



CREATING EXCEPTIONAL RESULTS FOR AND THROUGH PEOPLE

There is a wonderful tool

Without it there would be
no wheel, no trips to the moon
and no internet

Chances are you use one or
more in your organisation

Keep it sharp and your business
will prosper

Neglect it at your risk

People

Thrive Alliance is a unified group empowering the right decisions by connecting trusted brands and people.

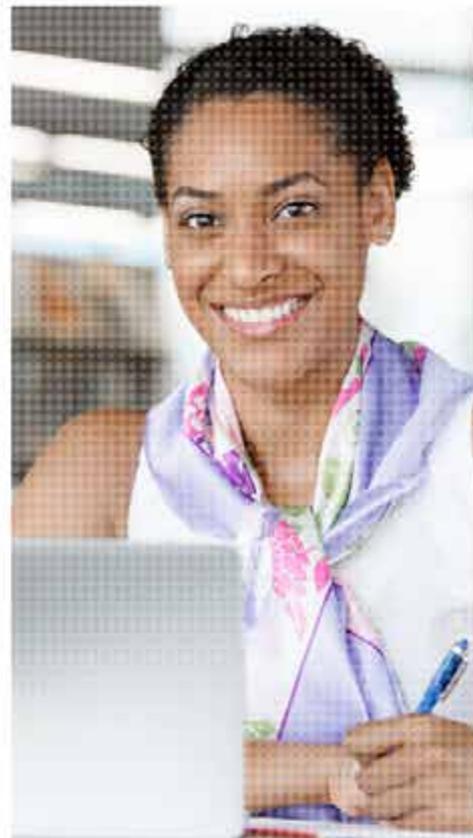
Incorporating Leadership Management Australia (LMA) and Think Perform whilst delivering extended products and services through Thrive More and Thrive Partners

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Thrive Alliance strives to create exceptional results for and through people.

Thrive Together



The proven best choice for unlocking the potential in people to positively impact results and the bottom line.



At a time when industry in Australia and New Zealand is finding it increasingly difficult to attract and retain talent, investing in the people you already have is not only wise, it's crucial.

LMA has been driving better results and profits by empowering and developing people for over 45 years. We have been at the forefront of people development and are the best at what we do – delivering exceptional leadership, performance, sales and people development solutions.

We work with organisations to boost their bottom line by:

- Developing the leadership of their key people
- Improving their employees' performance and productivity.

LMA has worked with over 130,000 people from thousands of organisations across Australia and New Zealand enhancing their leadership skills, team dynamics, performance, productivity and sales skills.



**Empowered people.
Better results.**

Our Unique Delivery Process

At LMA we don't train people, we develop them, and there's a big difference. Information received through traditional training methods is quickly forgotten. However, when you actually change and improve the way people think, work, act, interact and live, their value to your organisation will continue to grow indefinitely.

Every one of your people has the potential to improve. Ultimately you need only to ask yourself, are people important to my organisation?

LMA development programs will improve the productivity of your organisation by improving your people, making them more organised, better communicators and far more capable to resolve issues. By developing this performance edge, they naturally become better managers and leaders.

Visible improvements will be immediate, providing instant results with long-term benefits.

