our content and delivery gets results. LIFT's *Inside Out Learning Model* starts with courage to get outside our comfort zone where growth happens. Program delivery is a synthesis of profiling, training, facilitation and coaching, creating an intuitive, adaptable approach for each participant.
- ✓ We take time to listen, ask curious questions, and get to know you and your needs. Only then, do we design your performance solutions in a customised program we *know* will work for you.
- ✓ We've been profiling leaders and teams since 2003. As one of Australia's most experienced Belbin® Preferred Team Role providers, we've profiled thousands of leaders in Belbin®, as well as PRINT®, supporting leaders to better understand themselves and maximise their natural strengths.
- ✓ We give you more than just another To-Do List. Our trademarked *W2W Workshop to Workplace* process shows you "how-to". Then we support you to transfer your learning to "Do, Review, Learn and Lift" with your team.
- ✓ Based on the practices of Robert Greenleaf, we develop "synergistic leaders": who are motivated to develop their skills to share with the people they lead, supporting joint growth and success between leaders and teams.
- ✓ All our work leads to three vital foundations of organisational culture: Improvement and Innovation, United Diversity and Empathic Accountability.
- ✓ Our clients can talk about how our solutions have worked for them because we provide measurable outcomes.
- ✓ We measure your Trust Levels by surveying individual, team and organisational trust, in collaboration with Dr Tracey Hirst from CoLab Research.
- ✓ We measure our work with leaders and teams by using a variety of tools including live workshop feedback and Habit Builder (to embed and measure coaching outcomes).
- ✓ We have fun! Using our trademarked models like Interval Play®, we inspire clients to be serious about their work, but not too serious about themselves. Our clients laugh and play together, staying courageously connected while developing new skills to challenge past thinking, doing and feeling, to create behaviour change.



Watch LIFT's 17 min video about our core work on Courage, Connection and Agility at: liftps.com/lift-core-work-video

The LIFT Inside Out Model

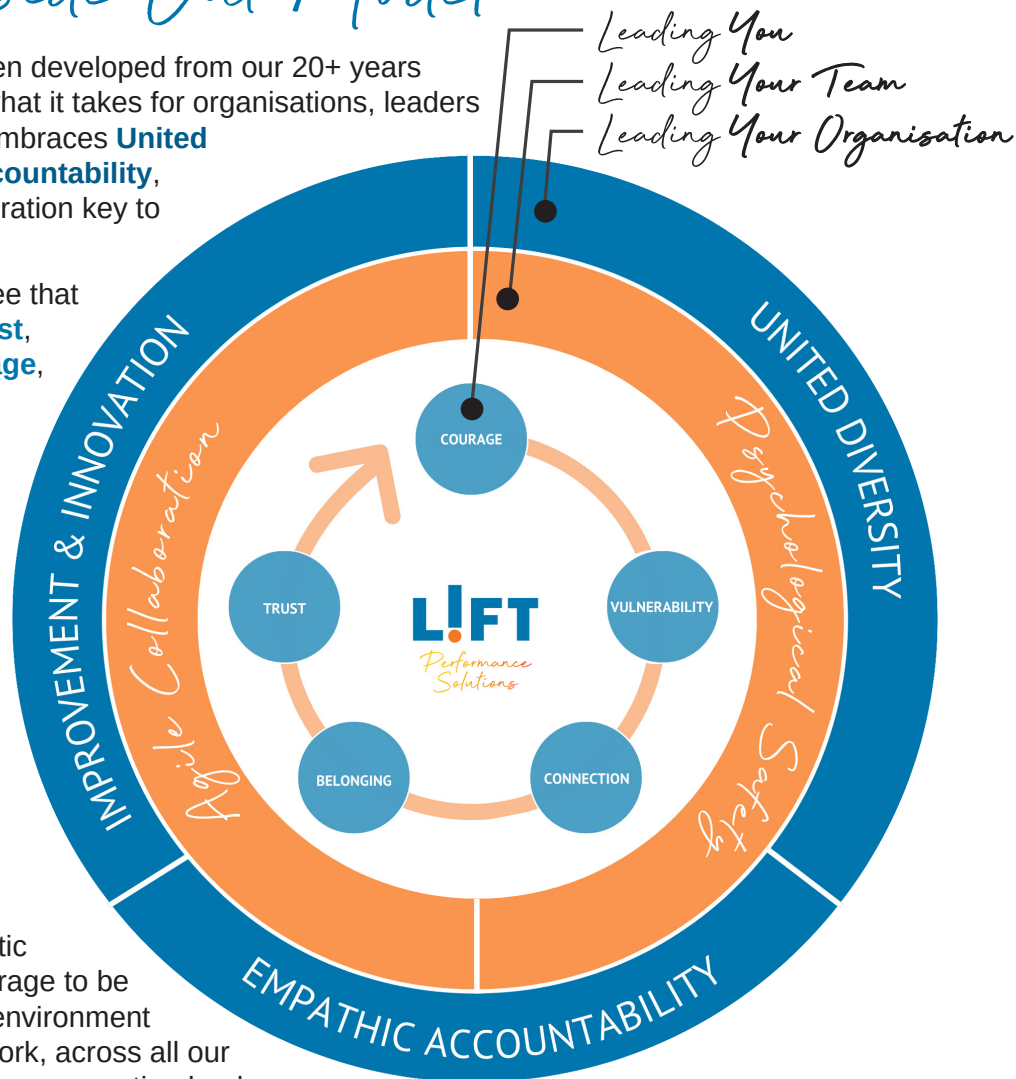
The LIFT Inside Out Model has been developed from our 20+ years experience and understanding in what it takes for organisations, leaders and teams to build a culture that: embraces **United Diversity**, practises **Empathic Accountability**, and, creates the safety and collaboration key to **Improvement and Innovation**.

