



# Achieve Breakthrough Alignment™

The capacity to lead yourself, lead others, and lead your business.





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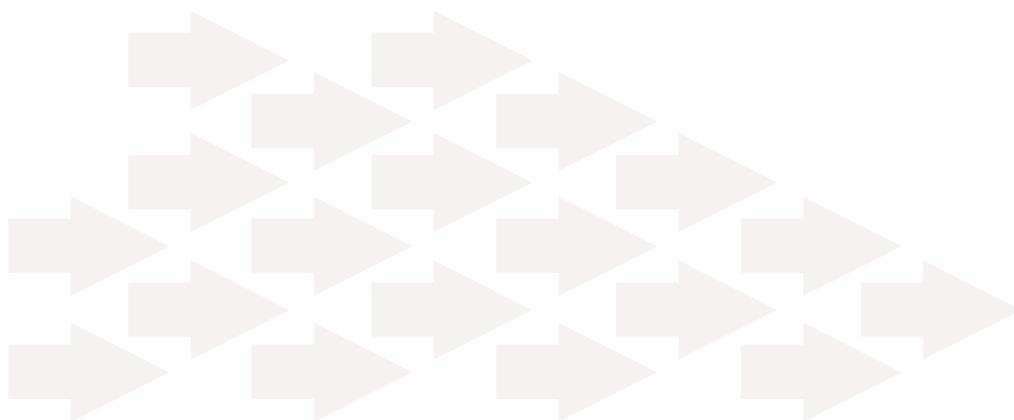
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## Letter from the CEO

### What would success look like for you in the next 90 days?

Most leadership programs focus on developing individual leadership skills. There is a place for that. However, LCP Global believes that to achieve long-lasting success for yourself and the organization you represent, you must learn how to harness the “power of alignment” across all three levels of leadership — leading yourself, leading others, and leading a business.

We offer a holistic, systematic, and highly personalized approach to help leaders attain this alignment, fuelled by a strong focus on outcomes in 90 days. We invite leaders to explore their leadership with fresh eyes using a reflective approach that is often overlooked due to the demands of their role.

After working closely with leaders from Australia, India, Malaysia, Singapore, the United Kingdom, and the United States, we believe that by helping leaders change the way they think and act, they can experience better relationships, build stronger teams, make better decisions, lead more effectively, and have a better quality of life.

In addition to the personal gains leaders can expect, organizations will see better decision-making, greater employee engagement, increased collaboration, and stronger performance.

Please read on to learn how you can build a strong foundation for personal and organizational success.



**Glenn Williams**  
Founder and CEO

## The modern leadership dilemma

**Are you struggling to get your team moving in the same direction?**

**Do you find yourself constantly restructuring to fill capability gaps, but losing talent you can't afford to?**

**Are you frustrated with a lack of momentum and results?**

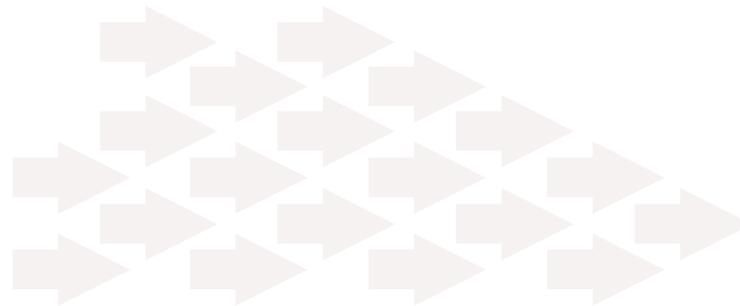
**Have you invested considerable time and money in developing your leaders, without achieving the returns you hoped for or were promised?**

If working longer and harder are not sustainable, then a different approach to leadership is needed. Maintaining the status quo or committing to ineffective approaches to developing high-performing leaders is no longer an option.

No-one denies that as stress levels skyrocket, relationships can become tense at work. Tension can also spill into our personal relationships, creating even more pressure. As conflict emerges from managing our organizational, professional, and personal goals, performance is compromised. This can lead to burnout and leadership turnover.

As a leader's capacity declines, organizations can find their growth hampered by a lack of fresh ideas and innovation, growing capability gaps, and a loss of motivation among staff. Consequently, they may find themselves unable to retain top talent or attract desperately needed new talent.

This situation is unsustainable for both leaders and the organizations they work for.



## Resolving the leadership dilemma



### Harnessing the power of alignment

We know from our research and our work with leaders that you can have great strategy, highly talented staff, and access to all the resources and “know-how” you need, but if they are not aligned in the same direction then poor results follow. When poor results occur as a result of a lack of alignment, reactive decision-making becomes increasingly challenging to overcome.

