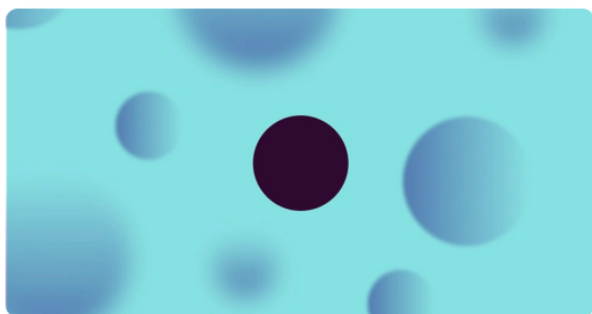


<https://youtu.be/DIXH4In69Nw?si=g5yrAWXu02GLVO-5>

## Build resilience, sustainability and scalability with **the adapt way**.

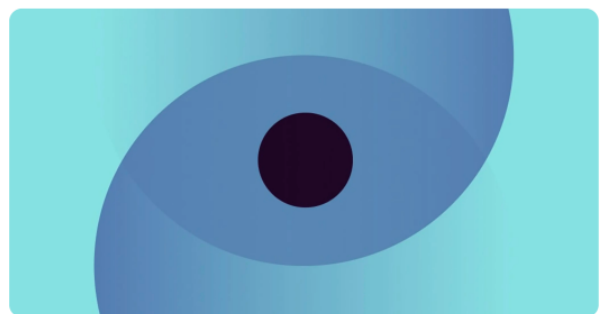
Tried, tested and proven many times over through the incredible results we help our customers achieve. A way to build resilience and sustainability into your business by creating the right cultures, strategies and leaders for the future.

Discover the power of **Succession Thinking**.



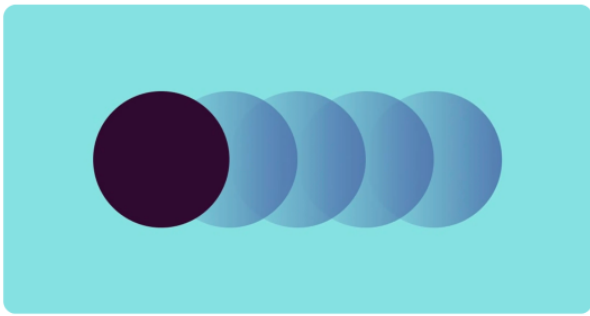
### Seek role clarity

The nature of business means you probably perform a variety of roles within the operation, some with a lack of visibility. Naturally this can lead to confusion within the organisation, and yourself. Creating role clarity is a starting point for building your business strategy, including recognising the difference between your roles as an owner and/or a leader.



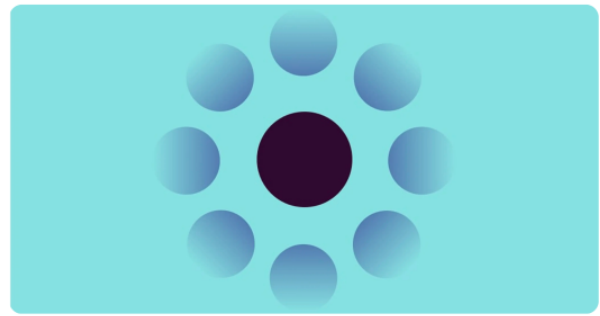
### Define your vision

Your vision for the business is the source for all decision making. It is the combination of the destination star on the horizon and the guard rails you've already established in your business to help guide you there. These guard rails are vital because when you hand over decision making rights and are less hands-on, they will continue to provide safety and support.



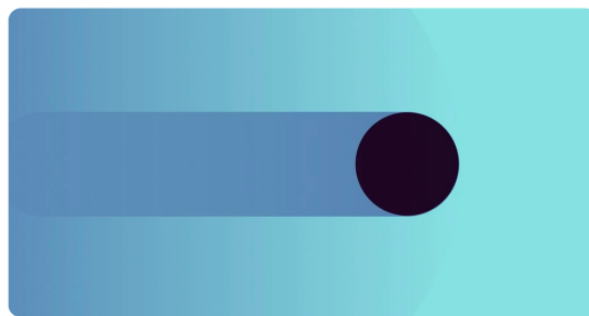
## Empower leadership beyond you

A critical measure of 'succession thinking' is understanding how leadership can work in your business when you are keen to relinquish roles and responsibilities. Distributing leadership to others and empowering them to realise the goals and aspirations for the business is a necessary path to tread.



## Embed lasting culture

Differentiation starts with culture. Creating an organisational culture that reflects modern thinking allows you to attract capable people and future leaders who want to exit the old paradigm of corporate culture. Attracting and retaining those who align with your goals and vision organically is the first step to producing sustainable culture.



## Build your business way

Documenting what you want to do generates a data set for future leaders. It provides the clarity and support required to build genuine resilience and adaptability into your business. Creating 'your business way' - anchored in your vision - is a step towards future-proofing your organisational objectives even after you have passed on responsibilities to others.