At the centre of our Model, you'll see that none of this is possible without **Trust**, and building trust starts with **Courage**, the courage to show **Vulnerability**. We know that vulnerability, defined as emotional exposure, risk and uncertainty (*ie: we don't know what's going to happen but we show up, be seen, and be brave anyway*) is a core component of trusted leaders and trusting teams.

Vulnerability is only possible with courage; as Dr Brené Brown's research proves, it's almost impossible, to think of an act of vulnerability that doesn't require courage.

Vulnerability is essential for authentic **Connection**, and the personal courage to be vulnerable will only show up in an environment of **Psychological Safety**. LIFT's work, across all our products and services, is focussed on supporting leaders, within themselves and with their teams, to create and sustain trusting connections, especially during change and uncertainty.

The next phase of the LIFT Model focuses on establishing a sense of **Belonging**, aligned to organisational values, and clear expectations. This further strengthens **Trust** and lays the foundation for leaders and teams to take an **Agile Collaborative** approach to problem solving. When leaders know how to build and sustain trusting relationships and their teams know how to support and seek safe agile collaboration, the organisational's culture becomes a way of working, positively embedded into everyday sustainable practices, that deliver high performance results.



Find out more about LIFT's Inside Out Model, Values, and Capability at: liftps.com/lift-capability



Are **LIFT**'s performance solutions a match for *your* needs?

We support executive and senior leaders, teams and organisations, with performance solutions to build...

Trusted leaders who:

- ✓ Are competent, confident and free from anxiety, frustration and self-doubt.
- ✓ Know how to build trusting relationships, be agile and collaborative.
- ✓ Welcome and facilitate safe spaces for continuous improvement and innovative thinking.

And, trusting teams that:

- ✓ Ask curious questions to understand and show the courage to be vulnerable.
- ✓ Discuss boundaries, stay aligned to values and not armour up in conflict.
- ✓ Hold each other accountable while showing empathy.
- ✓ Feel safe to speak up, be heard, learn from failure and ask for help.
- ✓ Seek diverse views and create unity to move forward.

You're READY for LIFT's performance solutions if...

You're a leader, team, or organisation, wanting to live and lead at your best, and ready to:

- ✓ Choose growth outside your comfort zone.
- ✓ Learn how to tell less, curiously listen and ask more questions.
- ✓ Prioritise self-care and wellbeing over busy-ness.
- ✓ Understand how vulnerable conversations and imperfect action always improves performance.



Invest in programs proven to **LIFT**



Insightful Profiling

The capability to effectively solve problems and thrive in constant change, begins with Insightful Profiling for individual leaders and team members.

LIFT offers profiles specifically chosen to fast-track powerful insights for leaders and teams about their unconscious motivators® common triggers, and best selves, natural team strengths, allowable weaknesses including 360 degree feedback. These profiles create a holistic self-review: identifying where you are and where you want to be, within yourself and in your team.

Belbin® and PRINT® profiles positively change the way you think, feel and do, to lead “at your best.” Sooner.

