

## EXECUTIVE COACHING

Change ops offers transformational change in individuals committed to accessing their full potential. Coaching can be structured against agreed capabilities or personal development goals. Coaching is delivered in accordance with the International Coaching Federation competencies and certified by the Institute of Executive Coaching and Leadership Level 3.

A variety of profiling tools may be used in conjunction with coaching to further understand development opportunities and how they correlate to effectiveness.

### Profile Accreditations

- The Leadership Circle 360 Profile and Manager Edition
- DISC TTI - Certified Professional Behavioural Analyst (CPBA)
- EQ (Emotional Intelligence) TTI - Certified Professional Emotional Quotient Analyst

## LEADERSHIP CULTURES

We partner with organisations to design and deliver programmes that develop creative leadership cultures. The power of self-authoring the leadership culture supports cohorts in developing the capabilities to lead self, teams and organisations through periods of growth, change and ambiguity.

We are accredited in and utilise The Leadership Culture Survey from The Leadership Circle to support these programs.

## TEAM DEVELOPMENT

Change Ops works with organisations to investigate the opportunities of implementing team structures and ways of work. Team development consists of identifying the purpose of the group and the activities it is accountable for delivering that would benefit from working as a team.

Team development is not tight rope walking, it's a series of focused conversations amongst it's members focused on theoretical frameworks which are practically applied to the team, it's dynamic and performance.

**We are accredited in a number of profiles that support team development including:**

- The Leadership Circle's Leadership Culture Survey and Leadership Circle Profile
- DISC behavioural Team Management Systems – Team Management Profile

## TEAM COACHING

Team coaching is a relatively new professional offering globally. Change Ops is accredited by the Institute of Executive Coaching and Leadership in team coaching.

Team coaching is offered as a standalone option, or as part of a multi-faceted development program.

## WORKSHOP DESIGN & FACILITATION

With a wealth of experience in strategy workshops, team development, and a corporate professional background, Change Ops partner with you in designing and facilitating workshops with key stakeholders (teams, consultative groups, clients, community).



### DAYLE MCCALLUM – MANAGING DIRECTOR

Dayle is a development specialist and former human resources manager with over 17 years of experience across a variety of industries. A certified team coach and level 3 executive coach with the Institute of Executive Coaching and Leadership and post graduate qualified in coaching and leadership and human resources management, you can be confident of Dayle's ability to deliver creative solutions for you and your organisation.