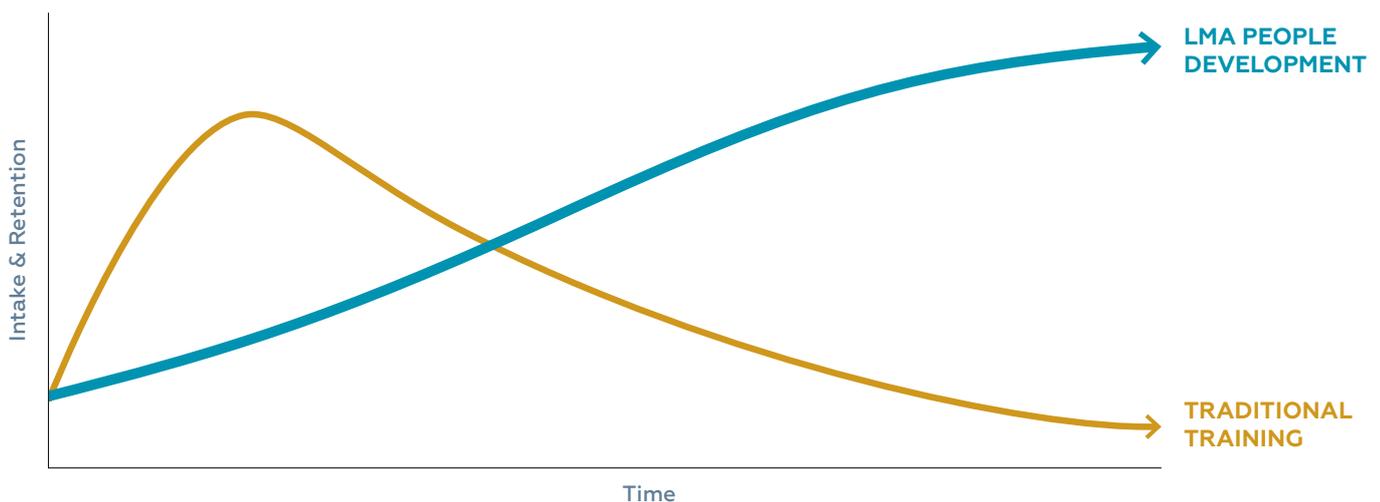
Our development programs deliver four key benefits for participants and their organisations:

- Consistent professional delivery throughout Australasia
- Lasting change in attitudes and behaviours
- Measurable results and outcomes against predetermined objectives
- Identifiable Return On Investment

The flow-through effect on your entire organisation is both immediate and outstanding. With higher morale, higher job satisfaction, higher productivity and higher profitability, we know you'll be pleasantly surprised. In fact, we guarantee it.

Your investment in people will create a dynamic, positive, enviable working environment that will attract and retain the best talent in your industry. There can be no greater competitive advantage.

At LMA we don't train people,
we develop them,
and there's a big difference.



Method

Our methods work. They've been tried, tested and proven for over 45 years. We provide measurable results and an identifiable return on your investment.

To begin, we'll meet with you and your participating people to determine the objectives of the program. Between us, we will agree on specific and measurable outcomes and how we will measure them, which will form the basis for evaluating your Return On Investment.

Our fully accredited Facilitator / Coach will lead interactive workshops that encourage participation and promote self-confidence. The workshops are scheduled to keep workplace disruption to a minimum. Through blended learning techniques, using spaced repetition and

multi-sensory impact learning to address the various ways people process information, we can ensure every message is retained and applied.

Our Facilitators will constantly review your people's progress to ensure their new competencies and learning are applied back into the workplace. Results will begin to show immediately.

Our review process ensures momentum is maintained and we remain on track to meet the objectives established at the start. Our primary focus is the continuous development of your people and the on-going benefits to your organisation.

Results

It's difficult to explain the effects LMA can have on people and the organisations that employ them. Because we work on an individual basis with people who have diverse backgrounds, ambitions and needs, the results we achieve manifest in a multitude of ways.

However, there is a commonality. You will see an instant improvement in productivity and performance. Your people will feel more valued, confident and engaged. This we guarantee.

Individual examples provide a clearer indication of the success we can achieve. These can be found on our website - please take a moment to read them.

