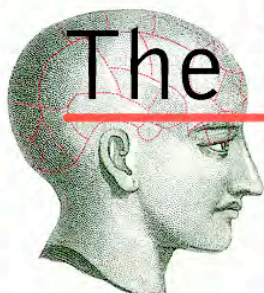


A mentoring program for Organisations and Individuals

- SPIRITUAL
- HUMAN
- MENTAL
- FINANCIAL
- EMOTIONAL
- SOCIAL
- PHYSICAL
- NATURAL



Right Mind
The Right Mind ®
Right Mind

About the program

Conversations for Growth™ works on the alignment of purpose, strategy and actions to build robust organisations through growth in the capability and capacity of individuals.

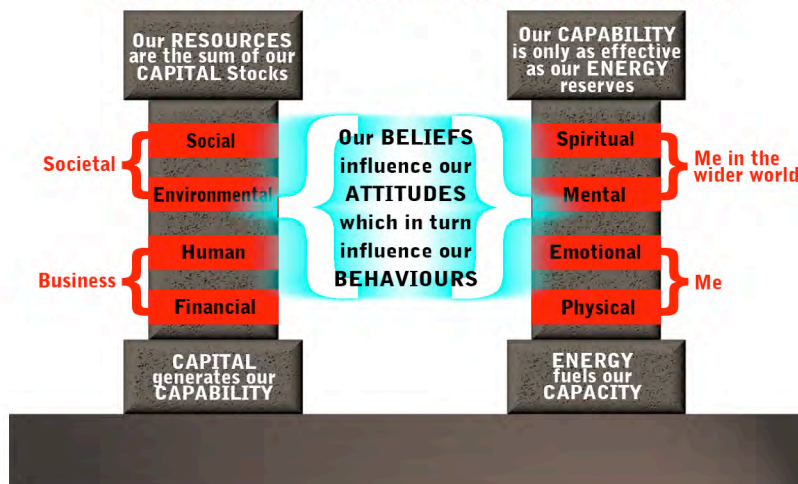
Conversations for Growth™ provides a forum for members to rise above the urgent to focus on what's truly critical. It's an empowering place to be.

Our unique program assures results through a combination of:

- group support and coaching
- web-based diagnostic tools and progress monitors
- experienced facilitators and mentors

This is a strategic personal and organisational growth program. It works with organisations and individuals to improve both their **capability** (resources) and **capacity** (will and motivation) to undertake their roles in a more effective manner. It ensures all individuals and their organisations are evaluating the eight factors of **The Right Mind**.

The Pillars of the TRM Framework



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It utilises the latest coaching and mentoring processes and tools developed within Australia and overseas. In particular, Conversations has gained access to some of the latest diagnostics that you can use regularly on-line.

These are the unique attributes of the Right Mind International Pty Ltd.

The benefits of this program to you are:

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- **Superior decision making processes.** Our experience demonstrates that having access to a trusted group of people who are not connected to your business improves the decision making process. Membership overcomes the sense of isolation many leaders feel in their decision-making processes.
- **Personal growth.** One of the greatest benefits of membership is the substantial personal growth participants achieve. Having an independent group challenge and support your alignment of purpose, strategy and actions, achieves growth that many had not believed possible.
- **Improved implementation.** Our unique implementation techniques create an environment where follow-through is a must.
- **Group networking.** Group networking outside your own Board or direct reports has been demonstrated world-wide to generate better outcomes. Structured group networks formalise the engagement processes and enabling more considered evaluation of decisions to be made.

These outcomes are achieved through:

- Structured assistance in achieving personal and business goals.
- Fresh ideas from participants, facilitators and presenters.
- Support and guidance by your fellow participants and in particular, your 'buddy'.
- Increased focus through reducing time spent on urgent and fire-fighting matters.
- An enhanced decision-making process.

During the program, you will:

Establish focused goals – by engagement in a rounded goal-setting and revision process.

Understand your behavioural drivers – through comparing your personal results from the latest management and emotional behavioural tools.

Develop 'metrics that matter' – by development and updating of key performance measures that embrace the physical, financial and cultural components.

Learn to 'give up' the unnecessary – by substituting not adding. Success is not achieved through the successive addition of new fads or operations on top of already busy lives. Very few team leaders have learnt the art of shedding layers that are no longer relevant or do not add value.

Learn to pace any change program realistically – through a better understanding of the drivers of effective change and organisational benefits. Far too many change management programs are unrealistically scheduled. They are under-funded or results are expected in unrealistic timeframes resulting in people losing interest.

