

TotalEXECUTIVE
PEOPLE PERFORMANCE



"Many of life's failures are people who did not realise how close they were to success when they gave up."

Thomas Edison



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TotalEXECUTIVE

Our Services

The Total Executive membership network includes over 15,000 executives in Australia with more overseas built up over 20+ years

Learn more about our Executive Membership Benefits [here](#)

We communicate with our network regularly on subjects of interest to executives directly and via partner networks

Total Executive People Services are twofold:

- We provide complimentary intermediary management of people services from leading providers globally and in Australia
- We provide exclusive Total Executive services

Total EXECUTIVE INTERMEDIARY SERVICES:

Total Executive have vetted over 2,000 leading providers

We represent hundreds of vetted service providers who specialise in products and services that support people

We provide complimentary, no obligation consultation to determine the challenges and requirements of our clients

Recommendations of providers that will best satisfy client's needs are then introduced

Where more than one provider is required we manage the project - ensuring all providers work collaboratively rather than independently - **they all work as a team**

Our Executive Intermediary Services are FREE to our clients as we are reimbursed by providers when introducing new business - in the same way independent investment consultants are reimbursed for introducing an investment client



TotalEXECUTIVE

Exclusive People Services

RESPONSIBLE LEADERSHIP

Total Executive are the leaders in Responsible Leadership knowledge, research and services

We continue to research the field of Responsible Leadership and have surveyed over 1000 senior executives about their thoughts on the subject in Australia and overseas

We have also interviewed over 100 CEOs, Chair People and Executive Leaders on Responsible Leadership

We have access to leading minds on Responsible Leadership in Australia and overseas

Our research and associated Responsible Leadership services complement the products and services provided by all the vetted providers we represent

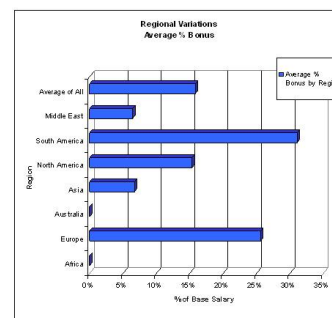
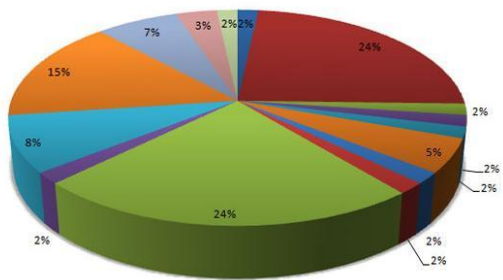
Many of the providers we represent also specialise in areas of Responsible Leadership

Responsible Leadership is a core component that contributes to our clients and providers competitive advantage

Learn more about Responsible Leadership [here](#)



Assessment Solutions - Existing and Future Staff



Measurement is the key to sustainable improvement

Total Executive represent the leading providers of surveys and assessment tools that focus on these areas...

- Personality assessment
- Staff Engagement
- First 90 days
- Compatibility
- Team development
- 360°
- Social and Client assessment
- Responsibility
- Creative skills
- Management innovation
- Sales skills
- Compliance
- Business development skills
- Responsible Leadership
- Customised analysis
- Many many more options

To discuss solutions for your Assessment Requirements
[Contact Us](#)



Case Study:

Employee Opinion Survey Case Study

One of our providers were approached by a leading organisation seeking to improve their existing employee opinion survey process. The head of HR was disappointed with the ability of their annual survey to drive real change. Feedback from employees about the survey was even more discouraging. The survey failed to ask the questions that mattered, results were not fed back to employees quickly enough and when they were, they were not useful for the team or the team leader. Most leaders ignored the findings for this reason. As this was one of the most important HR initiatives, the HR Director was keen to ensure it actually drove business improvement. This required a survey process that asked the right questions, and delivered the results to the right people (leaders) for action.