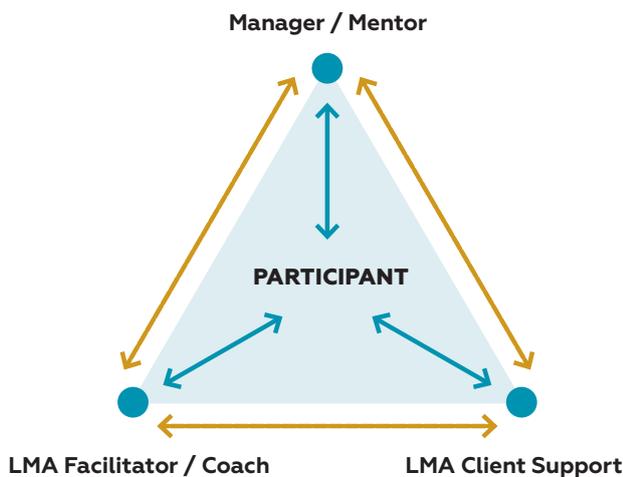
After all, it's people that determine the success of your organisation.

Our methods work.
They've been tried, tested and
proven for over 45 years.



Benefits

- Increased performance and productivity
- Improved leadership skills
- Better communication between departments
- Enhanced business planning
- Improved employee attitudes
- Increased profits
- Attract and retain better people
- Increased sales



// ANCA has been in partnership with LMA since 2012. We have been impressed with the quality of the training materials, delivery and trainers themselves. It is for this reason over 100 of our senior managers have undertaken one or more of the LMA courses.

Whilst the Company benefits from the skills gained and then used in the organisation, individuals who attend the training also gain a significant amount of personal development and sense of worth from attending. The fact that most of the learning is linked to specific measurable projects for each participant, we can see the direct return on the investment and in almost all cases the benefit to the Company can be over 2 to 3 times the cost of the course. //

6

GRADUATION

Participants present their course results, both professional & personal
Graduation certificates awarded

7

POST-COURSE REVIEW DISCUSSION

Manager/Mentor, Participant and LMA Client Support review final results and identify Return On Investment
Future goals determined

8

REFOCUS WORKSHOP

Opportunity for Participant to reaffirm strategies and evaluate ongoing learning and changes

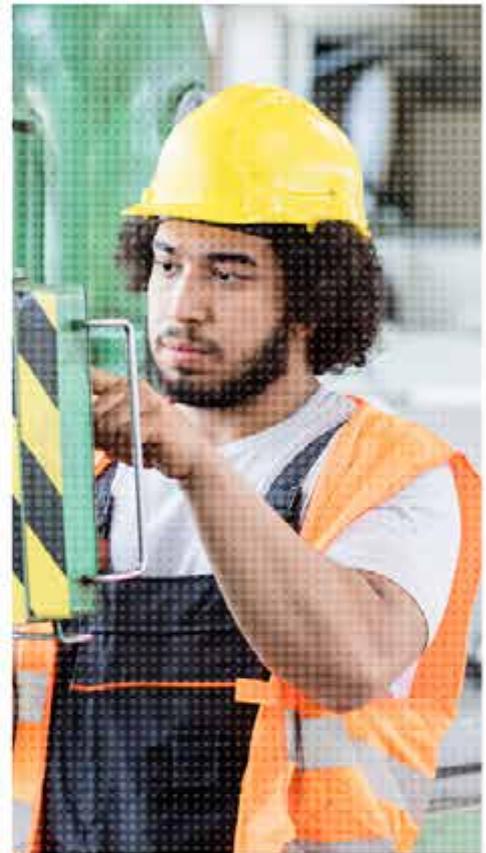
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The ANCA Group

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The proven best choice for empowering people to drive continuous improvement and to positively impact culture, results and the bottom line.



In today's increasingly competitive marketplace, an organisation's ability to deliver quality, cost effective products and services in a global market is essential to its survival and growth.

Think Perform are leaders in delivering transformational business improvement programs, built around strong values and respect for our client organisations and their people. We are the best at what we do – partnering with organisations to achieve operational excellence and a sustainable future.

Think Perform's unique delivery process enables employees at all levels of the organisation to deliver sustainable performance improvements. This approach underpins and inspires a cultural transformation.