Develop and progress the TRM 'Buddy Concept'. This concept has its origins in the military where looking after comrades during periods of danger ensures there are two people monitoring actions. It is used within Conversations to accelerate progression towards ones goals. It also has a secondary function in that it helps assess each persons own mentoring and coaching skills.

How the program operates

The program includes:

- Three evening and full-day problem-solving meetings per annum in teams of up to 16 organisations, professionally facilitated by a TRM Chair.
- Webinar¹ sessions facilitated by a TRM coach.
- Personal coaching sessions with seasoned mentors who are selected according to the issue nominated by the member.
- On-line progress monitoring and group feedback diagnostic tools.
- Regional and national member conferences.
- Access to the TRM network of business advisors, investors and group support programs.

Meeting timetable

Meetings are held three (3) times per year and enable the group to personally get to know each other and to build on each other's strengths. There are two parts: the induction meeting and on-going meetings. A typical program for each session is outlined below.

Induction meeting

The initial meeting is slightly different in that it involves working with participants to ensure there is a common understanding of the objectives and drivers underlying the program. It also has a longer training component to provide feedback on the assessments and how to use the results. Finally, it sets the framework on how to benefit from the program.

		Induction
Day 1	3.00	Introduction to the program
	3.30	Introduction to program
	5.00	Member profiles
	6.30	Drinks
	7.00	Dinner
Day 2	6.30	Fitness assessment
	8.00	Understanding and using DISC behavioural profiles
	10.00	Morning tea
	10.30	Understanding and using Emotional Intelligence
	1.00	Lunch
	2.00	Goal setting in the Right Mind Pillars
	3.00	Reflections
	3.30	Afternoon tea and departure
<small>Note: This schedule is indicative and may be altered, in particular where a new member is introduced to an existing group.</small>		

Ongoing meetings

The first part of this session is a review and feedback on progress since the last meeting. It also establishes the focus for the next day. Each day session will have a keynote presentation and facilitated meetings sessions, where each member has the opportunity to contribute.

¹ Webinars are computer-based discussion groups where a presenter leads a discussion and participants can join in verbally (in small groups) or by sending a questions via their keyboard

During the facilitated 'conversations', group members use this time to focus on issues brought to the table by members in total confidentiality, frequently providing a total new outlook on a stressful or difficult situation.

Ongoing meetings		
Day 1	3.00	Afternoon tea and welcome
	3.30	Stimulus for meeting
	5.00	Group review of actions
	6.30	Drinks
	7.00	Dinner
Day 2	6.00	Fitness assessment
	7.00	Key-note presentation
	10.30	Morning tea
	11.00	Conversation session 1
	1.00	Lunch
	2.00	Conversation session 2
	3.00	Reflections and action setting
	3.30	Afternoon tea and departure
<small>Note: This schedule is indicative and may be altered in accordance with group needs.</small>		

Coaching

Coaching is facilitated in two ways. First, there are regular **webinars** hosted by a TRM facilitator. These webinars enables members to log on from their office or home and receive an update on group issues as well having access to the rest of the group for support and issue discussion. Second, there are regular individual coaching sessions with a nominated TRM coach.

Why coaching?

Dr Hilary Armstrong, from the Institute of Executive Coaching in Sydney, points to fact that Executive Coaching is the fastest growing form of organisational consulting. In the United States it is an industry reportedly worth more than \$1 billion dollars a year.

(Armstrong, 2007).

Surveys amongst executives who have coaches around the world indicate three key reasons for joining a coaching network or having personal coaches. They are:

- Improve individual performance 78%
- Dealing with underperformance 30%
- Improving productivity 28%

(Carmelina Lawton-Smith and Elaine Cox, 2007)

What does being a member involve?

Undertaking a base assessment

All participants in the program are provided with two behavioural tests and an assessment of their physical well-being. These are:

- **DISC.** The **DISC** model was developed by William Marston whose research continued from the theories of Carl Jung. Marston was interested in why people behaved the way they did and received his PhD from Harvard University. The 24 page report provides feedback on your behavioural style and the impact it has on others.
- **MSCEIT.** The Mayer-Salovey-Caruso Emotional Intelligence Test model of Emotional Intelligence (EQ) is the only published **ability** measure of Emotional Intelligence skills, and is widely used in corporate and coaching settings. EQ is a measure of your ability to recognise, understand and manage emotions in yourself and others. EQ is one of the single biggest contributors to your overall behaviour, and is one of the few traits in which your skills can be improved.
- **Physical 'well-being'.** This test is developed to provide a baseline assessment of your physical capability (flexibility, cardiovascular fitness and abdominal strength and endurance) as well as your other key drivers of your physical well-being (eating patterns, sleep, breaks).

