

Adaptive leadership

A bespoke coaching program designed to ignite extraordinary, from the inside out



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Leadership is about cultivating you

You have the skills and knowledge to be an expert at what you do. Becoming an exceptional leader is now about cultivating who you are and how you show up for others.

How could you adapt and grow?

Any leadership expert will tell you leaders are made, not born. That makes leadership a classic adaptive challenge, meaning you need to change to be the best leader you can be.

Yo&Co's adaptive leadership coaching and programs explore the most significant change leaders can make to improve their effectiveness and what they need to overcome to achieve the behavioural shift.

We help you see and understanding the thoughts, emotions and behaviours that don't serve you, so you can consistently bring your best self to work and bring out the best in others.

We can all be a bit (or a lot) like this...

- Defensive, rigid and righteous
- Change resistant
- Reactive and critical
- Avoidant, prone to gossip, drama and power plays
- Use control, fear and / or blame
- Insecure, hesitant and stuck

With practice and intention, we can be more like this...

- Open, curious and truth-seeking
- Change agent
- Responsive and constructive
- Trusting and candid
- Accountable, dependable and empowering
- Confident and growing

What's in it for you?

- **Get more done and do better work** - Be more productive and creative, think more clearly and improve decision-making.
- **Work better with others** - Build deeper, more fulfilling, trusting relationships at work and home; more effectively collaborate with others; influence more effectively.
- **Enjoy work and life more** - Experience less stress, anxiety and upset; have a greater sense of wellbeing, energy, and personal fulfilment and flourishing.

A proven process to amplify your impact

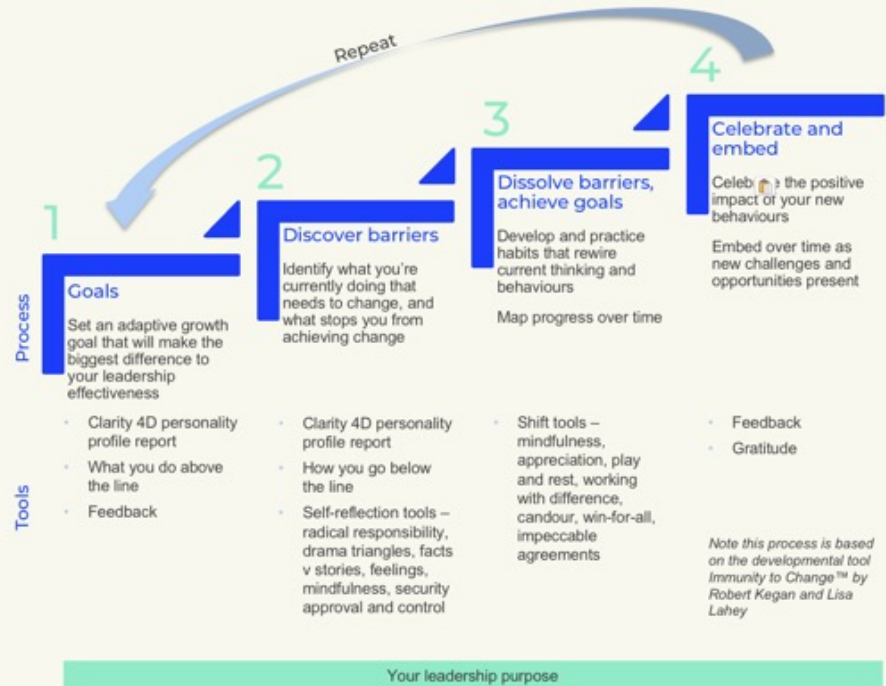
We develop leaders from the inside out by helping them do the inner work so they can fully express their skills and talents, and live up to their full potential

Achieving change is hard. That's why we work with a proven process that involves shifting at the level of identity and mindset before we can effectively and sustainably change behaviours.

To do that, we need to see how we get in our way and the way of others before letting go of the filters that currently shape our worldview. Because these filters are a self-protection mechanism, they provide a portal into our ego and unlock the biggest barriers to personal growth and freedom.

This insight is the basis of Harvard developmental psychologists Kegan and Lahey's Immunity to Change model, which underpins our coaching.

This tool provides a framework for leaders to do the transformational development work that shifts team dynamics and improves leadership impact. The mental complexity of leaders also increases by training their truth-seeking and truth-telling capacity, and nurturing their ability to handle contradictions and paradoxes.



An integrated coaching program

Our coaching programs are run as an integrated professional development experience comprising:

- kick-off call with your manager to discuss areas of focus and key development goals
- 6 x 75 minute one-on-one coaching sessions
- Leadership Circle Profile 360 assessment and Clarity 4D personal profile report
- directed homework (self-reflection and other assigned activities)
- ongoing support via email and SMS check-ins, and unlimited pulse check-ins
- a comprehensive workbook guiding your learning.

Growth doesn't happen without courage and conviction, so expect to be challenged and confronted as well as inspired and invigorated.

Investment

\$9,800 plus GST paid upfront.

Expect to spend 1 – 3 hours per month on self-directed learning that will help you practice new behaviours.

Your coach

Yolanda Beattie founded Yo&Co in 2019 after spending three years leading Mercer's diversity and inclusion consulting practice and before that three years leading the Workplace Gender Equality Agency's public affairs team.

Her 20-year career has focused on influencing change by expertly facilitating conversations that capture hearts and minds – at a national, industry, organisational and individual level. She brings to clients an infectious energy, passion for breaking the mould and insatiable desire to get to the heart of issues in pursuit of solutions that work.

Yolanda holds a Bachelors degree in Commerce, a Masters degree (with merit) in public policy and is a certified executive coach (IECL).



What others say

“Yolanda has a way of asking the questions that need to be asked and taking us that bit deeper to get to the crux of our issues”

“I was able to see how the stories I was telling myself were negatively impacting my working relationships. It was incredibly powerful”

“Yolanda’s insight and counsel has helped us drive important changes in our team”

“This coaching experience has helped me reframe how I see myself as a leader. I’m so much more confident and as a result more effective”

Find out more

Call or email Yolanda,
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