

ENVICTO COACHING

DEVELOPING LEADERS | MOTIVATING TEAMS

Capability Statement

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Company Overview

Organisations across Australis are facing ongoing challenges relating to employee engagement, retention, workplace culture, workforce capability and organisational performance. Despite growing recognition of the importance of employee experience, levels of engagement remain low, with research indicating that only 21% of Australian employees are engaged at work.

Research consistently demonstrates that leadership is the strongest predictors of workplace culture and employee engagement, with 70% of engagement being influenced by leaders and managers. Leaders play a critical role in shaping how people experience their work, influencing workplace relationships, communication, motivation, psychological safety and overall team functioning. These experiences have significant and far-reaching consequences, impacting individual performance, team morale, employee wellbeing, retention and organisational stability.

At the same time, research highlights that many leaders spend up to 10 years in leadership positions before receiving formal leadership development. During this time, they often rely on intuition, previous experiences or observed leadership behaviours to guide their practice. While well-intentioned, these approaches can unintentionally undermine motivation, engagement and workplace culture.

This creates a significant opportunity for organisations to invest in leadership capability and create workplace environments where individuals and teams can thrive.

At Envicto Coaching, we partner with leaders, teams and organisations to strengthen leadership capability, enhance employee engagement and build sustainable workplace cultures. Drawing on expertise in motivational theory, leadership development and organisational capability, we deliver tailored education and coaching solutions designed to create meaningful and lasting impact.



Vision

To create a future where every organisation has a motivated, engaged, and high performing workforce where everyone can thrive and reach their full potential.



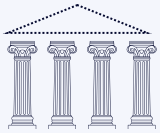
Mission

To educate and coach leaders, equipping them with the knowledge, skills, and strategies they need to build motivated, engaged and high-performing teams, driving success within their organisation.

Comprehensive Embedded Solutions

At the highest level of involvement, we work as an integrated partner within your organisation over an extended period. This is not a series of workshops or standalone initiatives. It is a deliberate, structured partnership focused on strengthening the underlying conditions that shape how your organisation functions.

We operate alongside your leaders, within your context, your challenges, and your strategic priorities, to ensure that organisational development is not an “add-on”, but embedded into how the organisation operates every day.



Founded on Four Core Pillars

Our approach intentionally integrates four pillars to create a holistic and comprehensive approach to organisational development. By combining research-informed education, facilitated group learning, personalised coaching, and diagnostics, we ensure leaders are not only equipped with knowledge, but supported to apply, measure, and sustain meaningful change.



Research-Informed Education

We translate evidence-based research into clear, practical learning that leaders can immediately apply in the workplace.



Facilitated Group Learning

We create structured, high-quality group experiences that enable shared learning, reflection, and real-world problem solving.



Personalised Coaching

We provide tailored coaching that supports individual growth, builds capability, and helps leaders navigate complex challenges.



Diagnostics

We use robust diagnostic tools and data-driven insights to identify needs, measure impact, and guide targeted development.



Who This Is For

This level of partnership is best suited to organisations that:

- Are seeking organisation-wide impact, not isolated improvements
- Recognise leadership capability as a critical driver of engagement and performance
- Are willing to invest in building sustainable, long-term capability
- Want to move beyond reactive interventions toward proactive system design

Targeted Leadership Programs

Many leadership programs fail not because the content is ineffective, but because the structure does not support application. Leaders attend a workshop, gain insight, and return to environments that continue to reinforce existing habits. Without ongoing support, reflection, and reinforcement, even high-quality learning is quickly diluted by day-to-day pressures. Our targeted programs are designed to address this gap directly.

Rather than treating development as a single event, we structure it as a progressive learning and application journey, delivered over several months. This creates the conditions necessary for leaders to not only understand new concepts, but to test, refine, and embed them in real time.

A Structured, Research-Informed Approach

Each program is built on a carefully sequenced model that integrates research-informed education, supported application, facilitated reflection and refinement of begaviours. Our content draws on established frameworks, including the Engagement Equations, an evidence-based model that identifies the environmental conditions leaders must create to drive sustained, high-quality motivation, engagement, and performance. It provides a practical blueprint for shaping workplaces where people feel capable, valued, and motivated to perform at their best.

