

Bringing your Strategy to *Life.*

With coaching and mentoring.



Strategic Change happens mostly when an organisation finds and exploits a change in the business and technology environments and rides it with speed, skill, and determination.

- Richard Rumelt

Strategy.

Is your strategy adding value to your organisation?

For too many businesses, the simple answer is no. It isn't because today's leaders don't understand strategy - it is because today's leaders don't believe they have the time nor capacity to invest in implementing it and therein lies the problem.

A brilliant strategic plan helps us to identify opportunities to provide change and advantage. It gives us the roadmap to capitalise on those opportunities. It allows us to lift our organisations to an extraordinary level of performance. But, a strategic plan is only useful if it is implemented.

To implement a strategy, the core values, vision and purpose need to be embedded throughout the whole organisation. The team need to have clarity of what constitutes success and a drive to achieve it. The culture needs to foster this and align those same values, vision and purpose right through from the owners or board, to the management team, to the staff and to the customers.

Without this level of implementation, a strategy is no more than a brilliantly written document sitting on a shelf.

*Staff are like vectors - they best add value when **aligned**."*

- Elon Musk



Coaching & Mentoring.

Are you ready to reignite your strategy and inspire your organisation?

Our coaching and mentoring takes your team on a journey. We work with you in stages to bring your strategy to life. We; clarify your ideology of success, consolidate your business model, define your value proposition, identify your core values, develop a strategy and guide you and your leadership team to implement it. You might have already ticked off some of those bases, which is great - we'll give you support where you need it most.

We coach your organisation and we mentor you and your leaders, because each requires a different style of management and support.

Coaching focuses on *tasks, tactics, performance and feedback*. Mentoring focuses on *capability, wisdom and confidence*.

When you're running a solo operation, it's hard to find the space to focus on strategy, but when there is someone on the journey with you to lead and support the process, it is much easier to make it all happen.

WG ARCHITECTS

MAJOR
TRAINING GROUP

JAMES COOK
UNIVERSITY
AUSTRALIA

Queensland Government

EXPERIENCE
CURTIS FERRY
SERVICES

KERWICK'S EARTHWORKS

HARDING
RICHARDS
LAWYERS

FranchiseED

acrm
Australian College of
Rural and Remote
Medicine

CONCRIB
Maximising Land Values

Cairns Local
MEDICAL ASSOCIATION

Asia-Pacific centre for
franchising excellence
www.asia-pacific-centre.com

GoldCoast DrugCouncil Inc.

4
financial
It's all about you.

RYDER LEGAL

master lifts

METALLICA MINERALS LTD

adfq

clivus
multrum
WATERLESS COMPOSTING TOILETS

MAREE'S
Traditional Food & Service.

ADG

ecoflo
wastewater management

E-FISHIENT PROPERTY SOLUTIONS
EMPLOYMENT • FINANCE • INSURANCE • SECURITY

Elsie+Betty

Lives Lived Well

IMMERSE STUDIO

Bennett Carroll
LEGAL PROBLEM SOLVERS

Risk e-Motion
Think | Success

Griffith
UNIVERSITY

wave
international
DETERMINE • DESIGN • DELIVER

Joined-Up*

Wickham Terrace Anaesthesia

willow
DAY | SPA

SWITCHBOARDS



prime
dorper
lamb

SBH
Spina Bifida Hydrocephalus
Queensland

Harcourts

m3e
MEDICAL BILLING EXPERTS

Resolutions (Int)

KUSTOM
BOOKKEEPING

Jane Lindsay
"Health for all the Family, naturally"

m+k
macpherson kelley

THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA
UQ
BUSINESS
SCHOOL

QDO
Queensland
Dairyfarmers'
Organisation

Business
Queensland
Queensland
Government

allaboutgroup
BRAND IDENTITY HEROES

THE MICHAEL CARTER GROUP
A CONNECTED APPROACH TO BUSINESS

Why Langan.

