



HIVE Performance

Professional Development

INTRODUCTION

In the world of human-centric practices, we deeply understand that CONNECTION is the cornerstone of our work. Our workshop programs are designed to cultivate the essential skills, mindset, and competencies that foster genuine CONNECTION.

In the face of the challenges posed by Covid-19 restrictions, we acknowledge the prevalent mental fatigue, stress, and the pervasive feeling of being out of control among individuals and organisations.



THE CURRENT LANDSCAPE

The ongoing global situation has led to a heightened sense of uncertainty, prompting individuals to grasp for control over external factors, often resulting in heightened suffering and fear.

The task at hand is not merely managing this turmoil but instilling the ability for individuals to value one another, collaboratively find solutions, and maintain a sense of inner peace in the face of adversity.

INTRODUCTION

THE LEADERSHIP DILEMMA

Leaders, now more than ever, find themselves in a complex landscape. The need to unite people, establish clarity amid ambiguity, and cultivate agility to navigate complexities has never been more critical.



The challenge extends beyond mere organisational dynamics; it's about recognizing that people working together, focusing on what truly matters, and learning to empathetically understand one another are pivotal components that harness collective strengths.

METHODOLOGY

OUR VISION FOR THE ART OF CONNECTION

In a world where loneliness and separation have the potential to cripple both organisations and individuals, we are committed to providing the necessary tools, guidance, and support for healing, transformation, and creating a positive impact on our world.

HEALING INDIVIDUALS

- Our workshops are crafted to address the mental and emotional toll of recent challenges.
- We provide tools and practices to help individuals navigate stress, fear, and the sense of loss of control.

TRANSFORMING ORGANISATIONS

- Leadership guidance focuses on uniting teams, fostering clarity, and building agility.
- We facilitate transformative processes that allow organisations to thrive in uncertainty.

IMPACT ON THE WORLD

- By nurturing connections and collaborative problem-solving, we believe in creating a ripple effect.
- Our vision extends beyond organisational boundaries to contribute positively to the broader global community.

METHODOLOGY

THE ESSENCE OF CONNECTION

At its core, the Art of Connection is about:

- Fostering empathy to understand and value each other.
- Cultivating resilience to navigate challenges with grace.
- Creating spaces where individuals and teams can authentically connect without fear or judgment.
- Creating communities in organisations that are focused on a purpose and goal beyond the individual yet allowing each individual to choose to find their purpose and passion in the goal and their joy and potential in the community where they belong.

JOIN US IN BUILDING A BETTER WORLD

As we navigate these unprecedented times, we invite you to join us in embracing the Art of Connection. Let's heal, transform, and collaboratively contribute to a world where meaningful connections empower individuals, organisations thrive, and positive change becomes a collective reality.

METHODOLOGY

TAILORED PROGRAMS FOR COLLECTIVE GROWTH

In our commitment to fostering unity and shared success, we have meticulously designed a range of programs that elevate mindset, instil crucial skills, and embed practices for collaborative excellence. Each program is crafted not just to meet but exceed the unique needs of our participants. Here's a glimpse into our offerings:

NAME	OBJECTIVE	KEY FOCUS	DURATION
Strategy Workshops	Crafting actionable strategies that align with organisational goals.	Inspiring visionary thinking and translating it into executable plans, engaging hearts and minds to align to the Bigger Picture with Purpose, Passion and Commitment. Using this workshop outcomes to build KPIs, align people, and engage an operational plan to deliver outcomes together.	1-2 Day Session
Executive Alignment Programs	Aligning executive teams for cohesive decision-making.	Cultivating a shared vision, values, and strategic alignment. Recognising how to achieve this together and working through Forming, Storming, Norming and Performing. Aligning in how to grow as a TEAM and how to navigate the organisation through working TOGETHER.	12 Months (4 session over a year)