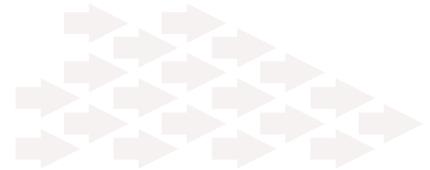
So, how can you get back to making better decisions?

At LCP Global, we believe that leaders can achieve better outcomes, be more fulfilled, and build better-quality relationships at work and outside of work when they can harness the power of alignment.

This means aligning their efforts across the three levels of leadership – leading yourself, leading others, and leading a business.

“What a journey! Poised for growth, LCP Global has been instrumental in guiding us through strategy alignment, 90-day planning and business readiness to elevate our business to become a leader in our field.”

**Ashley How,**  
**CEO, LightARC Business Performance Group**  
**(Australia)**



## Creating a strong foundation for sustainable success

To help leaders to make better decisions and avoid the pitfalls that often result from them operating with unhealthy levels of stress and feelings of isolation, LCP Global has developed a systematic, results-oriented approach that is driven by 5 Leadership Anchors™.

**These anchors sit at the heart of all of LCP's enterprise leadership solutions:**

- 1. Leveraging relational currency**
- 2. Understanding motivational drivers**
- 3. Building a resilient character**
- 4. Empowering effective decisions**
- 5. Transforming goals and outcomes.**

### **A real-world focus**

Just as the 5 Leadership Anchors help drive alignment between leading yourself, leading others, and leading a business, each of these anchors are supported by the latest research and grounded in “real-world” applications.

Through our tailored leadership solutions, leaders are encouraged to look at these anchors in relation to their own capacity and capability, the areas that can improve their performance, and their relevance to the life stage of their business.

One thing is certain — the 5 Leadership Anchors not only help individual leaders increase their capacity to lead themselves and others effectively, they can also be a catalyst for reforming the culture of a team, as well as the wider organization.



# The 5 Leadership Anchors

*The 5 Leadership Anchors provide a foundation across all three levels of leadership – leading self, leading others, and leading a business.*

	RELATIONSHIPS	MOTIVATION	CHARACTER	DECISION MAKING	GOALS
LEADING A BUSINESS	Organizational trust and the building of strategic alliances are essential for developing a culture of commitment and staff engagement.	Understand what drives and motivates others— what gives meaning and purpose to their world— sharpens their focus and how they lead others.	A resilient character leads to a brand that is aligned internally and externally, and never compromised.	Help leaders harness the power of reflective thinking when making strategic decisions under pressure.	Transform your leadership and organizational capacity to deliver results in 90 days.
LEADING OTHERS	Build high-performing teams by developing collaborative behaviors that align with organizational drivers.	Leverage the principles of positive psychology to attract, develop, and retain talent for long-term success.	The link between leadership character, performance, and resilience.	Reframe challenges and negative experiences that hinder personal, professional, and organizational growth, to create a new narrative.	Inspire leaders to achieve great outcomes by aligning their focus and performance accelerators.
LEADING SELF	Self-awareness and an understanding of personal strengths are critical for increasing a leader's capacity to build important relationships.	Motivation is heavily influenced by our sense of purpose and how we define success.	The importance of a leader's values and their connection to personal well-being, resilience, and leadership identity.	Identify how limiting beliefs and dysfunctional patterns of leadership impact decision-making.	Align personal, professional, and organizational goals to remove roadblocks that keep getting in the way.

## Accelerate leadership growth and outcomes

All our consultants are leadership experts able to deploy proven tools to help leaders achieve sustainable, measurable results faster!

Contributing to the success of our approach is a powerful online resource called the **LCP Coaching Accelerator™**. Developed by leaders, for leaders, it takes participants on a perceptive and reflective journey where they can leverage fresh insights about their experience, strengths, and approaches to leading others.

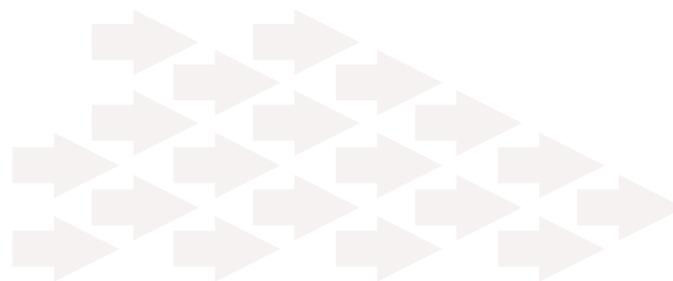
This resource helps leaders align their efforts and goals using the 5 Leadership Anchors as an important framework. It also allows them to integrate insights from other assessments they may have already undertaken. At the completion of each of the five online phases, participants are emailed a personalized LCP Journal. This provides a rich foundation for engaging with an LCP leadership consultant.