These tests establish the baseline for building excellence in personal capacity.



The team behind Conversations

The two principal faces behind Conversations are David Hanlon and Jill Rigney and their profiles are outlined below.

David Hanlon has been involved with business development, business benchmarking and market assessment for the past 30 years; both in Australia and nationally. He is ranked as one of the Asian Development Bank's leading strategic business analysts as a result of his long-term involvement in project assessment for the ADB.

Within the training arena, he has built his skills as a presenter and facilitator through extensive national and international experiences across many parts of the agribusiness supply chain. He works with a strategic mindset and builds strength in people's abilities through challenge and support.

He designed the Supply Chain ExecutiveLink™ program, which won the Logistics Association of Australia's Training and Education Award for OneHarvest in 2003.

David is a Fellow of the Australian Institute of Management and a Chartered Management Consultant with the Institute of Management Consultants in Australia

Jill Rigney grew up on a mixed farming business west of Goondiwindi. She commenced her career in business support and in this role managed national benchmarking projects in a wide range of industries.

Jill is a leader in presenting and analysing differences in communication styles for individuals and groups.

Her extreme perceptiveness has resulted in her now recognised as a national leader in group facilitation. She is able to deftly recognize and work with the needs of each individual during her training or meeting sessions.

Jill is trained to apply the principles of Neuro Linguistic Programming (NLP) in her professional responsibilities, presenting programs and facilitating meetings across Australia. This training enables her to introduce the subtleties of our communication styles to achieve cultural shifts within individuals and organisations. She is also accredited to deliver and interpret both the DISC Management Profile and the Mayor Salovey Caruso Emotional Intelligence Test (MSCEIT).

Jill is in strong demand to train government and private organisation's extension staff in the art of engagement.

Jill is a Certified Professional member of the Australian Human Resource Institute and a member of the Australian Institute of Training and Development.

The program summary

The uniqueness of this program is in its mix of group interaction and personal follow through ensuring the greatest results. Our coaching program also enables the involvement of partners in the program, which prevents isolation of one partner from the other.

Activities	What is included
One personal advanced DISC behavioural profile	Yes
One evidence-based emotional intelligence test	Yes
One physical assessment	Yes
Group meetings	3 per annum
Webinar meetings	Regular sessions via intranet
Coaching sessions/month	1 x 30 min sessions
Email support	Yes
Regular access to topical articles via intranet	Yes

What are your obligations?

You can decide ongoing commitment after the induction meeting. If you elect not to continue, the cost for this initial meeting and all assessments is payable.

If you elect to continue, you will commit for 2 years of personal growth and development.

For further information

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Testimonials



"The learning journey that resulted from our time with The Right Mind team created an attitude change and built confidence that enabled us to know we had the ability to choose and build our future: one that was not controlled by external forces. It has resulted in an incredible growth in sales and profits. In addition, we are able to say that the process has been a re-energiser, so much so, that our enjoyment of life has never been better."

Wendy Erhart

Co-Owner, Withcott Seedlings

Winner, Veuve Clicquot Australian Business Women of the Year 2005
Winner, Agribusiness Category 2004, Queensland's SMART Awards.



"Conversations for Growth has had direct benefits to our business in helping our managers more effectively solve problems and address issues. It has also been very beneficial in improving the intra-group relationships of our managers."

Paul Smith

Acting Director

Emergency Management Sector, NSW Govt



"David says that Conversations for Growth doesn't contain any brand new ideas, but packages a lot of existing things into a new framework. I have to agree with that, because while I had played around with some of the basic concepts of Conversations for Growth, they hadn't delivered for me long term, so I had stopped using them. Conversations for Growth has given me a solid integrated framework to develop myself and my workplace. The program has been a challenge, but it has been worth it. It will continue to deliver results for me and I am sure that the NRM Conversations for Growth network will both persist and assist over the long term."

Tim Ferraro

CEO

Central West CMA, NSW



"Conversations for Growth is an opportunity to grow in a number of areas. The program is well thought out and I especially like the 2 pillars approach; in particular the concept of building capacity using the 4 forms of energy. Conversations for Growth compares very favourably to other Executive Development programs I have been involved in and as a result I have included another member of my team in the program."

Mark Casey

Corporate Development and People Manager

McNab Constructions

Finalist 2008 (Qld Winner)– AHRI – Most Effective HR Department