Step 4: Refinment
Refine the appraoch to develop confidence and capability

Step 1: Research-Informed Education
Build knowledge and understanding through practical, evidence-based learning



Step 3: Facilitated Reflection
Guided reflection to gain deeper insight to what happened, what was learned and the impact it had

Step 2: Supported Application
Supported to put new leadership behaviours into action

Who This Is For

Targeted programs are particularly effective for organisations that:

- Want to move beyond one-off workshops to more sustained development
- Have identified specific leadership capability gaps
- Are seeking practical, applied development rather than theoretical learning
- Want to build consistency in leadership behaviours across teams

Two-Phased Programs

Our two-phased programs provide a structured, research-informed introduction to key areas such as motivation, engagement, and workplace culture. They're designed as a starting point for organisations beginning their development journey, without requiring the level of investment associated with more comprehensive programs. These programs introduce evidence-based frameworks and concepts, helping leaders make sense of:

- What drives employee motivation and engagement
- How leadership behaviour shapes workplace culture
- Why some initiatives fail to translate into meaningful outcomes

This creates a shared language and foundational understanding across the organisation.

Structured, Research-Informed Learning

Each program is delivered across two phases, separated by approximately four weeks to allow participants to apply their learning in practice.



For leadership development to create lasting impact, organisations must be prepared to actively support implementation beyond the program itself. While the program provides evidence-based insight, structure, and direction, sustainable change depends on the organisation's ability to embed learning into day-to-day leadership practice. This includes creating time for reflection, discussion, and application, translating concepts into practical leadership behaviours, reinforcing new approaches consistently over time, supporting accountability and follow-through across teams

Where internal commitment is strong, two-phased programs can act as an effective catalyst for broader organisational development and meaningful behavioural change. Where ongoing reinforcement and ownership are limited, programs may still provide valuable awareness and insight, but are less likely to create sustained long-term outcomes.

Who This Is For

This approach is well suited to organisations that:

- Want a structured introduction to motivation, engagement, and culture
- Are not yet ready to commit to a longer-term or embedded partnership
- Have internal capability to drive implementation independently
- Are looking to build awareness before investing further

30 Minute Executive Briefings

Senior leaders operate in environments where time is limited and decisions carry significant impact. Our Executive Briefings are designed with this in mind. In just 30 minutes, we deliver a concise, high-impact session that brings leaders up to speed on what the latest research says about employee engagement, workplace culture, and motivation.

This is not a detailed workshop or training session. It is a strategic briefing, designed to inform thinking, challenge assumptions, and provide clarity on where attention should be focused.

Beyond insight, the briefing introduces a clear, evidence-based framework that leaders can use to think about engagement and culture more effectively. This framework provides:

- A structured way to understand the drivers of engagement
- A lens for diagnosing current organisational challenges
- A foundation for more informed decision-making



What You Can Expect

In a single 30-minute senior session, leaders will:

- Gain a clear understanding of what drives engagement and motivation
- Identify common misconceptions that may be limiting outcomes
- Be introduced to a practical, evidence-based framework
- Leave with a clearer sense of where to focus attention

Hogan Assessments

Hogan Leadership Assessments are robust assessment and development tools designed to enhance leadership effectiveness and personal growth. It provides a deep evaluation of an individual's personality and behaviour, offering insights into their leadership style, strengths, and areas for development. It assesses everyday personality traits affecting job performance, identifies potential derailers that may emerge under stress, and explores core values and motivations.

At Envicto Coaching, we use Hogan Assessments to support leadership development, executive coaching, and more informed organisational decision-making.

Following the assessment, participants will receive detailed, individualised feedback along with ongoing coaching. This personalised approach translates assessment results into actionable strategies, enabling participants to apply these insights effectively to their leadership practice and achieve substantial, long-term improvements in their professional roles.



How We Use Hogan Assessments

Leadership Development

Hogan Assessments help leaders better understand their leadership style, behavioural patterns, and areas for development. This supports leaders to:

- Develop greater self-awareness
- Strengthen communication and leadership effectiveness
- Better understand how their behaviour impacts others
- Identify potential blind spots and development areas

Executive Coaching

Assessment insights provide a strong foundation for coaching conversations. We use Hogan Assessments alongside coaching to help leaders translate behavioural insight into practical leadership development and workplace application.

