

ANDREW
HORSFIELD

Advance your performance.

Imagine a better future and develop
the capability and culture to make it real.



Transformation.

When people perform at their best when times are at their toughest, you create incredible competitive advantage. Every technique and tool in this program has been designed to create a culture of high performance.

Why this matters

You may have received the latest engagement scores and need to make a shift. Perhaps you need to rally a group of people to achieve a common cause. Or maybe you coach a capable team that can't seem to find their best in the match winning moments.

The bottom line is you need to advance your performance.

What will we do?

- Shift the team's focus from effort to impact
- Build resilience to fail forward after set backs
- Use rituals and recognition to amplify progress
- Develop techniques to align people and purpose
- Isolate the key defining moments that drive results
- Direct dissent or doubt into powerful conversations
- Build a series of habits that promote high performance
- Avoid the fist pumping rah-rah and motivational hot air

How does it work?

- Program suitable for 12 - 20 participants
- Run as a 1.5 day program with post program support
- Includes all collateral we create to inspire culture change
- Can be supported with a suite of skill building Master classes

Approach.

This results orientated program will engage, empower and entertain as you work to transform your current trajectory.



Practical tools

Includes practical tools and techniques that are guaranteed to not be filed and forgotten.



Integrated technology

Integrated online platforms to engage the team in the transformation process.



Manage and monitor

Regular meetings scheduled to manage the process and monitor performance.

Learning that sticks.

External programs often make people smarter - but not any better. I follow five principles to put new skills get put to work.

Carefully craft experiences

All too often people dread training. They think about the work piling up while they are stuck in a program that moves a little too slow and is disconnected from their current reality. My programs are engaging, informative and highly interactive which pass the ultimate test: people rarely check their devices during the day.

Build behaviour change

We want people to change the way they work. For that to happen you have to move beyond vague intentions or loose commitments that people don't find compelling. Every program I deliver includes a powerful process for people to build a series of new habits that help them start, and stick with, newly acquired skills.

Serve a bigger picture

The work we do needs to be part of a bigger plan to have any real impact. A change plan, business initiative, team intervention or leadership upgrade. Far too often consultants roll out a pre-fabricated program. I work relationally, not transitionally, and strive to be a strategic partner that builds a better future.

Fight the forgetting curve

Even the best run programs have to fight the forgetting curve. The fact that people forget a lot of what they learn as soon as they walk out of the room. Along with elegant resources that we guarantee won't be filed and forgotten, participants receive a comprehensive 90-day post program support to encourage progress.

Don't fight business

We are in a world where busy is the new normal. We are constantly overconnected, overcommitted and overwhelmed. So this is our starting point. The tools and techniques we provide have been designed to integrate and improve the way people work everyday. This means, they can invest less effort but have more impact.

What clients value.

Best offsite ever

We brought Andrew in to facilitate a HR team off-site. Andrew understood what we needed to achieve and brought his great expertise, flexibility in approach, and a tough but fair style to deliver more than we even hoped for. The feedback was 10/10 and “best offsite ever”. I would happily recommend Andrew.

**Melissa Hendry, Communications Manager,
REA Group**

Awesome!

Working with Andrew is an amazing experience. He took a disengaged, and somewhat disenfranchised team, and over the course of a few days built a cohesive group of people committed to a common cause. And it never felt like hard work because of his calm and considered approach. Awesome!

**Vanessa Bishop, Marketing Manager,
AIA Insurance**

Brilliant job

We knew better was possible and wanted to engage a consultant that could challenge our Sydney leadership team. Taking the time to connect people’s ideas, concerns and broad perspectives, Andrew did a brilliant job to help us create a future focused strategy that we could all stand behind.

**Tim De Young, Director,
GTA Consultants**

**You would be in
good company:**



Success starts here.



About Andrew

Over the past 20 years Andrew has worked in Learning and Organisational Development in Australia, the UK, and South West Pacific. He has experience in advancing people and performance in finance, education, retail, technology and elite level sport.

Helping people perform at their peak is what gets him out of the bed in the morning. Sometimes way too early.

Whether working with a start up making their way, or a mature business seeking new levels of success, Andrew draws on human psychology, neuroscience and motivational theory to help clients address the challenges of human performance.

Let's give you the tools
to get the job done.

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