

## Option: A/: Online Collaborative Learning & Membership. \$99.00 Per Month

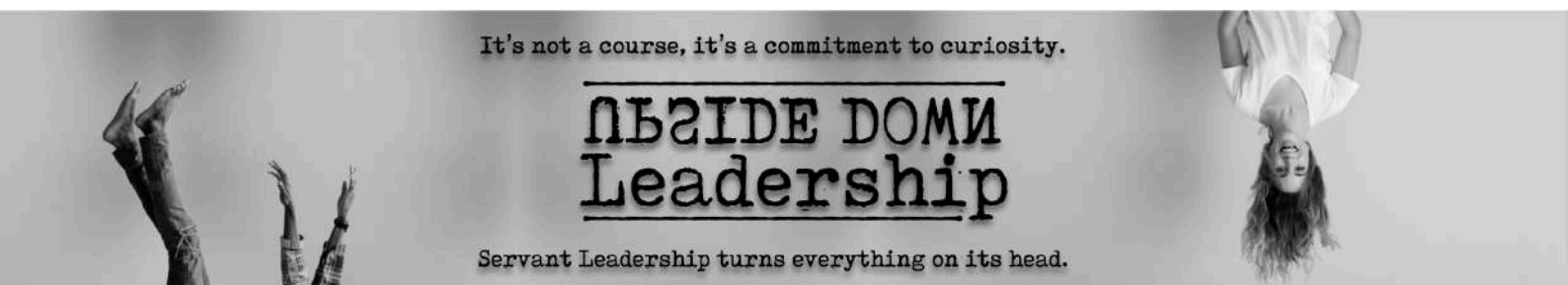
This course is an open ended learning opportunity for leaders at any and all levels and experience.

Growing in your leadership capacity is not a fixed term event, it is rather a commitment to life long learning and bounded by curiosity. We believe - When you learn more, you earn more.

Therefore we offer you a dual pathway of self directed learning alongside a collaborative collegial learning environment. We believe that everyone has a voice in how we lead and a shared experience in what that leadership looks like, sounds like, feels like and the outcomes it results in. Your opinion and experience matters. In fact, I love the statement *"We will always be smarter than me"*

How does this work? - Over the first 12 months you will receive weekly subject content to challenge and stimulate your thinking with research, self reflective learning and study, video content, audio interview podcasts, recommended reading, learning tasks and monthly webinar gatherings with Q&A opportunity.

We provide a **weekly recorded** coaching session that provide **explanation and commentary** on the weekly subject content. We also offer the opportunity to join regional in-person gatherings and workshops to reinforce our online learning.



We unashamedly coach a Servant Leadership model, which in essence, simply asks one question of how you lead others - **How Can I help you Grow and Succeed?**

What I have witnessed is that **this model is transformative.** When we reduce the pain leaders are feeling and direct them into better leadership practice through a servant leadership lens, the result is extraordinary change and **improvement in team and organisational performance, outcomes and wellbeing.**

We offer highly practical and pragmatic approaches to leading people and you will see that our coaching and learning model, which is based around six core subjects, form the platform for leadership success.

What we offer you is a blueprint, a pathway of How. **How do we lead human centred organisations** and obtain the outcomes we are both desiring and required to achieve. We believe that if you follow the experience we have gained from a broad experience and collaboration of minds, that you will achieve a profitability of outcomes in every area of organisational success - **retention, engagement, innovation, wellbeing and, where required, fiscal success.**