The Client replaced their survey with Organisational Effectiveness Profiling (OEP) - the comprehensive nature of the survey was tailored to their particular need and to fit with some of their previous survey questions that they were tracking. The HR Director elected to provide all employees with instant access to their team results and overall organisational results upon survey closure. Teams also accessed their team reports on key findings (generated automatically by the software) identifying top ten issues for each team. The OEP internet based planning wizard then guided each team through the development and implementation of improvement plans. Program management software tracked team plan implementation across the organisation.

This Organisation then linked the annual surveying process to the budget and planning cycle and used OEP to link team based improvement plans with their budget and team based business plans. Now in their fourth year, OEP has from day one provided leaders and their teams with the tools and process they need to drive bottom up continuous improvement.

For many more case studies and to discuss how we customise assessment solutions for your needs - [Contact Us](#)



Coaching for Executives and Their Staff



[Image Source](#)

“Coaching” used to be a popular approach for derailing executives or professionals whose performance needed a lot of work.

Got a problem? Get a coach.

However, increasingly, coaching is being sought by some of the most successful executives in their field - those who want to get even better at their business game.

So the new thinking is... Got a goal? Get a coach.



Research on Coaching:

Managing is to have responsibility for some aspect of execution within the business.

Leading is to influence direction, action and opinion.

Coaching is to inspire commitment and high performance, to stimulate creativity and to model accountability.

Clearly, establishing a culture built around coaching is one way that organisations can create a powerful competitive advantage. Traditionally, however, business leaders have spent far too much time managing, some time leading and very little time coaching.

In the past, coaching was primarily reserved for executives and there was little emphasis on cascading coaching skills throughout the organisation. According to a recent study, nine out of ten employees want coaching and only three out of ten receive it. And, what they generally receive is not true coaching, but evaluation. Implemented at an organisational level, coaching can result in dramatic results and significant financial impact to the bottom line.

A recent study of 100 leaders from Fortune 1000 companies, by Manchester Inc. determined that a company's coaching investment typically realises an average return on investment of almost six times the cost of the coaching.

There are two primary types of coaching - evaluative and developmental. Evaluative coaching is the most common form of coaching and offers a snapshot or picture of the past through a performance assessment process. Developmental coaching looks forward to the future and allows a leader to develop a plan to capitalise on already existing strengths and improve areas that may be getting in the way of greater success. Developmental coaching is about action and results.

Companies large and small have established an evaluative coaching process complete with tools for purposes of promotion and reward. However, most organisations fail to create and implement a developmental coaching system. This creates risky gaps in organisational performance and the retention of future leaders.

So, where do you begin to create a coaching system? [Contact Us](#)



Creativity Ideation and Innovation

The article by Frank Kern [What Chief Executives Really Want](#) covers a survey from IBM's Institute for Business Value, which shows that CEOs value one leadership competency above all others: creativity. This is very much aligned with the podcast that Suzi Dafnis did with Seth Godin.

The theme of creativity and the correlation between personal and organizational success is covered by both.



As Frank states, the answer to what chief executive officers really want *“bears important consequences for management as well as companies’ customers and shareholders. The qualities that a CEO values most in the company team set a standard that affects everything from product development and sales to the long-term success of an enterprise.*

There is compelling new evidence that Coos priorities in this area are changing in important ways. According to a new survey of 1,500 chief executives ... CEOs identify “creativity” as the most important leadership competency for the successful enterprise of the future.”

Why creativity? Because it causes creative disruption, it disrupts the status quo and organisational paralysis. You can read more of [Why Creativity matters in today's Leaders](#) on Business Week.



TotalEXECUTIVE represent Australia's leaders in the fields of

- **Collaboration**
- **Commercialisation**
- **Creativity**
- **Innovation**
- **IP**
- **Leadership**



[Image Source](#)

We have interviewed thousands of executives on these subjects over more than a decade

We connect with and represent the leading vetted providers in these fields that can assess your potential challenges and then deliver solutions that achieve long term success

To learn more

[Contact Us](#)



Design Thinking

In the last few decades, times have certainly become more complex.

Gone are the days when only the man of the house goes to work to bring home the bacon. These days, a family of four needs both sets of parents working in order to do more than just scrape by.