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NAME	OBJECTIVE	KEY FOCUS	DURATION
Leadership Alignment Programs	Forging alignment among leaders to drive organisational success.	Strengthening leadership cohesion and fostering collaborative leadership practices. Learning how to work together in collaborative multi-disciplinary partnerships. Learning to move from ME to WE and working as a cohort of leaders leading culture, people and performance.	12 Months (4 Sessions over a year)
Team Performance & Building success together	Enhancing team dynamics for improved performance.	Building trust, communication, and a shared commitment to excellence. Understanding ownership and accountability, and recognising the choice to step in and be part of the performance outcomes. Creating High Performance Mindset, skills and capability.	4 Full Day Sessions
Transformational Leadership Program	The primary objective is to cultivate transformational leaders who can navigate complexity, foster innovation, and drive sustainable success.	Develop leadership capabilities that capture personal transformation, inspirational leadership, strategic vision, innovation and adaptability, effective communication, empowering teams, ethical leadership and change management. This program is designed to provide skills, mindset and practices of success.	12 Module Program

METHODOLOGY

NAME	OBJECTIVE	KEY FOCUS	DURATION
Sales Transformation	To equip the sales team to meet evolving market demands, deepen customer relationships, and achieve higher performance through focused transformation.	Positive Intelligence training for mental strength and emotional well-being.	8 Week Program (Hybrid)
Customer Excellence Transformation	To help organizations embed a culture of customer-centricity by redesigning service models, optimizing customer journeys, and enabling teams to deliver consistent, high-impact experiences that drive loyalty and business growth.	This program has been designed to support leaders with language, understanding and the skills to navigate their people to find support, feel supported and be connected in challenging times.	1 Full Day Session

METHODOLOGY

NAME	OBJECTIVE	KEY FOCUS	DURATION
Self-Leadership (GROW ME)	Empowering individuals to lead themselves effectively. Incorporating tools of mindset, acceptance, self-sabotage, navigating emotions and recognising the power of embracing and leading self to be better with others.	Personal development, goal setting, self-motivation, selfnavigation, unlocking potential.	1 Full day and App based support

METHODOLOGY

NAME	OBJECTIVE	KEY FOCUS	DURATION
High-Performance Programs	To develop High Performance, Language, Practices and Agility.	To support a bespoke program that will harness the mindset, actions, connection and ability to keep evolving as a team based on the evolution of each person. This program harnesses our HIVE methodology and supports the ability of people to move the organisation to an agile, accountable and engaging place to be.	12 Month Program with modules delivered monthly or quarterly half day or full day.
Business Simulations (Partnership with Silega)	To inspire conferences or leadership/alignment programs with learning through doing. We are a global partner for Silega in our Global Practice.	We have four simulations that we can deliver: Business Acumen, The Oscars, Commander and The Expedition. These simulations have debriefs that align the simulation to the organisation's current state or leadership reflection that needs to be reinforced. They are always based on the human application linked to the team and the objective.	3-4 day sessions

BENEFITS

Our approach to programs is a catalyst for positive change, **fostering a conducive environment for individual and organisational flourishing**. It reflects our commitment to creating meaningful, lasting impact in the ever-evolving landscape of personal and professional development.

	BENEFIT	IMPACT
Holistic Development	Our programs are designed to address diverse aspects, including mindset, skills, and practices.	Participants undergo comprehensive development, leading to well-rounded personal and professional growth.
Tailored Solutions	Each program is customized to meet the unique needs and challenges of participants.	Ensures relevance and applicability, maximizing the effectiveness of the learning experience.
Human-Centric Focus	Human-centric approach places people at the core of organisational development.	Fosters a culture of empathy, collaboration, and collective well-being.
Strategic Alignment	Programs are strategically aligned with organisational goals and objectives.	Ensures that individual and team development directly contributes to the achievement of broader strategic aims.

BENEFITS

	BENEFIT	IMPACT
Practical Application	Emphasis on actionable insights and practical application of skills.	Participants undergo comprehensive development, leading to well-rounded personal and professional growth.
Collaborative Learning	Programs promote collaborative learning environments.	Fosters a sense of community, shared understanding, and collective problem-solving.
Adaptability and Flexibility	Our programs are designed to adapt to changing needs and circumstances.	Ensures relevance in dynamic environments, allowing for continuous learning and improvement.
Positive Psychology Integration	Integration of positive psychology principles, including mental fitness and well-being.	Enhances individual resilience, emotional intelligence, and overall positive workplace culture.