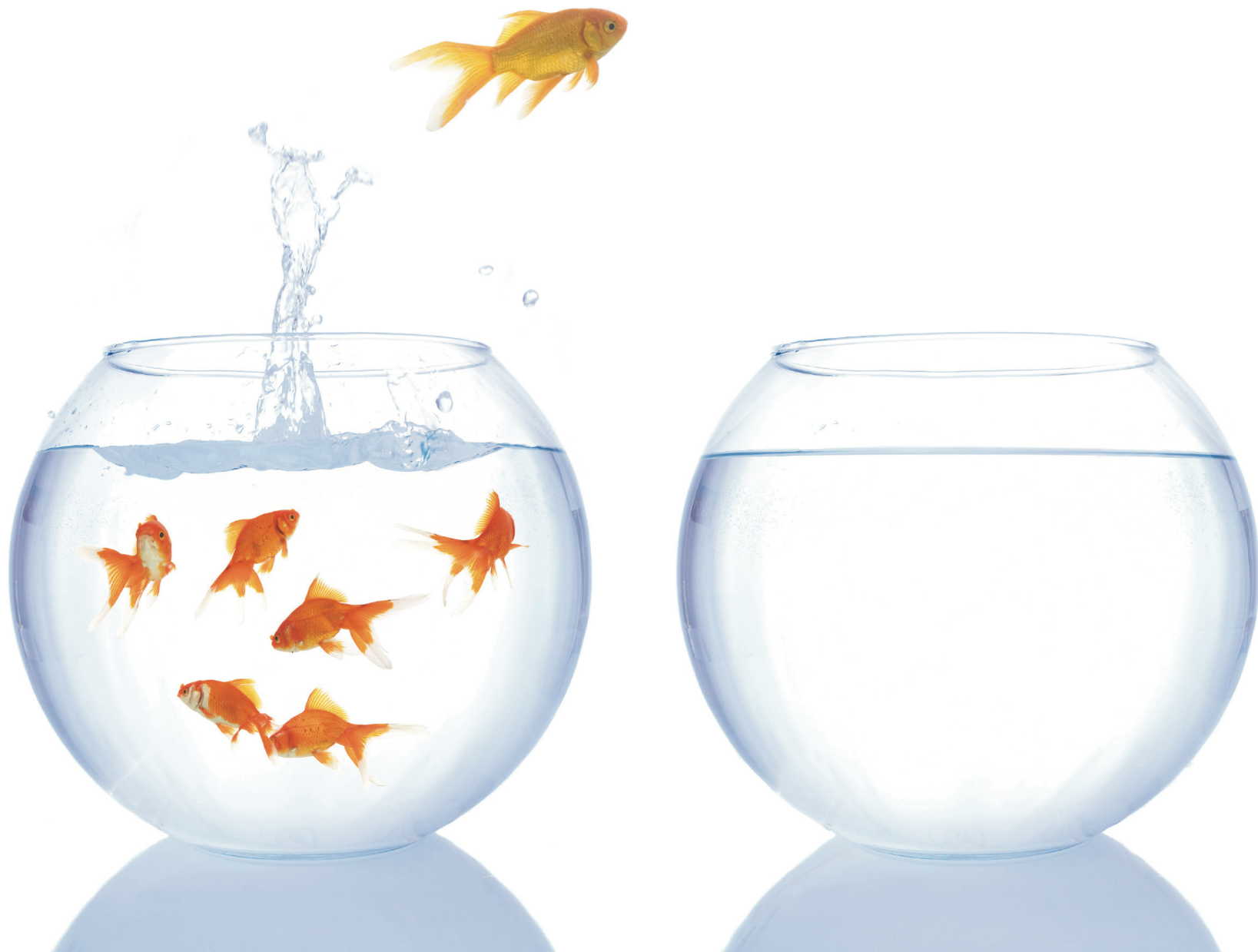
Who can you trust with such a significant, valuable job?

The Langan Team includes some of Brisbane's most experienced business leaders, guided by a passion to bring strategy to life so we can build thriving, prosperous businesses with confident owners.

We are led by Joe Barnewall. Joe created Langan Business Strategists in 1999. Working with leadership, financial management, and business strategy tools, he draws on his CEO, General Manager and Board experience in organisations such as The Queensland Chamber of Commerce and Industry, SunSuper Ltd, Ashley Munro and Darling Downs Foods Ltd, to assist entrepreneurs and business leaders achieve beyond their goals.

Joe derives a great sense of fulfilment from working with people, helping them to reach levels of excellence they didn't know they were capable of. He encourages leaders to look through the eyes of their clients, suppliers and competitors, to develop a deeper appreciation and understanding of their business and its drivers.

The Langan team, while based in Brisbane, work remotely from anywhere in the world. So wherever you are, we can be too.



Dive Into Exceptional Strategy.

Here's how we can support your organisation.

Langano offers three levels of coaching and mentoring, giving you flexibility in how much we're involved.

CEO/MD Support: Focussed on you, the leader, we develop skills that allow you to leverage your team and assist you realise your potential as a leader. It is ideal for emerging leaders with a technical background, enjoying the wonder and the fear of being the boss for the first time.

Leadership Team Support: Focused on developing a true leadership team with a sense of accountability and deep insight into the organisation's purpose. The shared purpose, vision and commitment to a strategic plan helps deliver an agile and responsive organisation.

Full Organisational Support: Taking advantage of the full Langano process, this package integrates leadership with organisation performance fundamentals, focussing on the free cash flow drivers, the risks/challenges and your possible responses. Building on the Leadership Team Support package, this integrates learning about the organisation's performance indicators (both financial and non-financial) and helps your management team development, both individually and as a team, bringing your strategic plan to life.

The Packages.

The inclusions, made simple.

	Bronze	Gold	Platinum
	CEO/MD support	Management Team Support	Full Organisational Support
<u>Monthly Input:</u>			
Workplace visit duration	3 hours	3 hours	4 hours
Frequency	monthly	fortnightly	weekly
Outside workplace hours	1 hours	6 hours	8 hours
Total hours/month	4 hours	12 hours	24 hours
<u>Focus areas:</u>			
MD/CEO support	Yes	Yes	Yes
External telephone support		Yes	Yes
Strategy and planning	Yes	Yes	Yes
Implementation support		Yes	Yes
<u>Tools/Inclusions:</u>			
Strategic Focusing Workbook		Monthly	Monthly
90 day plan	Yes	Yes	Yes
Initial Free Cash Flow Analysis		Yes	Yes
Monthly Free Cash Flow Analysis			Yes
Cash flow budgeting tool	Yes	Yes	Yes

Are You Ready?

Here's what to do.

It is our goal that while working together, your organisation can achieve:

- ✓ An inspired purpose and vision, created by leadership and shared by the whole team.
- ✓ An empowered leadership team who acts with confidence.
- ✓ A clear path, underpinned by the core beliefs and values of the business, for all to follow.
- ✓ A team that not only commits to a greater purpose but understands, appreciates and respects their role in achieving that purpose.
- ✓ A respect for innovation where “the best” is constantly challenged by “what can be better”.

If that is what you want for your organisation, then contact Joe to arrange a meeting, where together we will sit down and discuss your requirements, your vision and how we can work together.

joe.barnewall@langano.com.au
0403 293 530



www.langano.com.au