**Sustainable change.
Better results.**



People have the power to deliver a performance edge

Before this power can be harnessed or leveraged, people need to be developed and equipped with the skills and attitudes to drive sustainable change. They also need to be engaged, committed and encouraged to consistently look for improvement opportunities that contribute to the achievement of the organisation's objectives.

As a member of Thrive Alliance, we have over 45 years' experience in training and developing people to achieve greater performance and productivity in the workplace. Put simply, we drive sustainable change which leads to better results.

Sustaining Continuous Improvement

You may have heard the term 'Lean'. You may even know organisations that have implemented Lean principles – some say it works, some say it doesn't. So why does it seem to work well for some organisations and not so well for others?

Whether it be manufacturing, warehousing and logistics, food, health or even professional services, Lean principles and tools can be implemented in almost any environment. However, by itself, implementing Lean principles and tools rarely delivers the sustainable business improvement that organisations are looking for.

However, implemented together with an overarching cultural transformation program, the combination is potent and the results spectacular.

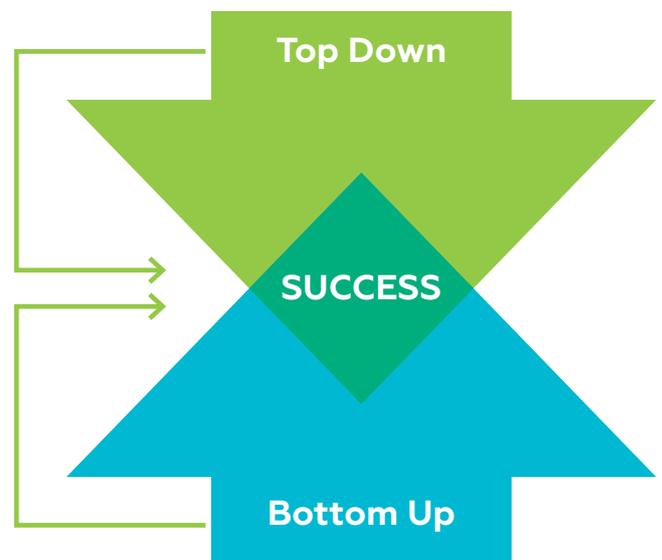
Our continuous improvement programs are underpinned by Lean principles to deliver operational excellence across a variety of industry sectors, including white collar organisations, warehousing and logistics, manufacturing, food processing, health and hospitality industries.

Think Perform are leaders in delivering transformational business improvement programs.

Every organisation and industry sector has its own unique set of challenges. Whether organisations have 25 employees or 5,000, Think Perform can design and deliver a customised business solution to achieve exceptional results. We have successfully implemented customised Operational Excellence and Business Improvement programs across many industry sectors in Australia.

Most training or improvement initiatives fail because they only work from one direction. Either: Top Down or Bottom Up. To empower people, drive measurable results, achieve ROI and sustain change, you need to do both. Our transformational programs empower people at all levels of the organisation to achieve results.

Our experience shows that involving both managerial and non-managerial staff fuels greater creativity and commitment. Encouraging collaboration across all levels of employees and departments leads to deeper insights and a more sustainable continuous improvement culture.



How does our Unique Delivery Process work?

Our model integrates Lean and Continuous Improvement principles and tools with a flexible learning approach to maximise results. Each component of our five stage delivery process may be tailored, allowing clients to choose project opportunities specific to their needs. Building engaged teams with exceptional skills is at the core of our commitment.

Our model allows participants the time and support to apply the knowledge and skills on practical real-time projects. It is through the application of the new

behaviours and tools, and ongoing support, that creates a sustainable business transformation.

Upon deciding to partner with Think Perform, a facilitator(s) will be allocated to collaborate with your organisation and deliver your Continuous Improvement program. As our subject matter experts, our facilitators are charged with the responsibility of assisting you and your team in achieving cultural change and measurable outcomes in line with your organisation's identified priorities.

Partnering with you

At Think Perform we develop a framework for change that is customised to the needs of your organisation. Each solution considers industry influences, short and long-term challenges, management insights and input from frontline staff. Think Perform's partnering approach captures insights across all levels of the organisation to capitalise on performance and productivity improvement opportunities.

