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Leadership

We heard a lot about what are the essential capabilities of leaders from leaders.

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Leaders

Perform

See

Understand

Create

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Opportunity for introspection

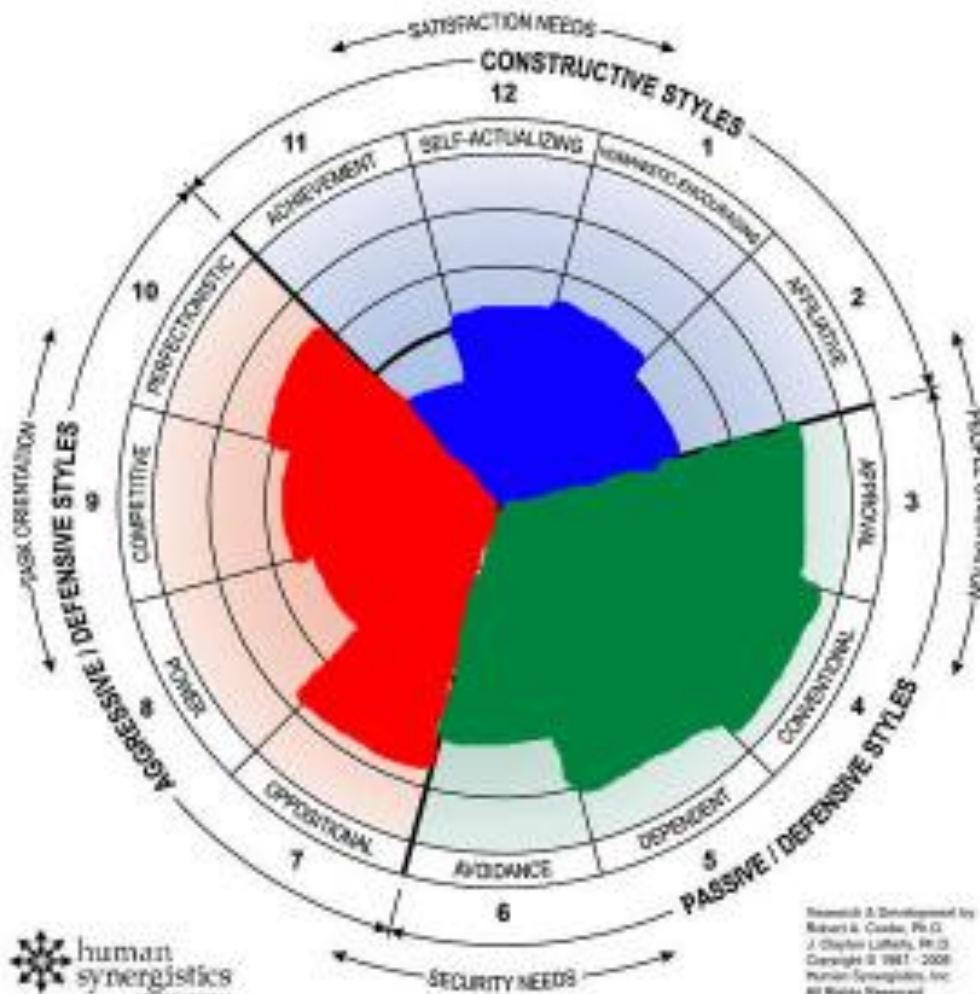
Opportunity for development

Opportunity for action

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Introducing The Circumplex

What can this circle tell you about improving organizational performance?



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You want to communicate
behaviour...
CULTURE...
leadership...
so that people get it?

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The Five Energies - Team Dynamics

Teams work when everyone on a team answers key questions in the same way. By being aware of the five patterns of energetic contribution - initiating, opposing, whingeing, supporting and derailing - individuals can make conscious choices about how they can best serve the team's purpose by making constructive contributions. And team leaders can make choices that channel the energies of the team towards better outcomes that are owned by all.

A preview of the Five Energies workshop is viewable in the Video Room.

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Status Dynamics

What is Status? Power.

Wherever there are two or more people in contact, there is a relationship. Wherever there is a relationship there is a status dynamic. it is unavoidable.

Status transactions go on between people all the time, strongly influencing personal effectiveness and the culture and productivity of your organisation.

Taking the right status position is essential when presenting, leading, coaching, mentoring and negotiating. It drives credibility and authority and also the capacity to be accessible and responsive.

Service cultures cannot succeed when the patterns of entrenched status go unacknowledged in the hierarchy.

if you want to win in the relationship game, it is important for you and your people to understand status and how a flexible approach to status dynamics creates healthy relationships. In turn, this will help improve all communications with clients and

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ABCDE (Retaining Composure under Pressure)

The ABCDE technique helps people to retain composure while also being present and open in the face of uncertainty. It is a sequence of five actions that helps to keep the mind calm and the imagination firing. Once the five actions are understood, they can be practiced and ultimately employed in the space of a breath.

They are:

- Accept
- Breathe
- Centre
- Decide
- Engage

The five ABCDE actions need to be experienced to be understood. Often we provide some acting games and exercises to highlight to participants their individual response

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The project &
the pitch

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The coup Method

We are all familiar with the common theories of communication skills training that provide sound advice in relation to structuring content and having an upbeat delivery. However attention to content and delivery alone can result in communication that may be perceived as superficial and therefore unconvincing – to both the speaker and the receiver.

At the base level of self, the speaker must be connected to their sense of identity:

- What they stand for
- Who they represent
- Their role within the organization
- Alignment of personal and professional values

At the level of relationship, it is important to understand an aspect of human behaviour central to being able to influence:

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