The LCP Coaching Accelerator is designed for use with individual leaders and teams, allowing teams to align their immediate goals, resolve conflicts, and support specific needs and business strategies.

This approach is scalable and easy to use for large enterprises with highly mobile leadership teams.

“LCP’s online Coaching Accelerator facilitates in-depth reflection that gives a huge jump-start to the development process and provides data to measure progress going forward.”

**Neville Cox,**  
**Former Chairman, AMP Bank (Australia)**





## See sustainable results fast

While the goal of the program is to see sustainable results over the long term, our focus on results means leaders will be able to measure short-term success within 90-day engagement cycles.

“LCP really enhanced my personal and professional growth. This can be seen in the increased productivity and efficiency in the performance of the organization under my leadership over the past year. On a personal level, I am able to set better priorities and better align my organizational, professional, and personal goals.”

**Rhoda Ting,**  
General Manager, Greater East Malaysia Region,  
Pathology & Clinical Laboratory (Malaysia)



# LCP Enterprise Solutions

LCP Global offers a range of programs that harness the power of alignment to help established and emerging leaders increase their leadership capability.

## **Executive Development Program**

Journey with an experienced leadership coach to grow your leadership capacity and build a strong foundation for personal and organizational success.

## **Team Alignment Program**

Build a high-performing team by aligning the team's strengths and focus with your strategic priorities.

## **Emerging Leaders Program**

Ensure long-term, sustainable results with a pipeline of high-performing leaders.

## **Leadership Accelerator Program**

Put your leaders on the fast track to driving business performance and growth.

## **Change Readiness Program**

Create a foundation for long-term success with a culture that successfully prepares for change.

## **Rapid Alignment Program**

Align your execution efforts and strategy over the next 90 days to build commitment, momentum, and achieve much needed 'wins' for your business.



## Executive Development Program

*Journey with an experienced leadership coach to grow your leadership capacity and build a strong foundation for personal and organizational success.*

The Executive Development Program is designed for C-suite executives and senior leaders whose leadership capabilities are being challenged by factors such as organizational growth, enterprise change, a change in leadership, or the inability to motivate key stakeholders.

Leaders identify personal and corporate strategies for building stronger relationships and teams, and set goals that lead to better performance and brings greater clarity and energy to their role.

The program is ideal for organizations that want to demonstrate a strong commitment to developing leaders and succession.

### **Through coaching, group facilitation, and peer-to-peer learning, participants will:**

- Develop greater self-awareness as well as team and organizational awareness
- Grow their leadership capability by leveraging their personal strengths, build collaborative behaviors, and understand organizational drivers
- Gain greater clarity, energy, and focus
- Resolve conflicts and remove roadblocks to success
- Improve their ability to make strategic decisions under pressure.

“As the CEO of a fast-growing national cleaning company, I was overwhelmed with the opportunities in front of us, along with the need to grow the capacity of the leadership team and increase market share. Of course, this started with me having to model leadership behaviors that we needed throughout the entire business. LCP came along at just the right time.”

**Jeff Jack, CEO, Next Gen Cleaning Services (Australia)**

## Team Alignment Program

*Build a high-performing team by aligning the team's strengths and focus with your strategic priorities.*

The Team Alignment Program is designed for C-suite executives and senior leaders whose priorities are constantly challenged by organizational growth, significant organizational change, mergers and acquisitions, and other leadership challenges.

Participants evaluate and refine individual goals that conflict with team goals or organizational priorities. This program is ideal for organizations that want to build a collaborative, cohesive leadership team that is moving in the same direction. It will help to improve employee engagement and build a “can-do” culture where teams can maintain a healthy momentum focused on delivering the results the business needs.

### **Through coaching, group facilitation, and peer-to-peer learning, participants will:**

- Develop a strong collaborative mindset and commitment to shared success
- Gain focused momentum for achieving results
- Experience positive employee engagement
- Communicate with clear and consistent messages
- Address conflicts and remove roadblocks to individual and team success.

“I have been fortunate to work with Dr Glenn Williams on a number of occasions. In each instance he has demonstrated not just an in-depth knowledge of the technical aspects of leadership and high-performance teams but also the true spirit of engaging personal strengths in business. The benefit of both was only heightened by the personalized service and time he spent getting to know our business and our people.”

**Jude Duff, Chief People Officer, Daniels Health Global (Australia, U.S.A.)**

## Emerging Leaders Program

*Ensure long-term, sustainable results with a pipeline of high-performing leaders.*

This is an accelerated development program for individuals who have demonstrated leadership potential and success, and have been asked to step up to the next level. It aims to develop their leadership capabilities and propel them toward executive-level thinking and performance.