## How it works

We work with the owners and the strategic leaders of the business.

### Our Coaches

High-performing teams need a coach. Your **adapt** Resilient Business Coach becomes your **trusted advisor** on the journey and remains by your side to discover, diagnose, and challenge you and your business.

Adapt coaches have the track record. They've '**been there and done it**' and have true empathy for the complex journey you as the Founder, Owner or Leader face.

### Our Method

The **adapt** way centres around building capability in the four key zones of your business.

- Your economic engine
- Your leadership & culture
- Your organisation design
- Your financial security

Making sense of your business across these four zones enables the development of true capability across five critical components of a resilient business:

- Sound leadership & stewardship
- A strategy for success
- A healthy and vibrant culture
- High performing people and teams
- Systemising your business

• The adapt way

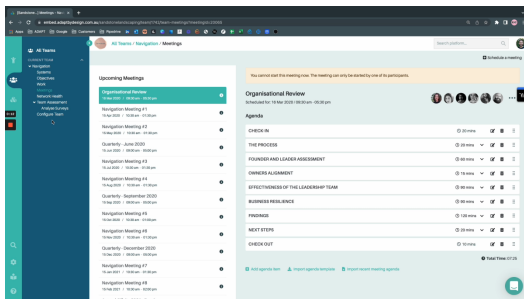


Alongside your leadership team we'll identify challenges and build the discipline, habits and accountabilities needed to be successful. We help you develop a strategy to achieve your objectives and provide the method you need to support its implementation.

## Our Platform

**We couldn't find a leadership operating system for SMEs, so we built one.**

Our platform is designed to implement **the adapt way** and becomes your organisation's core truth. It enables your entire team to contribute to building your resilient business.

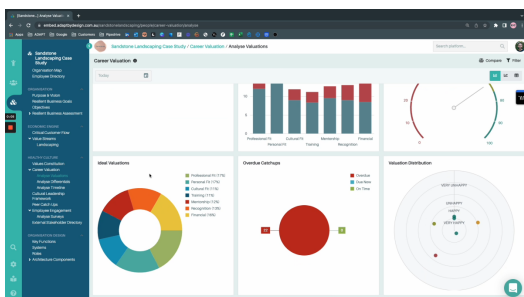
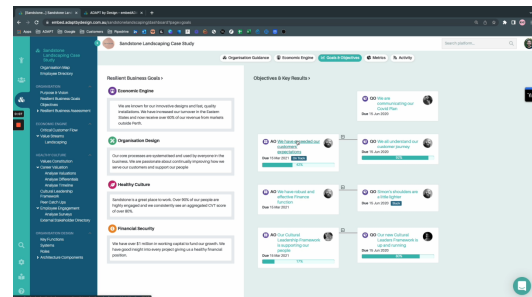


### Build high performing leadership teams

- Build trust and align on purpose and values
- Be clear on your roles
- Track meaningful progress
- Have a stewardship framework
- Maintain high levels of accountability
- Measure team performance

### Design & implement a resilient strategy

- Be clear on Vision, Purpose & Values
- Understand your economic engine
- Define your process to deliver value to customers
- Align on success strategies
- Set & track Goals, Objectives & Key Results
- Keep your strategy on track



### Cultivate a healthy & vibrant culture

- Enable a high quality entry for new people
- Uphold trust and psychological safety
- Invest in, and activate intrinsic motivation
- Measure employee engagement
- Measure employee aspirations and how well you meet them
- Cultivate your culture, guided by the data
- Support high integrity transitions for exiting employees

## Leadership Co-Innovation

Research shows individuals learn from social interaction and collaboration with others, the power of peer groups and mentoring. As a part of our approach, we encourage owners and leaders to participate in events such as our quarterly **Co-Innovation Dinners** and our **Owner Leader Forums**.





***In providing this platform for the SME Community to meet like-minded individuals and foster meaningful relationships, we are strengthening our community as they learn and grow into better leaders.***



# Phase 1 - Design your foundation

## Building a powerful Owner-Director team

### Vision-driven ownership team



**Vision**  
Agree on a vision for your business



**Capital**  
Make smart decisions on capital to deliver your vision



**Stewardship**  
Form an effective owner-director team with clear accountabilities

This work enables the Owners / Directors to become a high performing team, unlocking the full potential of your already great business.

Delivered by an **adapt Owner Mentor**, this workshop series will guide your team through some critical exploration and decision making to set the future system up for success. It will cover the topics of:

- Identifying the Owners' aspirations.
- Support the crafting of the individual visions for each owner.
- Explore alignment on vision and their contribution to the Vision for the business.
- Support the crafting of the Vision for the business (which forms the guidance for the business strategy).
- Formalise the accountabilities of the Owner / Director Team.
- Design the guidance for the Owner / Director Team.
- Induct the team into the governance framework of a successful and resilient business.

The adapt team model guides the formation of this team and establishes its accountabilities and disciplines. The six components covered to ensure the formation of a high performing Owner Director team is shown in this model.