Recruitment and Selection

Hogan Assessments can also support organisations in making more informed recruitment and promotion decisions by providing objective behavioural insight relevant to workplace performance and leadership capability.

Workplace Diagnostics

Before organisations can improve engagement or culture, they need to understand what is actually happening, not what they think is happening. In many workplaces, there is often a gap between leadership perception and employee experience. Without accurate insight, organisations risk investing time and effort into initiatives that don't address the real issues. Our workplace diagnostics are designed to provide a clear and honest picture of what is happening beneath the surface.

We assess key areas that shape how people experience work, including:

- Levels of employee engagement
- Perceptions of leadership and management practices
- Workplace culture and team dynamics
- Factors supporting or limiting performance and motivation

This creates a robust, organisation-wide view, helping leaders see patterns, strengths, and areas of concern with clarity.

We also track progress over time using a pre-post approach. This allows organisations to see what is improving, identify where further attention is needed and demonstrate the impact of leaders efforts.



Turning Data into Practical Action

Insight alone is not enough. The value lies in what you do with it. We translate diagnostic findings into:

- Clear, easy-to-understand insights
- Research-informed recommendations
- A practical, prioritised action plan

This gives leaders a simple roadmap, helping them focus on the areas that will have the greatest impact on engagement, culture, and performance.

Coaching Packages

Leadership development is most effective when it is applied to real situations, not just learned in theory. Our coaching packages are designed to support leaders as they navigate the day-to-day realities of leading people, managing performance, and shaping team culture. The focus is on building practical capability that leaders can apply immediately.

We offer both one-on-one coaching and group-based coaching, depending on the needs of the organisation.

Individual coaching

Individual coaching provides personalised support, allowing leaders to explore specific challenges, build self-awareness, and refine their leadership approach.

Group Coaching

Group coaching creates a shared learning environment where leaders can learn from each other, discuss common challenges, and build consistency in leadership practices.
Both formats are designed to create reflection, accountability, and ongoing development.

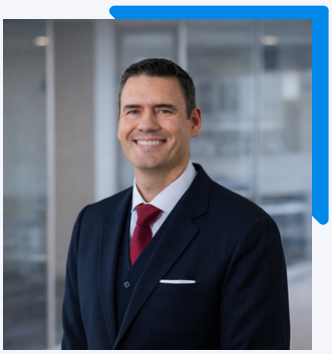
Our coaching supports leaders across all levels of the organisation, including:

- Emerging and new leaders building foundational leadership skills
- Mid-level leaders strengthening their ability to lead teams and manage performance
- Senior leaders and executives navigating complex organisational and strategic challenges

Who We Are

What Makes Us Different?

Aaron and Suzanne offer a distinct advantage you won't find elsewhere. Combined, they bring 40 years of expertise in leadership and psychology. With this unique blend of practical leadership experience and deep theoretical knowledge, they bridge the gap between academic research and real-world application, translating complex theory into actionable strategies you can implement immediately.



Dr Aaron Haining

As the current Leadership and Mentoring Programs Lead at the Royal Australian College of General Practitioners, Dr Haining understands the unique needs of specialists transitioning into diverse leadership roles within the healthcare setting. With over 25 years of practical leadership experience in high-pressure settings, Aaron brings invaluable first-hand knowledge, which translates into experience-based solutions for your workplace. Having held numerous high-profile instructional roles and facilitated the development of leaders across all spectrums, Aaron is well versed in the nuances of leadership today. With a Professional Doctorate in Business Administration, he delivers strategic-level insights that empower leaders and transform workplaces.



Dr Suzanne Haining

Drawing on 15+ years of academic experience and a PhD grounded in motivational theory and positive psychology, Dr. Haining's expertise in human behaviour helps leaders understand what truly motivates and engages their team and how to create a productive and fulfilling work environment. Passionate about fostering psychological growth and well-being, she designs impactful coaching interventions, drawing on her wealth of knowledge and expertise in program design, delivery, and evaluation.

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Get in Touch or Find us on Social Media

Book a free consultation to learn how Envicto Coaching can support you and your organisation.

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