Think Perform takes a long-term view of Operational Excellence. Our partnering approach moves beyond solutions to develop a culture of Continuous Improvement for sustainable results.

At Think Perform we develop a framework for change that is customised to the needs of your organisation.



Implementation and Results

Think Perform programs are customised to suit clients' key goals and to help them become more competitive and sustainable by driving cultural change and productivity gains, resulting in an improvement to the bottom line.

We achieve high levels of employee engagement by working directly in the organisation with program participants one-on-one and in small groups. The key to our success is by engaging all levels of an organisation and focusing on a "bottom up" approach to identifying areas for improvement.

Think Perform will inspire a cultural change across your organisation, which will engage and equip your employees with tools to problem solve and identify improvement opportunities. By taking immediate action on the identified opportunities, whether they be low cost, no cost, small initiatives or larger projects, engagement is fuelled through positive change. The tools and resources will also assist your managers with their leadership skills to support, coach and mentor employees.

Benefits

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- Increased productivity and profitability
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- Empower people to achieve results
-
- A better engaged workforce
-
- Improved employee attitudes
-
- Increased efficiency
-
- Reduced waste
-
- Better communication between departments
-
- Improved morale
-
- Employees exercising more personal responsibility
-
- Improved culture and working environment
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// News Corp Australia embarked on a journey with Think Perform as we wanted to inject a cultural change and needed to get engagement from all of our operating staff - Think Perform were able to provide this. They have a development process we believe really works, is flexible and meets our needs.

Two years into the program we have thousands of ideas generated from about a thousand employees who have experienced a Think Perform program. This transformation has played a large element in our success, and we are very happy with how it has progressed. //

Marcus Hooke

General Manager – Operations,
News Corporation Australia

Contact Think Perform:

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Thrive More is a range of best-in-class courses, tools and solutions to positively impact your people's performance.

Whilst LMA and Think Perform development programs are traditionally delivered over a number of weeks or months, Thrive More products and solutions focus on short, sharp learning experiences and tools that provide the foundation for ongoing development. Thrive More products expand the development solutions available to our clients.

**Thrive
More**



Thrive More range

The Thrive More range embeds many of the key elements of LMA and Think Perform programs – facilitators and staff that care, industry-leading thinking and a proven methodology for challenging people and creating exceptional results – just delivered in a different way.

The perfect start or complementary solution to your personal or organisation's professional growth and team development.

Thrive More short courses can be run in-house or in an open workshop. There are also a number of online tools assessments and solutions. The product range is a great way to introduce key concepts, support current training and development or to reinforce previous learnings.

Another example of how Thrive Alliance delivers exceptional results for and through people.

For the latest product range visit our website:
www.thrivealliance.com.au/thrive-more

**The perfect start or
complementary
solution to your
personal or
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growth and team
development.**

Contact Thrive Alliance:

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www.thrivealliance.com.au/thrive-more

Thrive Partners is a network of complimentary trusted providers adding value to your business.

To organisations who want to invest in their people or organisation with a product or service beyond our offering, Thrive Partners is a network of complimentary trusted providers adding value to your organisation.

As a trusted provider for over 45 years of leading people development in Australia and New Zealand, our clients utilise our Thrive Partners network to access products and services that are beyond the scope offered by LMA, Think Perform and Thrive More product range.

We have built a strong network of providers who offer complementary solutions in the development of people.

For more information visit our website or contact Thrive Alliance:

1800 333 270
info@thrivealliance.com.au
www.thrivealliance.com.au/
thrive-partners

The logo for Thrive Partners is a blue oval shape with a white dotted pattern on the right side. The words "Thrive Partners" are written in white, bold, sans-serif font inside the oval.

**Thrive
Partners**



CREATING EXCEPTIONAL RESULTS FOR AND THROUGH PEOPLE