This program is ideal for organizations that want to retain key leadership talent as a strong foundation for the future.

### **Through coaching, group facilitation, and peer-to-peer learning, participants will:**

- Develop greater self-awareness as well as team and organizational awareness
- Understand motivational drivers and what defines success for stakeholders
- Understand the importance of developing a culture of collaboration
- Recognize potential leadership blind spots and practice new leadership capabilities
- Learn how to manage conflict and have difficult conversations
- Increase their leadership capacity through professional and personal alignment.

“Thank you for nearly a decade of support to the development and delivery of Raytheon Australia’s Management Excellence Program (MEP).\* The major strength of your support included your talent for drawing out the thoughts and experiences of the group, assisting them in their leadership journey within the company.”

**Janette Coulton, Head of Human Resources, Raytheon Australia**

\* Delivered by Dieter Weinand, an LCP consultant

## Leadership Accelerator Program

*Put your leaders on the fast track to driving business performance and growth.*

This program for senior leaders and managers is focused on developing important leadership capabilities that drive better performance. It systematically addresses the needs and challenges of rapidly growing organizations focused on delivering measurable impact and feedback on a rolling basis against strategic priorities.

Leaders will learn to address immediate challenges and priorities, identify early indicators of success, and predict emerging needs. It is ideal for organizations that are conducting succession planning, as it supports the retention and development of key performers to ensure sustainable success.

### **Through coaching, group facilitation, and peer-to-peer learning, participants will:**

- Increase self-awareness and better leverage their personal strengths
- Recognize the importance of prioritizing stakeholder relationships
- Identify motivational drivers and their importance to performance
- Understand how to be more agile and adapt to leadership challenges
- Realize the long-term value of maintaining professional and personal alignment.

“Who gets time to think and reflect on their leadership style and the impact it has on those we lead? Having spent the past two decades in general manager roles and leading teams in the fast-moving consumer goods, and health and hospital sectors, I recently completed the LCP Leadership Accelerator Program. I firmly believe that if I’d done this sooner, my performance and effectiveness as a leader over the years would have been significantly enhanced.”

**Stewart James, former General Manager of Health and Hospitals, HammondCare (Australia)**

## Change Readiness Program

*Create a foundation for long-term success with a culture that successfully prepares for change.*

The program is designed for senior leaders, team leaders, and their respective teams. It focuses on preparing leaders to support major change initiatives and high-visibility leadership changes.

It recognizes the importance of creating a culture of greater resilience to change and the disruption it can cause to processes and reporting lines, as well as perceived obstacles to personal and corporate success. It is ideal for organizations that need to prepare key stakeholders for a major change while minimising the loss of productivity and conveying confidence about the organization's future.

### **Through coaching, group facilitation, and peer-to-peer learning, participants will:**

- Gain a deeper awareness of how emotions and personal strengths can influence people's responses to change
- Learn how to adapt to change better, faster, and smarter
- Be motivated to implement change successfully and support affected stakeholders
- Identify resistance to change and implement strategies to help people adapt
- Discover how to deliver clear, concise, and consistent communication to stakeholders about the reasons for change.

"LCP has played a crucial role in providing me insightful guidance with uncommon wisdom that has greatly helped to land practical outcomes in a period of significant transition. Penetrating strategic vision is a hallmark of LCP's competence while forever serving the holistic needs and development of existing and emerging leadership."

**Steve Lawrence, CEO, Altum Leadership Group (Australia)**



## Rapid Alignment Program

*Align your execution efforts and strategy over the next 90 days to build commitment and momentum in your business.*

This program is designed for senior leaders and business owners struggling to gain momentum and get results.

It focuses on aligning strategy and execution efforts using 90-day engagement cycles to identify quick wins that build business confidence and increase staff engagement. It is ideal for organizations that want to accelerate short-term deliverables that create momentum; energize and motivate underperforming teams; and build a 'can-do' culture. The program delivers measurable impact against strategic priorities with an immediate return on investment.

### Through coaching and group facilitation, participants will:

- Gain immediate traction for delivering key priorities in 90 days with consideration for where the business sits on the corporate lifecycle
- Identify stakeholder relationships that need to be transformed
- Understand organizational and motivational drivers that will lead to better improvement
- Learn how to say "no" to time-wasting, inefficient, and unimportant tasks that drain the energy and focus needed to achieve results.

"After more than 30 years of being a leader and working with leaders, I believe LCP is the best I've seen at connecting the whole of life into one integrated approach that empowers work, enhances personal life, and enables constant growth."

**Eric Fellman, CEO, Marketplace Initiatives (U.S.A.)**

# Take the first step toward achieving breakthrough alignment

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