This current reality catapulted the great increase in entrepreneurship. Suddenly, more and more people have gone into business not only for the sole purpose of income generation but also to plot out careers for themselves.

Business101

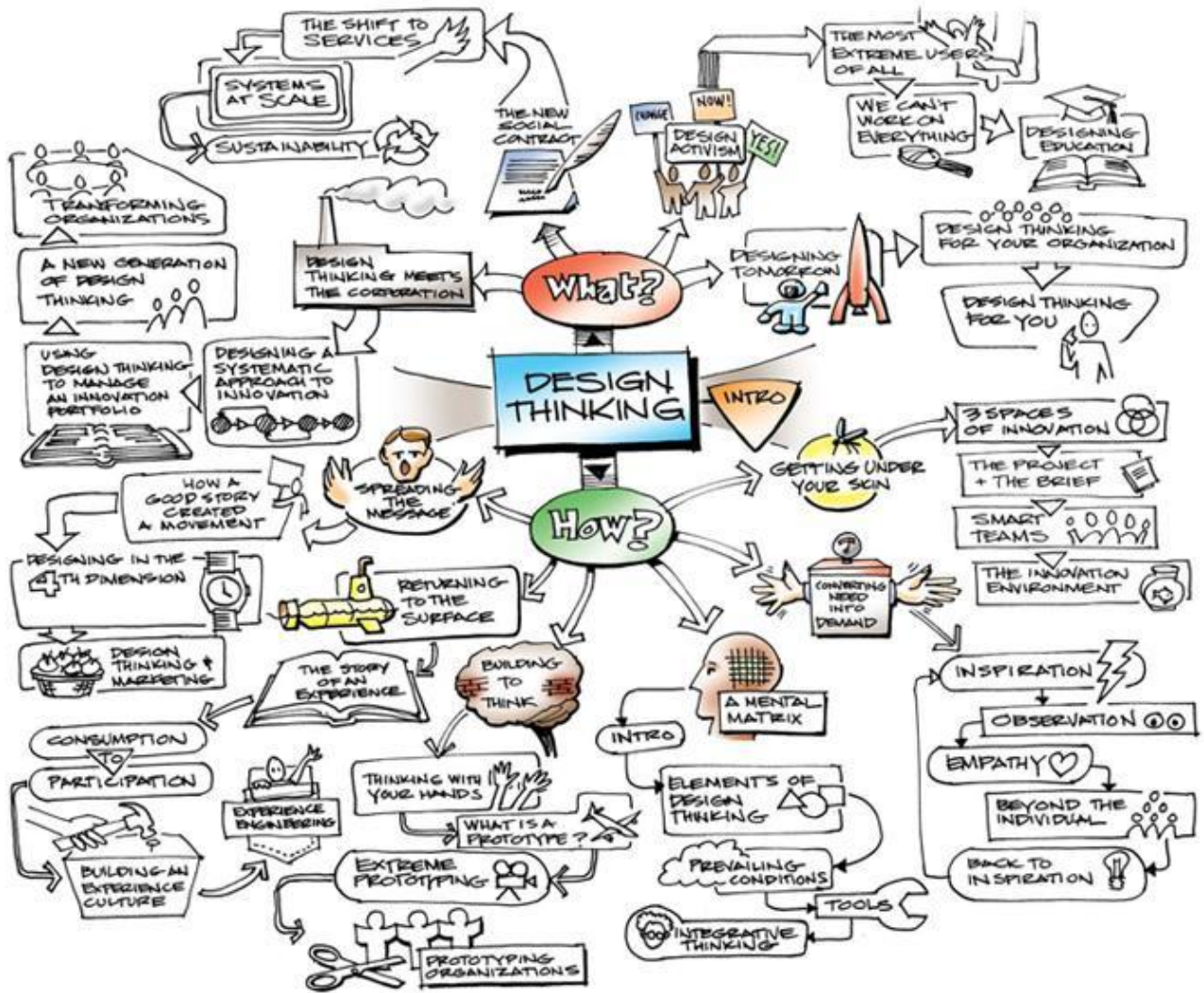
With the increasing number of people wanting to engage in business, more and more vehicles for business execution has been provided. Most universities these days offer courses in Business, Entrepreneurship and just about anything you might need to learn in order to be an equipped business person. Schools have designed programmes that would truly empower you to apply yourselves as best you can in the business world in whichever field you choose to engage in business.