Over 14+ years and 3,500+ completed profiles, 99.7% of our clients described their profile debrief as “useful and relevant” to their leadership or team role.

Inside Out Learning

Our professional development courses, online learning packs and 6-24 month leadership and development programs are based on LIFT’s Inside Out Learning Model.

Interactive workshops are in-person or online, live or self-paced. The content is a synthesis of the best contemporary thought leaders with evidence-based theory and practice, plus LIFT’s 20+ years knowing what works in the real daily lives of leaders and teams.

Worksheets and activities support diverse learning styles and are always practical and interactive, offering self-review, change and growth.

LIFT’s trademarked *W2W*: *Workshop2Workplace* process ensures takeaways and measurable outcomes support participants to embed new learning and lift their performance at work the next day!



100% of workshop participants identify three (usually more) new takeaway tools and skills they’ll apply to their work.

Reviews over 10+ years consistently rate LIFT’s content, interactive facilitation and outcomes delivered at 4-5 stars out of 5.



LIFT's Habit Builder statistics show Leaders tracking their behaviour post-coaching and post-workshop note an average 38% increase in confidence and/or capability.

Intuitive Coaching

Elite athletes always note their coaches as key to their success. This is also true for great leaders.

Our coaches are skilled at freeing you from the performance drain of anxiety, frustration and self-doubt by connecting your head and heart to access your intuition, trust your inner wisdom and get clarity.

Leadership coaching is your regular opportunity to stop, breathe and slow down. Step back, take perspective, in a confidential and professionally supported space, with a positive solution focused coach that reviews your communication, engagement, action plans or issues.

Coaching is a dedicated time for you: to consider whatever is your top priority.

You'll strengthen and fast-track your success with a LIFT coach!

Trust Building

LIFT's work in trust building with leaders and their teams is tested and proven by our Trust Surveys, which are aligned with Dr Brené Brown's BRAVING Framework and Dr Tracey Hirst's PhD in organisational trust, including ability, integrity, and benevolence.

These surveys use statistically valid research tools and are independently administered, analysed, and reported. At the start of your program, we take a baseline measurement online. This includes a 360 degree view of all trust elements and measures trust levels between you and your direct supervisor, peer group, and those reporting to you, or following your leadership.

We then complete an end of program measurement (and sometimes a mid-program measurement) that contrasts and compares shifting data points to demonstrate the work you're doing, and growth you've achieved, through building trust in yourself, your team, and across your organisation.



LIFT's Trust Surveys from 12+ month leadership and team development programs show trust levels between participants improved (on average) by 43%.

What do **L!FT** clients say?

“ In the past I've used some large high-profile national training organisations with little result. After just a few weeks of my leaders working with LIFT's programs, I witnessed measurable improvements in our leaders and within months, consistent change in behaviour and practice was obvious.

A/Commissioner - Justice

“ I have taken great pleasure in working with the LIFT team over a number of years. LIFT's practical leadership development programs have provided hundreds of our senior staff with a consistent opportunity for self-development across the Service skilling and inspiring them to achieve change within our working environment. It has certainly made a difference for my role in achieving the clinical reform schedule required over the last six years. Thank you.

Director – Area Mental Health Services

“ Since commencing the course, I've become a more empathic, engaging leader (sharing my imperfect vulnerability!) My communication skills have improved and my understanding of teamwork has grown with spectacular results. My team have become inspired alongside me and together we're making great changes for our organisation.

Clinical Manager - Public Health

“ I have found profiling insights have made me more aware of what improves and limits my conversations and how I think the same or differently to others. It's easy to remember and apply at work and my family!

Administration Leader - Finance

“ I truly enjoy your workshops they are inspirational and motivating. I attribute my recent success in obtaining an executive position to my leadership learning with you.

Corporate Manager – Not For Profit

Why clients contact **L!FT**

- ✓ Lack of trust in leaders or teams.
- ✓ High resistance to change.
- ✓ Change fatigue / overwhelm.
- ✓ Low engagement or skill to improve or innovate.
- ✓ High focus on problems, not solutions.
- ✓ Low productivity, yet everyone is very busy.
- ✓ Conflict aggression or avoidance behaviours.
- ✓ Lack of psychological safety to speak up / be heard.
- ✓ Silos and cliques preventing collaboration.
- ✓ Ineffective communication skills/lack of empathy.
- ✓ Ineffective meetings and unclear accountability.
- ✓ Disunity in teams of competent, capable people.

Do any of these sound familiar?

Contact us now!