BENEFITS

	BENEFIT	IMPACT
Leadership Development	Programs focus on developing leadership qualities at all levels.	Impact: Nurtures a pipeline of effective leaders, contributing to organisational succession planning.
Results-Oriented Approach	Clear alignment of programs with desired outcomes and organisational success metrics.	Enables measurement of program effectiveness and return on investment.
Continuous Support and Coaching	Incorporation of ongoing support, coaching, and reinforcement mechanisms.	Facilitates sustained growth, implementation of learned skills, and continuous improvement.
Cultural Transformation	Programs contribute to cultural transformation within organizations.	Drives positive cultural shifts, fostering innovation, engagement, and adaptability.
Global Perspective	Recognition of global trends and cultural nuances in program design.	Equips participants with a broad understanding, which is essential in today's interconnected world.
Collaboration with Industry Experts	Strategic partnerships and collaborations with industry experts.	Access to the latest insights, methodologies, and best practices in various domains.

RETURN OF INVESTMENT

ROI for decision-makers investing in our programs is a comprehensive blend of financial gains, **improved organizational dynamics, and long-term strategic advantages**. Each program contributes to these outcomes, making the investment a strategic imperative for sustained success.

Enhanced Leadership Effectiveness	ROI: Improved Decision-Making - Programs develop leadership skills, leading to better decision-making at all levels. - Efficient decision-making positively impacts organizational agility and strategic outcomes.
Increased Employee Engagement	ROI: Reduced Turnover Costs - Engaged employees are more likely to stay, reducing turnover costs. - Higher job satisfaction contributes to a positive workplace culture.
Improved Team Collaboration	ROI: Increased Productivity - Enhanced collaboration and teamwork result in higher productivity. - Teams function cohesively, achieving goals with efficiency.
Talent Development and Retention	ROI: Attraction of Top Talent - Effective development programs attract and retain top talent. - Having skilled individuals positively impacts innovation and decision-making.
Positive Organizational Culture	ROI: Brand Image and Customer Loyalty - A positive culture enhances brand image. - Positive word-of-mouth from satisfied employees and customers leads to increased loyalty.
Reduced Costs Related to Poor Performance	ROI: Preventive Cost Savings - Early intervention in performance challenges prevents costly mistakes. - Proactive measures reduce the need for costly corrective actions.

RETURN OF INVESTMENT

Better Decision-Making and Leadership

ROI: Strategic Adaptability

- Improved leadership leads to strategic adaptability.
- Organizations can navigate challenges successfully and seize opportunities.

Strategic Alignment with Organizational Goals

ROI: Focused Business Activities

- Aligning growth with organizational goals leads to focused business activities.
- Resources are directed toward achieving strategic objectives

Effective Communication and Branding

ROI: Increased Revenue:

- Effective communication and strong employer branding attract customers.
- A positive public image contributes to increased revenue

Cost Savings and Profitability

ROI: Cost-Effective Performance

- Improved employee performance leads to cost-effective outcomes.
- Higher productivity contributes to increased profitability.

Skills Development and Innovation

ROI: Competitive Advantage

- Continuous skill development enhances innovation.
- A skilled workforce contributes to the organization's competitiveness.

Employee Satisfaction and Engagement

ROI: Reduced Turnover Costs

- Focusing on purpose, joy, and value leads to higher employee satisfaction.
- Engaged employees are more likely to stay, reducing turnover costs.

Alignment of Growth with Organizational Goals

ROI: Strategic Focus

- Aligning individual and team growth with goals ensures strategic focus.
- Efforts are directed toward achieving organizational objectives.

Sustainable Success and Long-Term Value

ROI: Customer Loyalty and Positive Image

- A focus on sustainable success results in customer loyalty.
- Positive word-of-mouth enhances the organization's image.

Let's Work Together

Christina Foxwell
Global CEO & Founder

Since 2012, we've seen exponential growth in our mission to **ignite purpose around the world.**

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