Hargraves
INSTITUTE

Empowering you with practical tools, tailored skills and a People-First approach to help you make change happen.

THE PROGRAM

HARGRAVES COACH

A practical, tool-based approach to building leadership confidence and team performance in real time.

Hargraves Institute Pty Ltd
ABN 23 120 509 659
www.hargraves.com.au
hi@hargraves.com.au
+61 411 578 519

Why Hargraves Coach

Every day, leaders are pulled in multiple directions - juggling diverse teams, competing priorities, and high expectations to deliver results.

Many feel ill-equipped for these challenges. It's not from lack of effort, but a lack of practical training, tools, and confidence to lead in real conditions.

Hargraves Coach bridges that gap. We don't solve your problems for you - rather, we equip you with practical tools and skills to meet today's challenges and tackle whatever comes next. Along the way, you'll build the capability to lead with clarity, foster collaboration, and create lasting impact.

What You'll Gain

In this program, we'll help you find practical ways to improve how your team works. Through personalised coaching and support, you'll explore Hargraves' innovative tools and build the confidence to apply them to real challenges.

Key benefits include:

- A practical toolkit to tackle current and emerging challenges with confidence.
- Strengthened leadership skills to support career growth and long-term success.
- A deeper understanding of collaboration to boost performance and spark innovation.
- The tools, skills, and methods to lead a thriving, productive team, now and into the future.

Who Should Participate

This program empowers you to lead with confidence and purpose by embedding uncommon tools, essential skills, and a People-First approach to lift team performance. Ideal for:

Team leaders and managers feeling the squeeze - caught between engaging their team and delivering on their boss's expectations.

Mid-level leaders navigating complex priorities and driving change.

New team leaders eager to fast-track their skills set, build confidence quickly and apply innovative tools for immediate impact.

Senior leaders looking for practical, fresh approaches to unlock higher levels of performance and sustained growth.

What People Say About Uncommon Tools

The use of the QTool is my favourite component – to help identify what is most important for a team right now. Seems like it gives 'quick clarity'.

The Perception Mapping tool was an amazing help to prioritise my work.

Thank you for empowering me to think differently. I am walking away with the tools I need to become a more collaborative leader.

It provided a lot of tools that are simple yet very impactful to innovate.

It just makes us more efficient. It's really a robust process now that we've proven it works multiple times and everyone at the end has always felt really comfortable with the outcome.

One of the main impediments to driving innovation is a failure to ask the right questions and best define the opportunities at hand. The 123 process has the best set of questions for this I have ever seen and I now use them in my work.

Rooted in our People-First Approach, Uncommon Tools are unique, proven resources that spark better conversations, strengthen connections, and help teams tackle real workplace challenges—together.

Pre-Program: Exploratory Call

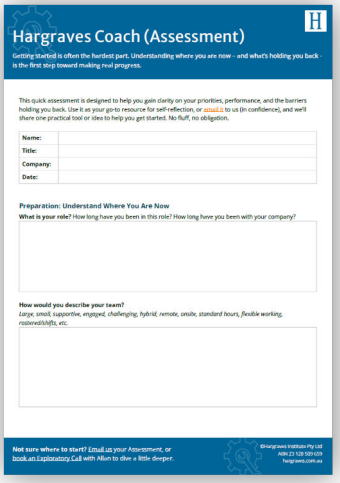
Plan for Success

Complete your **Hargraves Coach Assessment,** then book an Exploratory Call with Allan.

We'll go beyond just recommending a practical tool or idea - we'll explain why we chose it and why we think it's the best place to start.

No fluff. No obligation. Just a practical way to help you move forward.

If you choose to proceed with the Hargraves Coach Program, the outputs from this conversation will be used to shape your program, building your skills and capabilities while addressing your unique goals, challenges, and priorities.


Hargraves Coach (Assessment)

Getting started is often the hardest part. Understanding where you are now - and what's holding you back - is the first step toward making real progress.