You'll build a powerful **Owner Director team** across the following sessions

- **Formation Phase** – 2x 3-hour workshops (working through the topics of the series)
- **Activation Phase** – 2x 3-hour **Owner Director Quarterly Meeting** (Facilitated by our Owner Mentor)

You can opt in for an optional ongoing engagement to support the **Owner Director team**

- **Facilitated Quarterly Meetings** – 4x 3-hour Meetings a year



## Phase 2 - Design your resilient business

Now the work begins to induct your Organisation Leadership team and align them around a practical strategy to deliver on your vision.



### Capture a baseline with the organisation review

This first crucial review identifies what's working and what needs work. We start by understanding the business, your frustrations and get clear on the aspirations.

We use online surveys and face-to-face interviews to collect insights and intelligence about your business health. We look at the leadership practices in your business and use qualitative and quantitative data to measure the level of resilience.

The results are presented in an interactive workshop where you will begin working on your strategy for success.

### Induct the organisational leadership team

The next step is to build the right team to help you lead and grow your organisation. During a full-day workshop, we tackle team development and start working on the right habits and disciplines to grow your leadership team's effectiveness. Role clarity and agreement on who is responsible for what in your company are critical components of this step.

### Build your strategy for success

Now we get into strategy. With your leadership team, we spend two days creating, re-aligning and focusing your team by answering the following critical questions:

1. **Why do we exist?** *(Your purpose)*
2. **Where are we going?** *(Your vision)*
3. **How do we behave?** *(Your values)*
4. **What do we do – and DON'T do?** *(Your bullseye)*
5. **How will we succeed?** *(Your focus for success)*
6. **What's important now?** *(Your goals and objectives)*
7. **Who needs to do what?** *(Assign actions and timelines for your team)*

## Engage your people

Finally, we support you to communicate this information to the organisation. This includes a workshop with the whole company to reach agreement on how to behave, based on your core values. These values will guide your decisions and form the cornerstone of your culture.

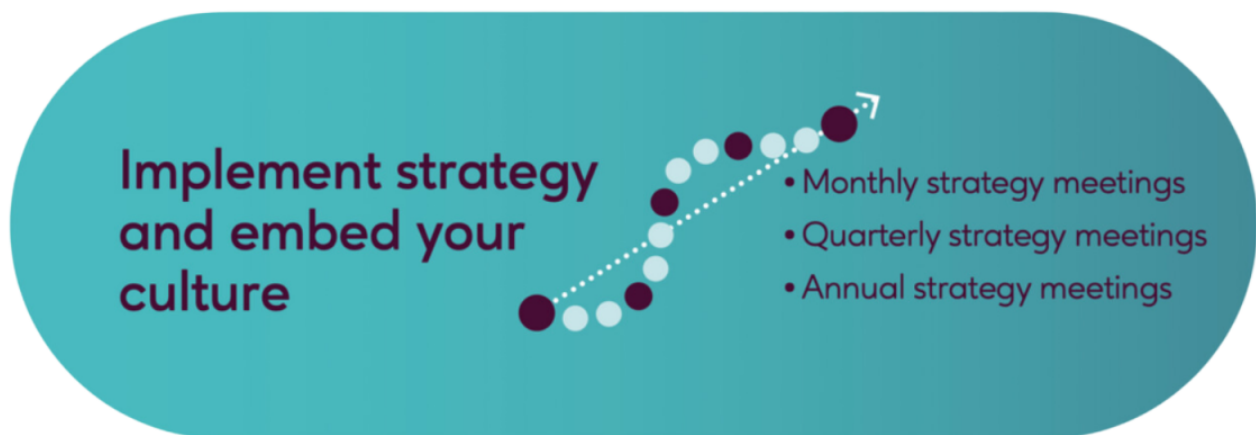






## Phase 3 - Keep your strategy on track and embed a healthy and thriving culture

To build a resilient business, you and your leadership team must develop organisational habits to formulate, communicate, and implement your strategy.



Our approach is adaptable and responsive, allowing you to adjust and respond to fast changing circumstances while keeping your team focused and aligned on what matters most.

Annual and quarterly objectives (measured with targeted key results) instill accountability and discipline in the team to achieve what is really important for the business.

### **Monthly**

Coach-guided monthly strategic leadership meetings to review critical numbers, check on the progress of objectives and deal with any emerging customer and people issues.

### **Quarterly**

Coach-guided quarterly strategic off-sites where your Leadership team will share information from their respective key functions across the business. You'll review and score the objectives for the quarter that has been, and set new ones for the following quarter.



You will also measure your progress against your annual objectives.

## **Annual**

Coach-guided two-day strategy off-site to revisit your strategy and set new objectives for the next 12 months. Here there is a focus on cultural initiatives and building trust and psychological safety in your leadership team.

Maintaining this cadence provides you with the predictability, discipline and structure to do the important strategic work ON your business.

## **We're changing (business) lives for good.**

**Our vision is to make the adapt way accessible to every SME on the planet, supporting them to transform into businesses that can impact their people and the world in even greater ways, backed by a community of like-minded leaders.**