Then again, though a classroom is always a great place to learn about business it's not the only way. Some of the richest business people will definitely agree on that.

Business Success

In today's modern time, everything is practically within everyone's reach. With the internet being one click away and books that provide step by step guides on how to do what, anyone can very well start their own business. It's not always easy this way but some people actually make it work, and most of them actually succeed.





[Image Source](#)

Help your organisation harness design thinking to grow creative talent and build a culture of innovation.

Encourage staff to treat work like it is their own business.

We will help you generate the kind of ideas that create remarkable products, services and strategies.

Our creative techniques will make you a market leader - and keep you there.

To discuss providers who specialise in this field and are regarded as international leaders [Contact Us](#)



Diagnostic and Profiling Tools

What actions are employers taking to help build their employer brand?

The first thing they are doing is undertaking research, finding out what it is that existing and potential employees are looking for from an employer. The analogy with product branding is obvious. Get to know your market!

There are, of course, many complexities involved in this exercise. No two people are likely to have exactly the same requirements from their employer. Some may be happy to trade job security for less money, whilst for others they are happy to face higher employment risk for more income. Some employees like to work in a collegiate, co-operative environment, others in an environment based more on individual effort. There are of course, an infinite number of variables.

The challenge for the employer therefore is to clearly define what 'types' of employees they require. This requires a clear articulation of values and behaviours, work types and organisational culture. Once the organisation has clearly defined the types of employees they are seeking and also clearly understand what employees are seeking from employers, they can then set about the task of:

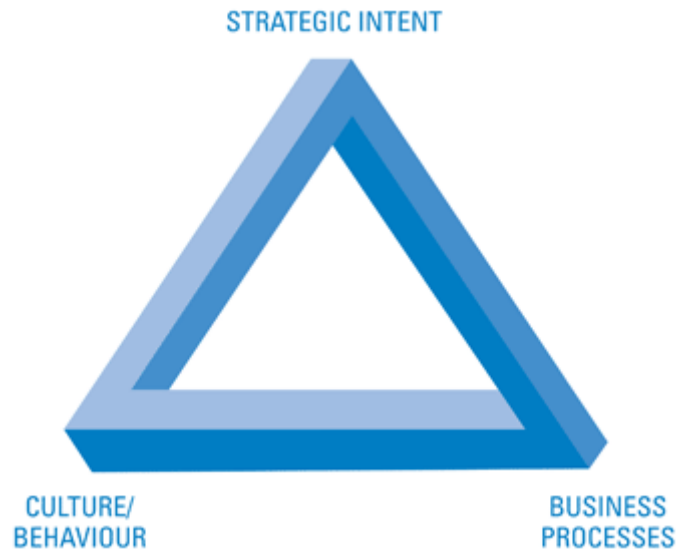
- 1) Building a work environment that retains these types of employees
- 2) Putting in place recruitment strategies that will secure these type of employees

Building the best possible employer brand is based on developing the best possible understanding of employee needs and then meeting these needs. Because these needs evolve over time and the structure and makeup of corporations change, this research needs to be fresh and continuous. Great organisations will have in place an effective, on-going process for capturing employee issues and addressing them.

Learn about the leading Diagnostic and Profiling Tools...

