

Archersfield Consulting & Management Pty Ltd

2020 Supporting High Performing Teams:

A tool for our times in your organisation, community, sector

Across every sector and in every corner of the globe, challenges are mounting. Organisations today must respond to these systems challenges while shaping an inclusive and an abundant future for all. None of our challenges can be faced alone and no true solution can be created in a vacuum or an echo chamber.

In *Supporting High Performing Teams*, Archersfield leads you to develop: The Five Behaviours of a Cohesive Team framework:

- Trusting one another
- Engaging in conflict around ideas
- Committing to decisions
- Holding one another accountable
- Focusing on achieving collective results

Team members need to have a meaningful understanding of themselves and their peers, and this work can be reinforced by DISC Workplace profiling—a powerful behavioural tool that has been helping people connect better for years.

We also introduce teams to High Performing teams models developed and proven over 30 years Australian based research.

This 1 day program is preceded by an online survey to establish the starting point for the journey your high performing team is about to undertake.

Who should come?

Executive teams, Senior Leadership Teams and management teams seeking to improve outcomes for their organisation and the people they serve.

Program Design:

1 day session, preceded by an on-line survey at least 1 week prior to the program day.

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About Jan Archer

Before leaving the Public Service Jan Archer was the Deputy Commissioner for Fair Trading in Queensland. She had previously completed significant reform agendas within the criminal justice system, including the Office of the Director of Public Prosecutions, Department of Corrective Services and the Queensland Police Service. During her membership of the senior executive service in Qld , Jan acted as director general , deputy director general and chaired a number of ministerial reference committees.



Jan's experience includes other significant change leadership responsibilities including local government amalgamations; leadership in the establishment and dis-establishment of government agencies and transitioning of organizations as part of major government restructures; and the creation of new shared service models and integrated corporate service delivery across government departments.

Much of Jan's work in the university, public and community sectors has focused on innovation, reform and the ways in which leaders of public, private and community organizations can engage in adding value to their enterprises. Upon leaving the public service , Jan established Archersfield Consulting and Management which has delivered change leadership support across sectors in QLD, NSW, NT and the ACT for 14 years.

Building on the success of the interprofessional leadership program which Jan co-designed with the University of Qld, she founded the Executive Challenge Academy , an academy offering cross sectoral leadership programs from foundations to masterclass levels, both nationally and internationally. At the tenth anniversary of the ECA in 2018, Archersfield transferred ownership of the ECA to a cross-sectoral Social Enterprise created to deliver place-based leadership development across Qld. Regional Transformation academies are designed to support local cross- sectoral leaders to co-design and co-deliver solutions to their most challenging issues. Profits from these programs are re-directed to further leadership work in that community.

About Neil Archer



Neil Archer has over 25 years' experience in Executive Leadership roles in the Construction Materials and Mining industries and has graduate and post-graduate degrees in Business Management as well as technical and engineering qualifications.

He has had the privilege of leading and working with culturally diverse teams in national, regional (Australasia), and global organisations, as well as managing large infrastructure projects in remote areas of Australia.

Neil had overall responsibility for construction materials extraction and supply to the installation of major infrastructure at the Century Zinc mine in the Gulf of Carpentaria from 1997 to 1999. and was an Executive Manager of the "River First" consortium bidding the Traveston Dam project in 2008 – 09. He was also Vice President – Construction (Australasia) for the global mining industry supplier Metso Minerals from 2010 to 2014. During this time, Neil had oversight of a \$60M processing plant installation at Bowral, NSW.

Neil left the corporate world in late 2014, to focus his energies on the direction and growth of Archersfield Consulting & Management and is the inaugural Chair of its social enterprise off-shoot, The Alliance for Leadership Learning.