



Great People Solutions Profile

Providing leadership & workforce development; our services bring together highly experienced consultants, the latest research and world class learning and capability development strategies.



Services Provided by Great People Solutions

- ▶ *Great People Solutions (GPS)* is a specialist consulting organisation, offering Leadership and Workforce Development through e-learning courses, training workshop facilitation, coaching leadership & frontline management and corporate consultation.
- ▶ We prefer to provide practical, on site customised leadership, coaching and mentoring programs developing our clients people and culture resulting in a best practice, more effective sustainable business environment.
- ▶ GPS will introduce you and your staff to a wide range of reliable and valid training workshops, tools and reports designed to help individuals and teams grow and develop through offering deeper personal insight.
- ▶ We provide People Development (for leadership and the entire workforce) helping you achieve accelerated success, especially when dealing with your greatest asset - your teams of highly valued staff.

Our Vision, Mission and Values



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- ▶ **Vision:** A new breed of leaders and their teams passionately bringing about positive, lasting and sustainable change in their world.
- ▶ **Mission:** We partner with leaders to bring about culture change that positively affects the client's business and workforce, ultimately affecting our culture, providing hope and meaning so we can all experience life to the full.
- ▶ **Values:** Integrity, Courageous Leadership, Teamwork, Success, and positive Community Impact.

Your greatest, most valuable assets



► People are the greatest and most valuable assets in organisations today, and as such we appreciate and champion the principle that every company's future success lies significantly in how they invest, nurture and develop their people.

► At *Great People Solutions* (GPS), we believe this should be amongst every leader's highest priorities. People can make or break any business or corporation.

► Regardless of the industry or setting, GPS can train, coach and mentor your core leadership in principles and best practice fundamentals that cross over and are highly relevant to all industries.

► We are well equipped to help your industry. GPS is assisting clients in mining, construction, health, aged care, financial, education, broadcast media, and transportation.



WHY we do it?

- ▶ Ineffective, weak or unskilled leaders can often irreparably harm your organisation. They negatively impact everything from culture to productivity and ultimately sustainability.
- ▶ The problem is that in every business and in every industry, too many leaders go year-in, year-out without any development or training to improve their leadership skills and capacity.
- ▶ Too many workers are pushed or promoted into leadership roles with little if any adequate training to assist them in their new role and responsibility. Tragically, very few senior leaders create an environment where everyone is equipped, empowered and engaged to create a positive and productive culture that generates outstanding results.
- ▶ Great People Solutions helps in this space by providing leadership and workforce development using a three-pronged approach:
 - 180+ E-Learning Online Soft-Skills Courses
 - 180+ Instructor-Led Soft-Skills Training Workshops
 - One-On-One Coaching



HOW we do it: Introduction

- ▶ Once we ascertain the need and identify the strategies required for our clients, The team at *Great People Solutions* (GPS) will help the leadership and workforce gain understanding as to why they do the things they do; why they behave as they do in certain circumstances.
- ▶ We help them become aware of the ‘team dynamic’ that will help develop the team and lead them to the full potential of their natural skills and talents.
- ▶ Everyone has a much greater opportunity to grow when they are coached/mentored. This personal investment in your key staff always delivers great ROI. One on one private coaching/mentoring sessions are essential for transparency and candor so we can discuss real issues that need to be addressed to *Unlock Potential & Maximise Performance*.
- ▶ We at GPS have a back to basics approach for your leadership development focusing on interpersonal relationships, clear communications and conflict resolution.
- ▶ We use multiple tools and platforms to provide the training and deliverables required.



HOW we do it: Implementation

1. **Consultation:** In every business, there are situations that require solutions best achieved with external consultation. GPS has experienced, respected consultants and coaches from an array of sectors, to assist you with strategic planning, systems and processes, and to guide you through specific circumstances that are best solved with personalised consulting from outside your organisation.
2. **Leadership Development:** Ineffective, weak or unskilled leaders can often irreparably harm your organisation and productivity. Great leaders can also benefit from independent advice in difficult situations. Our leadership programs are specific to your needs and increase performance in the long term. We offer e-learning online short courses and instructor-led training workshops, as you need them.
3. **Workshop Facilitation:** Group sessions help build strong teams together where there is division and miscommunication. Our experienced and skilled training facilitators ensure workshops are an effective use of time for learning and problem solving.
4. **Coaching:** Developing your people is paramount to your business success. GPS uses one-on-one coaching and mentoring to ensure genuine growth in your leadership that impacts your entire workforce positively. Upskilling your team through newfound knowledge that is backed up by effective coaching or mentoring ensures your leadership development efforts are effective and provide a good ROI.
5. **Profiling:** Great People Solutions (GPS) can provide a range of profiling tools to further build your business. They will identify strengths, differences in working styles, personality and approaches in the workplace. This will help your team overcome communication deficiencies and personality clashes that ultimately increase cohesiveness and understanding.