[Contact Us](#)





Total Executive have access to the leading diagnostic and profiling tools

These tools can be designed specifically to focus on one area or can cover a full 360° analysis

Many are designed to encourage personal assessment combined with peer and team assessment

Models vary from singular system review to multiple driver assessment

Many are digitally based - to enable immediate review and implementation of response to requirements that are unveiled

Others are combined with deep professional analysis, consultation and followed up with support services

To discuss which tools and services are going to work best for you

[Contact Us](#)



Educational Services

Educational Services is a very broad area that incorporate both face to face and online / digital education

The growth of online education has been phenomenal. As the organisation that enrolls more online university students than any other in Australia, Open Universities Australia have been seeing growth in enrolments of more than 30% a year in recent years

The popularity of online education is also very extensive outside of the university sector with many corporations and government developing large online education libraries for their staff to access

Online education also works as a great follow up to face to face training and education - helping to reinforce and cement the knowledge learnt in the face to face programs

Total Executive have access to the leading educators, in Australia and internationally

In many cases we can also add value to the services these providers offer that our clients would not usually be able to access themselves, like those shown on the following page

For more detail on Educational Services available for development of your staff and for inclusion in your staff benefits

[Contact Us](#)



Total Executive Exclusive Educational Services Benefits

Following a complimentary no obligation consultation, Total Executive will provide recommendations on which Educational Service Providers will best fulfil your requirements.

We represent hundreds of vetted providers who are regarded as best in their fields - for face to face and online / digital education

We negotiate the best investment options for you.



Total Executive can also add value to the educational services you choose including:

- Discounted publications to complement studies
- Total Executive [annual membership](#) valued at \$495:00 per person
- Complimentary membership and subscriptions to various executive communities, publications, knowledge and magazines
- And more

[Contact Us](#) for your complimentary no obligation consultation



e-Learning and e-Collaboration Solutions

As explained above, online e-learning has been growing significantly in popularity over recent years

You can learn under the guidance of an avatar

Or interact with a global classroom of like-minded students who are all supporting your development of knowledge

Which brings us the concept of e-Collaboration



It is no longer a surprise that as a result of globalisation, specialisation and new technologies, 80 percent of jobs now involve people participating in human interactions rather than extracting raw materials or making finished goods. Jobs involving the most complex type of collaborative knowledge interaction make up the fastest growing segment.

The reasons are clear. Leading organisations recognise that by improving collaborative knowledge building they can improve real time decision making and competitive advantage. Learn more [here](#)

You can e-Collaborate whilst learning with students globally

You can e-Collaborate within your organisation and with clients globally

Total Executive have access to the best e-Collaboration tools in the world used by Governments and Defence, Enterprise and Organisations.

[Contact Us](#) to learn more





Total Executive have exclusive benefits available for our clients and their staff who are considering online university education.

With Open Universities Australia, Total Executive can provide additional benefits to complement your studies not usually available to students.

These exclusive benefits include:

- Priority enrolment
- Textbook vouchers (\$60 for each of the first five undergraduate units and \$100 for each of the first five postgraduate units)
- Academic support with an online tutor (six hours of SMARTHINKING for eligible units)
- Advice from OUA Enrolment Advisors to help you match your career aspirations with a study plan that best suits you.
- Total Executive 2011/2012 [membership](#) valued at \$495:00

There are well over 1000 units to choose from - all receiving full university accreditation

These benefits can be a great complement to the benefits you currently offer staff - and this service we offer is FREE

We also have other exclusive benefits with a variety of other educational providers - including access to discounted publications and more

To discuss further [Contact Us](#)



Engagement Development for Staff



Engagement is a choice that employees make.

At the recent Growth Summit we attended in Sydney, Liz Wiseman (CEO of Wiseman Group and former VP of Oracle University) explained that executives who are 'Diminishers' on average achieve less than 50% engagement with their staff.

Multipliers achieve at least 2 times the capability of their staff (1.97x)

The article attached below explains how it is up to chief learning officers to create the right culture to encourage staff to offer loyalty and commitment to their enterprise.

Download the PDF [here](#)

There are many ways to measure and improve the engagement of staff. To learn about the leading providers we have supporting this field [Contact Us](#)



Responsible Leadership & Empowerment - Engaging Staff

Responsible Leadership should be seen in the context of all leadership, fully integrated as a part of being professional



[Image Source](#)

Empowerment is not freedom to do anything you want. It is also a more dynamic concept than a single, authoritative, strong leader.

