

Bringing your Strategy to *Life*

*Coaching and mentoring to give you peace of mind
and confidence in your organisation.*



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

acrim Australian College of Rural and Remote Medicine

CONCRIB Maximising Land Values

Cairns Local MEDICAL ASSOCIATION

Asia-pacific centre for franchising excellence

GoldCoast DrugCouncil Inc.

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

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

DORPER SHEEP SOCIETY OF AUSTRALIA INC.

prime dorper lamb

SBH Spina Bifida Hydrocephalus Queensland

Harcourts

m&e 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 Lngano

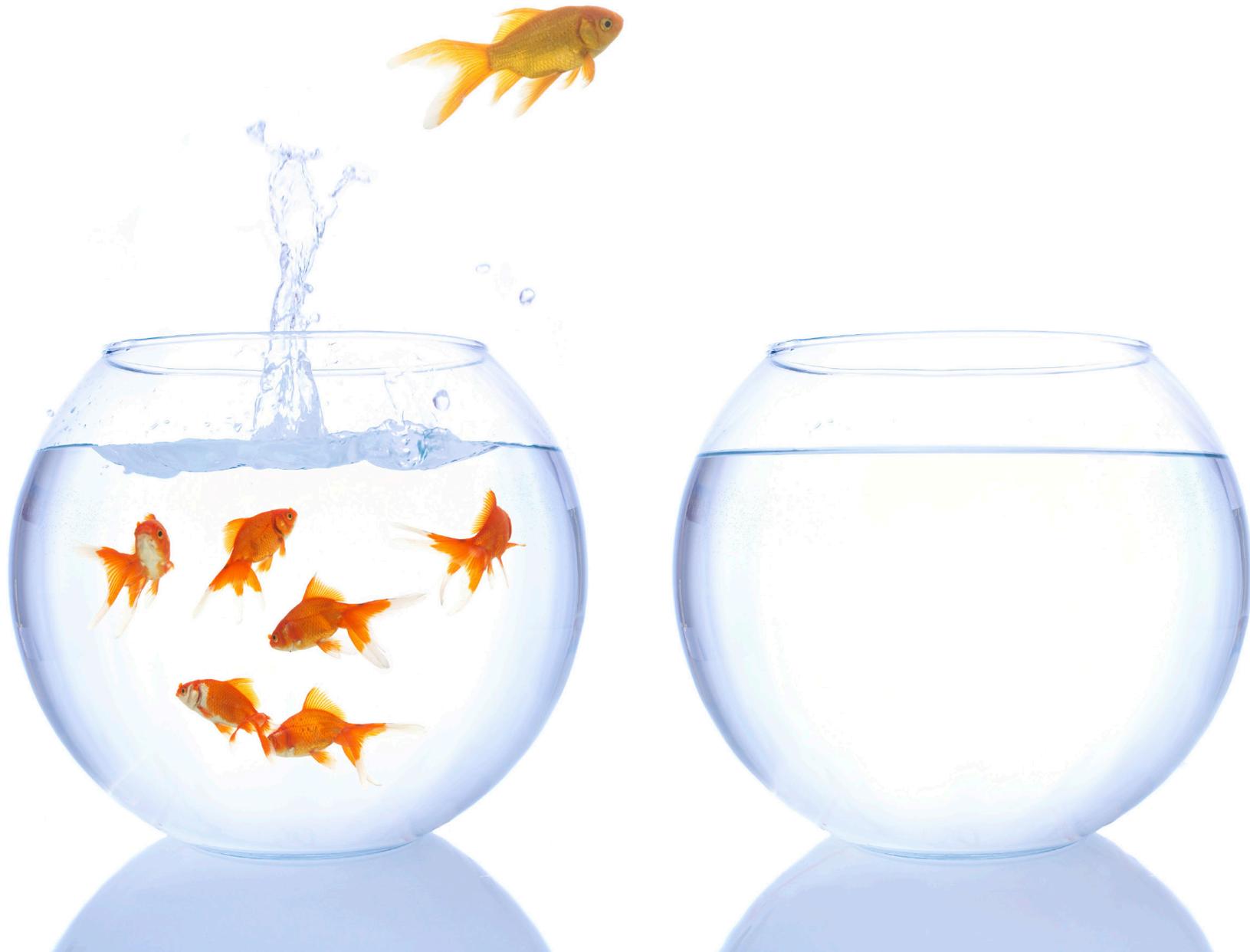
Who can you trust with such a significant, valuable job?

The Lngano 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 Lngano 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 Lngano 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 CEO/MD support	Gold Management Team Support	Platinum Full Organisational Support
Monthly Input			
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
Focus areas			
MD/CEO support	Yes	Yes	Yes
External telephone support		Yes	Yes
Strategy and planning	Yes	Yes	Yes
Implementation support		Yes	Yes
Tools/Inclusions			
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.

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Our Promise

*We are here to listen,
Not to work miracles.*

*To help uncover your feelings,
Not to make those feelings go away.*

*To help discover your own strength,
Not to rescue you, then leave you vulnerable.*

*To help identify your options,
Not to decide for you what you should do.*

*To discuss steps with you,
Not to take steps for you.*

*To provide unconditional support for change
in your personal and professional life.*

*To be a trusted friend and companion
on the journey ahead of you.*



LANGANO
BUSINESS STRATEGISTS

www.langano.com.au