180+ soft skill courses

- ▶ Our extensive experience in training leaders combined with an excellent range of proven training products will generate outstanding results.
- ▶ We provide over 180 soft skill courses delivered in two formats;
 - e-learning online courses or
 - instructor-led training workshops (live in person or live by video conference).
- ▶ These courses are in 8 categories:
 1. [Human Resources](#)
 2. [Supervisors and Managers](#)
 3. [Workplace Essentials](#)
 4. [Career Development](#)
 5. [Train the Trainer](#)
 6. [Small Business Training for Entrepreneurs](#)
 7. [Sales and Marketing](#)
 8. [Internet Marketing](#)

Our Approach:

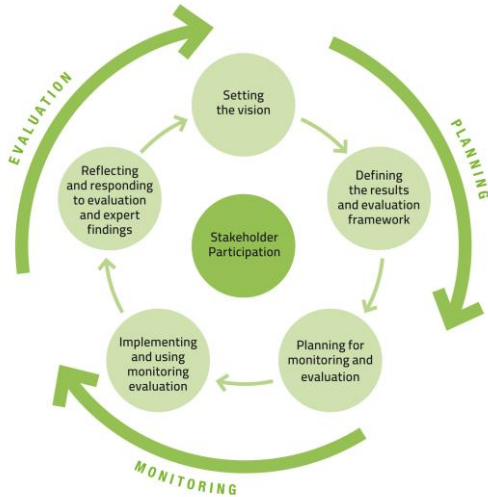
1. Assess and Agree

► We appreciate that every company is different. At Great People Solutions (GPS), we take the time to understand your requirements and instigate our own detailed training and coaching, followed by an evaluation process as agreed with the client.

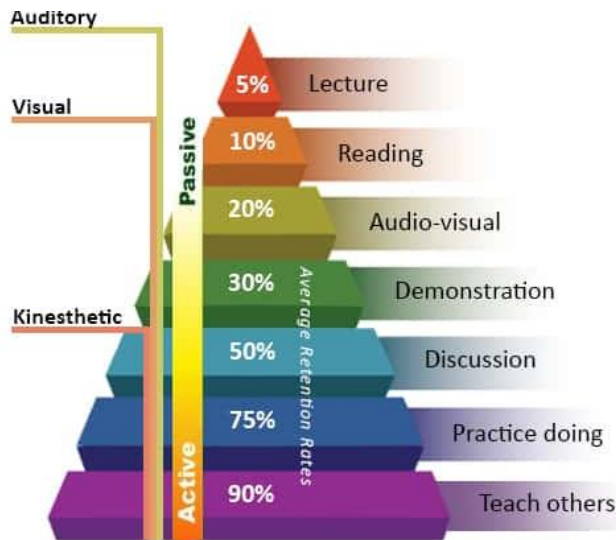
► We believe it is vital to deliver the training in a variety of ways for optimal results. There are three key areas we aim to include: auditory, visual, and kinesthetic.

► Stakeholder participation should come from every level of the business. This means everyone needs to be on the same page regarding what the ultimate goal is, what good looks like, and how we win and how we play the game.

► This requires face to face, personal and individual evaluations, relevant research and candid discussions with key people. We love getting in the trenches getting our hands dirty with the real issues at hand. GPS concentrates on your most important areas to bring about the largest result to Unlock Potential & Maximise Performance.



The Evaluation Cycle



Adapted from the NTL Institute of Applied Behavioral Science Learning Pyramid

Our Approach:

2. Develop and Activate



► Based on the programs and assessment we implement; we would collaborate and develop a specific plan designed to individually address your leadership and development needs to achieve your identified goals.

► Great People Solutions (GPS) have over 180 different soft skill modules that we can customise for you to create your training workshops, to provide the deliverables you need.

► Our trusted consulting team is practical, professional, and respected, with many years of experience. You can have confidence that the plans being activated create a clear pathway toward your desired outcomes.