It mixes judgement with information, facts, intuition and both sides of the brain.

Empowerment helps those you are responsible for improve their lives, so they can improve the lives of those they care about.

In an empowering environment staff also are more engaged

View the article that explains this concept in further depth [here](#)

Total Executive have access to educators, coaches, trainers and mentors who help provide guidance on how businesses with staff engagement challenges can best develop an environment that encourages staff engagement

We also have access to the tools which determine where your current staff engagement performance is headed

To learn more [Contact Us](#)



Executive Leadership Coaching & Mentoring



Coaching is focused on addressing specific development needs. Often these are oriented around skill-sets. Coaching can also include the development of coaching as a leadership style.

Executive and business mentoring, on the other hand, provides guidance and direction in how to think about business issues, and competitiveness by using an exchange of experiences and scenarios that look at issues strategically.

Selecting a Coach or Mentor

Ultimately the most important factor in selecting a coach or mentor is their track record and his/her ability to establish the kind of relationship with you that helps you achieve results.

Senior leaders who have few peers or a unique concern seek out coaches & mentors to discuss business and professional goals. It's a decision that should not be made lightly.

Relationships can be structured in a variety of ways. Consider whether you want to work with a coach in person, by phone or both. Know what's most important to you in selecting a good coach.

Finding the right fit is everything. You'll know you have the wrong fit if you feel you're wasting your time, dread your coaching conversations, or focus on issues that aren't directly relevant to your goals. Listen to your instincts and find the best fit.

Total Executive represent dozens of Australia's leading executive coaches and mentors

To discuss one that suits you best [Contact Us](#)



Facilitators and Roundtable Chair People

Quality facilitators and / or roundtable chair people are rare

To get the best out of people we need to understand that
Brainstorming is DEAD



[Image Source](#)

Brainstorming uses previously voiced ideas to help stimulate another idea. This is a flawed method because it does not provide a stimulus sufficiently different from the task at hand.

The solution: Kill Brainstorming once and for all and adopt Creative Idea Generation (IG) methods that are commonly used by quality facilitators and roundtable chair people.

- Educated Facilitators and Chair People have learnt the thinking tools
- They establish and agree on the strategy before the idea generation phase...
- Change, rotate, switch, undo, surprise... Remove all predictability
- Give participants the right skills and methods so that they can contribute freely
- Formalise the order in which things must be done
- Make the sessions more enjoyable
- Generate a minimum of five “right answers” from which to choose at a later time
- Train future facilitators to be experts in the art of Idea Generation

To engage the leading Facilitators and Round Table Chair People [Contact Us](#)



Keynote Speakers



[Image Source](#)

Selecting the right Keynote speaker(s) will determine the success of your program

From an educational point of view, the right Keynote Speaker will also determine the longevity of impact for your event

Total Executive represent hundreds of speakers who can make your event memorable and successful

From CEOs to Thought Leaders, Celebrities to Performers - our bank of keynotes is very extensive

To learn more [Contact Us](#)



Productivity Management



[Image Source](#)

The management of productivity depends on two core areas:

- 1) Quality measurement principles and tools
- 2) Continuous sustainable improvement

And occasionally innovations that restructure everything

Total Executive represent businesses who have the leading tools in the measurement of productivity

We also represent the businesses who are regarded as leaders in the fields of:

- Staff development
- Communications technologies
- Collaboration tools
- Innovation and Creativity

To discuss further [Contact Us](#)



Recruitment and Executive Search



[Image Source](#)

The recruitment of executives often requires a ‘humble approach’ - along with the latest innovative technology available

Total Executive have direct access to over 150,000 executives in Australia - with many more overseas

We provide a NO RISK approach to executive recruitment...

Following receipt of your brief we will come back within 3 days with a short list of recommended executives.

If we can't find someone - we will let you know and you can continue with traditional methods.

This is a FREE service - you only pay if you engage our recommended executive for a contract, change management, or permanent position.

