



MBRIT L.E.A.P. Program



Shift Your Perspective

Shiift specialises in leadership, culture, and performance.

We create positive, sustainable change which is motivating & productive for your people and profitable to your business.

Our experienced team empowers others to achieve their greatest potential through changing behaviours, leveraging individual and team strengths, building leadership, & the knowledge of how to work with diverse personalities to collectively thrive.

Shiift understands the challenges in finding time to implement effective change strategies – we've been there ourselves! We provide the 'What's in it for me' factor to motivate people to want to change. We drive curiosity in your team, provide the knowledge & know-how, create platforms for self-development, whilst continually supporting the implementation process.

How We Do It

We start with your leadership & culture. Shiift works with your leadership & departmental teams to implement new frameworks which builds people-skills, target non-productive behaviours & habits, change mindsets, & create accountabilities

We teach people to leverage individual & team strengths to enhance their own performance & achieve the outcomes the business needs.

We increase understanding of diverse personalities, adapt communication styles, create behaviour changes, and ultimately teach people how to manage people. Shiift provide the tools to increase appreciation & understanding of each other's unique strengths. Even the best teams will have low-level irritations, misunderstanding and miscommunication that exist just under the surface. Using positive psychology, we identify 'fault lines' & reframe them.

As humans are inherently egocentric, our programs provide the 'What's in it for me' factor for individuals & teams to want to create sustainable, positive change. Starting with the capacity to self-assess with authenticity and honesty.

Everything is based upon positive psychology, identifying strengths, and simple, proven techniques to enhance leadership behaviours.

Your Results

- Attract & retain the best talent
- Stronger leadership
- Increase productivity & profitability
- Build business resilience

MBRIT L.E.A.P. Program

Delivery: 4 x 1 day events (delivered bi-monthly)

Program Scope

Session 1

Your People, Your Purpose, Your Strengths

- Identify how your people drive your business
- Identify your 'why'
- Building purpose & passion through company values
- Behaviour Frameworks – above / below the line behaviours you do / don't tolerate
- CliftonStrengths - AMAZING online assessment & 26 page report identifying your unique strengths, as well as team strengths, & how to leverage these to achieve the outcomes you want

This session explains how to effortlessly motivate your team through a shared purpose. Creating your "why we do what we do" via a team charter, a "why" statement, or vision, you provide your people with a meaningful reason to get out of bed and go the extra mile—especially important for millennials.

We explore ways to enhance your team's workplace environment, focusing on psychological, social, and emotional well-being for improved performance and increased productivity. Participants will receive simple templates to create behavior frameworks and purpose statements, ensuring they leave with practical tools to implement immediately.

Session 2

How You Benefit from a kick-a!#se Workplace Culture

- Current vs desired culture
- What is blocking my current vs desired culture
- Understand how to motivate via core values
- Team Identity – understand yours & how to motivate through identity
- Team / departmental Charter – what is your team's purpose / goal?
- Leading by example

Workplace Culture is the unwritten rules of 'how we do things here'. It influences everything your team-members do. When people are unsure of what to do they mimic those around them.

Have you taken the time to think about what your culture looks and feels like? This session guides you three easy steps to change your culture and highlights the benefits of creating a strong team identity. You will dive into core values and how to motivate your team through these values - especially useful for personalities that are neither goal nor KPI driven.

Learn how to create a positive, cohesive workplace culture where everyone enjoys turning up each day!

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Session 3

Building Leadership

- Self-leadership
- Authentic leadership
- Creating capacity to self-assess
- Task-oriented vs relationship-oriented leadership – striking the balance
- Building psychological safety & psychosocial wellness
- The Art of Listening

Leadership is the capacity to positively influence and impact those around you. It's not managing day to day tasks - it's inspiring people to want to do and be better. It starts with self-leadership, an area where anyone can begin making a difference.

We teach you how to self-assess, acknowledge different perspectives, understand differing belief concepts & how they influence decision-making, as well as identify self-biases and expectations. Reflect on who has had the biggest impact on you and how are you 'showing up' to those around you?

Session 4

Emotional Intelligence & Communication Styles

- Introverts & Extroverts - The Superpowers of Each; communicating with different personalities
- Body Language & Building Emotional Intelligence
- Crucial Conversations, Difficult Discussions & Fearless Feedback

The final session builds upon the previous learnings, completing your professional development with advanced communication strategies and practical techniques. Understanding the trait differences between introversion & extroversion can - and will - transform team dynamics overnight! (also valuable for family & friends).

Learn how body language impacts words and discover what people really think you are saying. This session covers all aspects of conflict management, how to deliver constructive feedback, and how to have difficult discussions you might be avoiding. Gain access to several easy-to-use feedback scripts that take only 30 seconds of your day to deliver but result in highly motivating outcomes. This session equips you with the tools to foster a more effective and harmonious workplace.

Our Facilitator

Shiift's facilitators specialise in leadership, culture, performance, delivering behavioural change to your people and your organisation.



Judy Porter

LEADERSHIP, CULTURE & PERFORMANCE SPECIALIST

With over 25+ years' experience as a successful multi-industry business owner, combined with a Psychology degree majoring in Organisational Behaviour (BBeSt Psych), Judy brings pivotal insights and a wealth of knowledge and understanding to her clients.

Judy's business experience coupled with her passion for 'what drives behaviour' creates a formidable framework for helping businesses thrive! She has held board positions with local Chamber of Commerce, Tourism Whitsundays Board, & Whitsundays Crisis & Counselling.

From start-up to managing over 250 employees Judy has firsthand experience of the difficulties faced in implementing sustainable positive change that works. Judy's passion for challenging the status quo, understanding personality types, communication and leadership styles teamed with her own personal business experience is what makes Shiift's programs relatable, impactful and achievable.



WINNER

**AWARD FOR MOST OUTSTANDING
WHITSUNDAYS SERVICE BUSINESS**