Our Approach:

3. Revision & Consolidation

- ▶ Our joint plans to Unlock Potential & Maximise Performance within your company may require us to reassess and refine the strategy and tactics used to achieve desired outcomes through your leaders and their teams. This part of our process is essential to reaching your goals and having maximum impact.
- ▶ This consolidation process may result in regular adjustments to our initial agreed strategy, with the aim of always focusing on your greatest needs at any point of our partnership.
- ▶ Clear objectives and outcomes, together with candid but constructive transparent feedback, is an integral part of the process both with you the client, your valued teams of leaders, and your workforce.



Industry leaders we have served



► Most of these clients have had us assist with significant projects that span three months to three years in every corner of the country.

► Programs include regular on-site coaching and bi-monthly presentations by participants to senior management on their deliverables.

► Our team is made up of leadership developers, business strategists, mentors, life coaches, expert trainers, training curriculum designers and workshop facilitators.

Scope of work: Resources industry

- ▶ We have assisted with the implementation of a 6-module, 3-tiered leadership program for the NSW and QLD division of a major mining company. In total the program spanned two years and covered all staff from the Chief Operating Officer to front line staff.
- ▶ We have assisted with development and implementation of a global safety awareness training package aimed at positive two-way communication for start of shift meetings and on-shift safety awareness training. Support for this program through on-site training and in-field coaching. This was rolled out at all 21 sites of a major mining company.
- ▶ We have assisted businesses improve their product and quality control along with raising the brand profile and market share as well sustainability, short, mid and long term.
- ▶ We have assisted with the delivery of a 6-module, leadership program for a WA division of a major mining company that was increasing capacity by 40%. Training included six half day small group workshops and was provided for all front-line and senior leadership contractors on site.
- ▶ Training for clients often include essentials of leadership, building trust, setting expectations, coaching for improvement, managing poor performance, building partnerships, effective communications, setting goals, time management, planning effective meetings, planning for and delivering effective presentations.



What people say

- ▶ "Phil has years of experience in personal and professional development. His ability to read and reach an audience and engage on many levels coupled with a remarkable understanding of how specific personal development traits contribute best to organisational outcomes make him an ideal facilitator and coach. He has proven adaptable, confident and comprehensive in his analysis, preparation and presentation. Highly recommended for personal development and management coaching for organisations that place value on improving the worth and contributions of their best asset, their people".
Jim Bryans, Former Operations Manager Aurizo Townsville QLD.
- ▶ "I have worked with Phil, in a number of scenarios that required serious professional skills to correct histories of poor performance in an organisation. In all cases Phil has brought a significant difference to the operations of the organisation, lifting the level of professionalism of the operation, and improving the financial income of those organisations. Phil is able to very clearly gauge the 'temperature' of an organisation, identify the key areas that require attention, and then implement a clear plan to rectify those areas of concern, engaging all stakeholders in the process and journey. Phil appears to have endless energy in bringing good change to whatever organisation or project he is engaged with. I am very grateful for what he has achieved in my employ" Rob Harling - Former chairman 96five Brisbane QLD.
- ▶ "Tabor Victoria participated in a StrengthsFinder Workshop which was ably led by Phil Gray Consulting. I think it was a great day for our staff. It was both helpful and liberating to be encouraged to focus less on our weaknesses individually and corporately and to really celebrate and enhance our strengths. We would encourage most any organisation to embark on a similar journey with Phil Gray Consulting." Wynand De Kock, Principal Tabor Victoria.
- ▶ "Phil goes beyond motivating his team, he completely inspires them. He has the great ability to translate vision into strategy and has the competence to implement it. Building and developing a great team is one of his many talents. Phil is a gifted communicator and can engage and connect with those he develops relationships with. His core values include integrity and people-centeredness. He has an eye for potential and opportunity, and can definitely 'make things happen"
Justin Lippiatt - CEO in Transportation and Manufacturing, Gympie QLD.
- ▶ "I have found my mentoring experience with Phil Gray to be a journey of uncovering who I am and how I got to be this way. It helped me identify my strengths and how I can best use them to achieve more in my work and personal life. I am grateful I was able to have this experience." Deeann Natividad - Regional Manager QLD/NT, Mission Australia.

Next steps



- ▶ If you are looking to unlock your team's potential and maximize your organisation's performance, reach out to Managing Director **Phil Gray** direct.
- ▶ Our goal is to **Unlock Potential • Maximise Performance.**
- ▶ Upon your request we can prepare a **customised proposal and quotation** for your consideration.

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