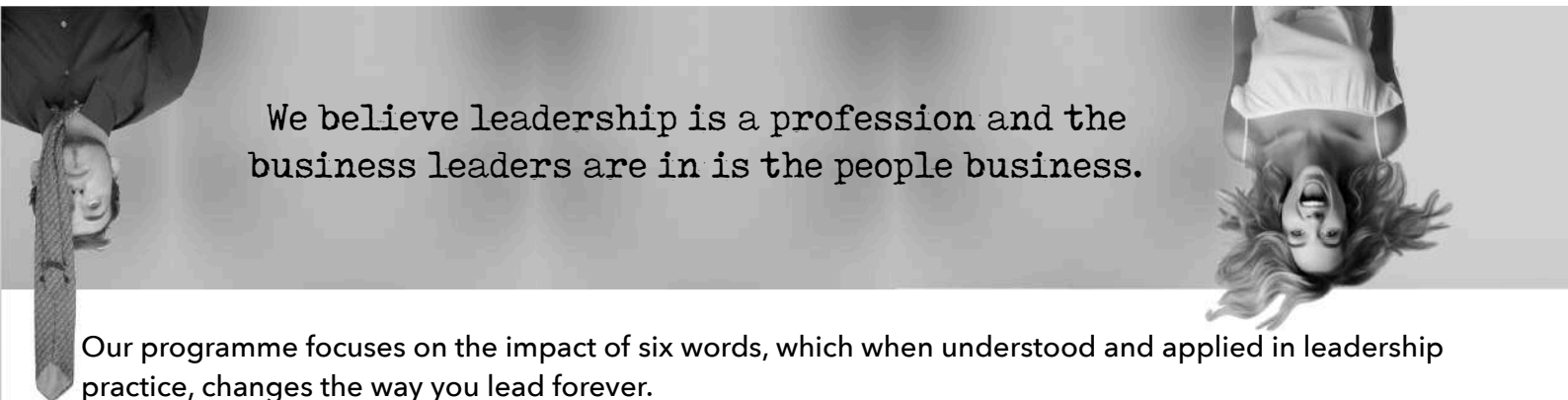


We are in the people business because we love growing people

## Programme Content:

Our sources of content are gleaned from Organisational Psychology, High Performance Leadership Practitioners, Internationally recognised Thought Leaders in Work Place Culture, NZ based Academics in Social Work and Wellbeing, Practical workshop feedback and participant commentary, Crisis Management, Communication Skills and Negotiation Experts. Contributors range from Military to Education, Business, Sport, Government and Faith leaders.

Because we source what we consider to be leading research and content, we reserve the right and feel an obligation to **continually expand, update and refresh our content.**



We believe leadership is a profession and the business leaders are in is the people business.

Our programme focuses on the impact of six words, which when understood and applied in leadership practice, changes the way you lead forever.

***Clarity - Proximity - Connection - Belief - Value - Exposure***

These concepts will dynamically impact your leadership and organisation regardless of where you sit ion the organisation structure.

### ***Our program intentions:***

- Releasing innovative practices
- Increasing collaboration
- Increased reputation and influence
- Creation of a high engagement culture
- Increased personal and professional health
- Increasing stakeholder engagement
- Increased clarity of role, purpose and meaning
- Releasing of latent skills and unrealised talent
- Increased trust, value and appreciation
- Reducing conflict
- Reducing roadblocks to growth
- Reducing resentments
- Reducing sideways energy
- Reducing pushback against vision
- Reducing miscommunication
- Reducing wasted resources
- Reducing absenteeism
- Reducing insomnia

### ***Sample of programme content:***

- Personal, group and corporate communication
- Tackling tough conversations
- Defining leadership at a personal and group level
- Key attributes of leaders and leadership
- Understanding reputation and influence
- How good people become bad leaders and how to fix it
- Clarifying roles and responsibilities
- Conflict prevention and resolution
- Applying highly effective problem solving strategies
- Strategies for building high performance teams
- What people need more than money
- How to ensure people thrive
- Effective and engaging growth based feedback
- Leadership wellbeing and evaluation
- Recognising giftedness and releasing innovation
- Mentoring and coaching your teams
- Succession planning for releasing the next generation
- Understanding complete wellbeing for all staff



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[www.thefarm.org](http://www.thefarm.org)

I have followed John for some 15 years. I have attended John's workshops and found the thought provocation new learnings have inspired me to keep tracking his work. He simply put, makes quality & practical sense. I get such a good, safe feeling when exploring & implanting his ideas & I can confidently say, John has been integral in my development as both a manager and a leader within the education sector. I have just realised that there are very few I have followed intentions as long as I have, John Peachey! Now, that says it all!!

**Lyn Evans**

**RTL Cluster Manager - Nelson Bays**

I first heard John speak about his principles of leadership a couple of years back. Everything he said resonated with me and the way I endeavour to lead our team at Hutchinsons. But I needed a little more guidance to continue to improve as well as guide the newer leaders within our organisation. We've been working with John for just over a year now and he has driven us to new heights, helping us create a cohesive senior leadership team that has clarity in its vision, direction and execution. He's a fantastic sounding board and quickly adapts to the ever changing issues our industry and people bring us.

We are better for his involvement. His mantra "coffee fixes everything" and coaching has helped us engage and connect with our team to really dig into the things that hold us back from being the best we can be.

**Ron Curteis**

**NZ General Manger Hutchinsons Ltd**



What do people say about our leadership development.

I had the privilege of being mentored and coached by John for a year. Every session was insightful and his guidance proved invaluable during period of crises in my organisation. His coaching emphasised the importance of clarity, highlighting how ambiguity can hinder progress. This simple yet profound concept transformed my approach. John played a crucial role in caring for my wellbeing and boosting my confidence to step into a leadership role. John helped me set clear goals to achieve significant milestones and held me accountable throughout the process. As a result, I not only secured a promotion but also witnessed improved team performance. It is difficult to articulate the significant impact that John has had on me. His influence on my life has been profound, and I am forever grateful for John's guidance and support.

If you have the opportunity to benefit from John's coaching, I highly recommend it. Please contact me for a reference- I'd be happy to share more about my experience.

**Christina Johnston - Manager Risk Management - Clutha District Council**

**Option B/:** Option A/: plus One-On-One Monthly 60 Minute Coaching Appointment \$349.00 per month

**Option C/:** Option A/: plus Option B/. Plus Full Team Coaching 8 Half Day Workshops \$2,295.00 per month

Prices subject to G.S.T

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Option A/: First Year Membership \$99.00 per month

Year Two + \$49.00 per month

Conference Registrations @50% For Members.

To apply and register to join Upside Down Leadership, email your interest to [registrations@thethinkfarm.org](mailto:registrations@thethinkfarm.org)

<https://www.linkedin.com/in/john-peachey-803b631a/>



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