

Most organisations have large reserves of untapped people capability and potential

SHIFT

LIFT

GIFT

TWENTY

FIFTY

THIRTY

20% Disengaged

50% Not fully engaged

30% Engaged

- Avoiding dealing with their own disengagement
- Voices of disenchantment and disillusion
- Potentially negative and destructive
- Drain on energy and resource

- Untapped potential and capability
- Poor alignment to the needs of the role and organisation
- Capability not being developed and applied
- Actual performance lower than potential performance
- Putting energy in – but maybe not aligned to the right strategies / priorities
- Staid, steady, neutral
- Lost, directionless, searching, hoping

- Very likely to be high performers at peak engagement
- Likely to be positive, constructive and creative
- Asked to do more; willing to do more
- Danger of burning out
- Feeling of aliveness and vitality

We help organisations to close the gaps between performance and potential

- > Re-engage with vigour and purpose, **or**
- < Make a responsible and dignified exit

- > Renew and restore engagement
- > Clarify capability and development
- > Revitalise and raise performance

- ^ Retain top talent
- ^ Current and future engagement
- ^ Maintain high performance
- ^ Focus effort on strategic intent and goals

- Career planning and transition (iREAP®)
- One to one engagement conversations and 'Straight Talk' program
- Outplacement

- Team engagement and alignment (The Engaged Team program)
- Career planning and transition (individual Role Engagement Alignment Profile; iREAP®)
- The Engaging Leader program
- One to one engagement conversations and 'Straight Talk' program

- Cognitive capability assessments (MCPA)
- Talent engagement risk management
- Creating and leading the engaged organisation
- Executive coaching
- Leadership development
- Resilience training

Potential and performance. Realised.

## Because Pty Ltd.

### Who we are

Because Pty Ltd is an organisation development consultancy that specialises in the creation and delivery of customised and high quality people development interventions designed to meet the unique and evolving needs of clients. We provide expertise and strategic thinking in the areas of employee engagement, leadership development, team development, change management and career development/enrichment.

We have a reputation as an intelligent, responsive and valued business partner, committed to excellent customer service. This is based on:

- The quality of the relationships we develop
- The effectiveness of our consulting, programs and coaching
- Our dedication to helping our clients achieve positive and sustainable results

Because is based in Melbourne, Victoria and works with clients across Australia and overseas. Pamela Frost and Neil Middleton are the principal consultants and are supported by Associate Consultants in Australia, North and South America, South Africa and the UK.

### Our clients

Because works with corporate clients, SME's, Local, State and Federal government clients and Not-for-Profit organisations



Pamela Frost has over 20 years of experience in people development and has extensive experience in designing, facilitating and managing people development programs. She is also a highly experienced executive coach. She has been the Director of Because for the past 15 years. Pamela is deeply passionate about helping people work with purpose and meaning to achieve satisfaction and high performance. Pamela has very broad experience in human resources having worked in the education, local government, energy and telecommunications industries in senior human resource management roles. Pamela has a Masters in Entrepreneurship and Innovation as well as qualifications in Law, HR and Economics. Pamela is qualified and experienced in assessing potential of talent as well as many other tools and techniques.



Neil Middleton has a track record of international success with over 20 years experience in organisational development. He is respected for his understanding of organisational context, his responsiveness, integrity and willingness to hold himself and others to account to achieve agreed goals. Prior to consulting (2009) Neil worked with BHP Billiton, being responsible for global leadership programs. Neil has also worked with Levi Strauss & Co. as a Human Resources Director and a Management Development Manager for the European, Middle Eastern and African businesses. Neil has a Masters in Organisational Change and a degree in Occupational Psychology. Neil uses many techniques including MBTI, FIRO Elements, IE & TE emotional intelligence instruments.