To discuss further [Contact Us](#)



Registered Training Organisation Services



The engagement of RTO's has a lot of benefits for businesses, corporates and enterprise

Some educational and training benefits receive government support

Many of the vetted providers represented by Total Executive are also RTO's

Support for the lodgement of your applications are also available

To discuss further [Contact Us](#)



Research Services



The support of people includes providing access to the leading research

This can include market research

Research internally is also very important

Researching engagement with future staff and partners is vital

Total Executive represent leading providers of research and tools to support our clients in this area

To discuss further [Contact Us](#)



Sales Improvement Training



[Image Source](#)

The face of your business is where sales are made

Business development and sales processes have changed substantially over the last few years

The growth of social / business / relationship media has had major impact - How are your team connected?

Efficiencies in business development and sales requires skills in many areas including:

- Collaboration
- Communication
- Negotiation
- Prospecting
- Research
- Transformation
- Many more elements...

Total Executive represent the businesses who are regarded the leaders in the development of business and sales representation

We can also discuss how these services link in with your marketing and communications

To learn more [Contact Us](#)



Sustainability Measurement and Management



[Image Source](#)

The sustainability of business includes many elements - including those that are seen as being 'Green'

Minimising resource waste and work that maximises solutions for our environment are important components - that also provide opportunity for improved long term profitability

Staff engagement is also improved with companies awareness of their environmental footprint - particularly with younger generations looking towards their future on the planet

Long term Sustainability is a much bigger project for business

Business needs to consider how they can remain in business - the core of their sustainability focus

Total Executive access:

- The leading research on sustainability
- Providers who specialise in managing long term sustainable results

To discuss how our partners can support the longevity of your business [Contact Us](#)



Teamwork and Social Awareness Training Services

*“Success as an individual - dies with the individual
Success for communities - lives forever”*

Ramin Dermaine



[Image Source](#)

You can have the most successful individual support your business - Without team engagement the duration of the benefits they bring will be forgotten

Your teams can be highly successful - Without engaging the communities and clients you work with the duration of their success is limited

Total Executive have providers who understand the longevity of business depends on teamwork and social awareness

Responsible Leadership provides a strong complement to these services

To learn more [Contact Us](#)



Time Management Training and Tools

Email is just one example of how business are wasting Time and Money - enter the iPad, Blackberry, etc...

Compose mail

Inbox (6718)

Priority Inbox (146)

When it comes to e-mail, there is not a lot of things that shock our time management providers anymore. They have seen inboxes with 28,000 e-mails in them...

“I have seen people who send e-mails to themselves to remind themselves that they need to action an e-mail already in their inbox. I have seen people who have given up and just deleted the lot! But in a recent workshop on e-mail management at one of the big four banks, a participant shared how his team had been involved in a project to reduce the size (and therefore cost) of their mailboxes. All of the support and maintenance for these was outsourced, so the costs involved were very tangible. In the end, by decreasing the size of 100 mailboxes in the team, they have created a saving of \$20,000 to \$30,000 per year! Staggering! Imagine that across the broader organisation of 22,000 mailboxes.”

That must be a drop in the ocean though, compared to the actual cost of e-mail in productivity terms. Another recent conversation with a senior management team within a global financial institution uncovered the fact that these senior managers, who all wanted to spend more time with their people or working on strategic initiatives, were spending up to 5 hours per day just on e-mail???

Time management is not only about the technology - it is about where to spend 'Team Time' that creates the best value and EXECUTIVE MEETINGS are also under scrutiny...

[Contact Us](#) to start improving your efficiencies



More

Total Executive give you MORE...

- Our intermediary services are independent and **FREE** for our clients
- We ensure providers work collaboratively to cater for your needs whilst managing all providers through one account
- Through our extensive network we look at methods of maximising the value of your investment in any products and services we recommend
- Our independent services are exclusive and include our leading global research on Responsible Leadership

CONTACT OUR FOUNDER

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Initial complimentary consultations and recommendations are provided free of charge