This quick assessment is designed to help you gain clarity on your priorities, performance, and the barriers holding you back. Use it as your go-to resource for self-reflection, or email it to us (in confidence), and we'll share one practical tool or idea to help you get started. No fluff, no obligation.

Name:
Title:
Company:
Date:

Preparation: Understand Where You Are Now

What is your role? How long have you been in this role? How long have you been with your company?

How would you describe your team?

Large, small, supportive, wingtped, challenging, hybrid, remote, onsite, standard hours, flexible working, reserved/shifts, etc.

Not sure where to start? Email us your Assessment, or book an Exploratory Call with Allan to dive a little deeper.

Program Outline

Through a series of engaging, online sessions, we'll explore practical tools and approaches you can use or adapt to make real progress - with support to deliver online if needed. It's about building your capability without adding complexity or overwhelm.

Main Program

(Each session is live and online with Allan for approximately 45 to 60 minutes.)

Tool Building Session

1. A brief **overview**: What it is, how it works, and why it matters for your challenge or goal.
2. Learn **how to** apply the tool in your context.
3. A coached **walk through** using a real team issue.
4. Expert **tips** for deeper understanding and application.

Tool Debrief Session

Following application, this session is an opportunity to reflect and explore:

1. What **insights** and **actions** surfaced?
2. What worked well or felt challenging?
3. How else can this tool be applied in your role or team?
4. Next steps: agree on the next tool or method to build on what you've learned while tackling your

Follow-up resources may be shared to provide background, build your confidence, and reinforce learning.

Post Program: Reflection

Throughout your program, you've been building your Hargraves Toolkit.

In this session, we will:

- Revisit your initial assessment and reflect on progress.
- Review additional tools and resources, with a focus on self-delivery.
- Give you access to a comprehensive toolkit including the QTool collection and other versions of tools you've already used.

See page 4 for program details.

Since 2006, we've helped thousands of leaders and countless teams achieve lasting success by embedding Uncommon Tools and a People-First approach.

With two decades of real-world experience behind us, we can help you too.

Backed by two decades of research and experience, Hargraves empowers leaders and teams with uncommon tools and a People-First approach to build trust, align around shared goals, and embed lasting change.

Leveraging what you already have in place, we help teams work better together in practice - not just theory - to improve performance, solve complex challenges, and turn strategy into action.

Discover the Hargraves difference.
People-First. Uncommon tools. Real results.

Your Hargraves Coach

ALLAN RYAN
Founder & Executive Director

Allan Ryan is an educator, facilitator, presenter and coach with over 25 years of experience helping leaders, teams and organisations deliver real competitive advantage through innovation and collaboration.

As Founder and Executive Director of Hargraves, Allan helps organisations deliver accelerated performance and increased shareholder value by embedding innovation strategy, culture, and collaboration.

In addition to providing consulting advice on corporate growth, transformation, and performance initiatives, Allan equips leaders and teams with tools and strategies to enhance engagement and develop skills, along with innovation and collaboration coaching.

His experience spans diverse industries, including fast-moving consumer goods, building, manufacturing, pharmaceuticals, paper, and telecommunications. This extensive experience allows him to work across various sectors, including private and public, small and large, local and global.

"Insanity is doing the same thing over and over again and expecting the *same* results."

Allan Ryan, Hargraves Institute

Program Details

Purposefully designed to integrate with your existing methods, this practical and flexible program fits within the flow of real work. It includes:

- **100% online coaching** covering Hargraves' Uncommon Tools, proven methods, and People-First Approach.
- **10 sessions** over 6 months.
- All sessions delivered by **Hargraves expert, Allan Ryan.**
- A pre-program **assessment** to identify priorities, performance, and barriers to success, and Post-program **reflection.**
- Opportunity to invite key members to specific sessions to support learning outcomes.
- Downloadable **tools and practical resources** to share with your team.
- **Additional benefits** to help you continue skill-building and maintain momentum.

Investment: $8,000 including GST.

Direct download the **Assessment**, or book an **Exploratory Call** to get started

© Hargraves Institute Pty Ltd (ABN 23 120 509 659) | www.hargraves.com.au | hi@hargraves.com.au