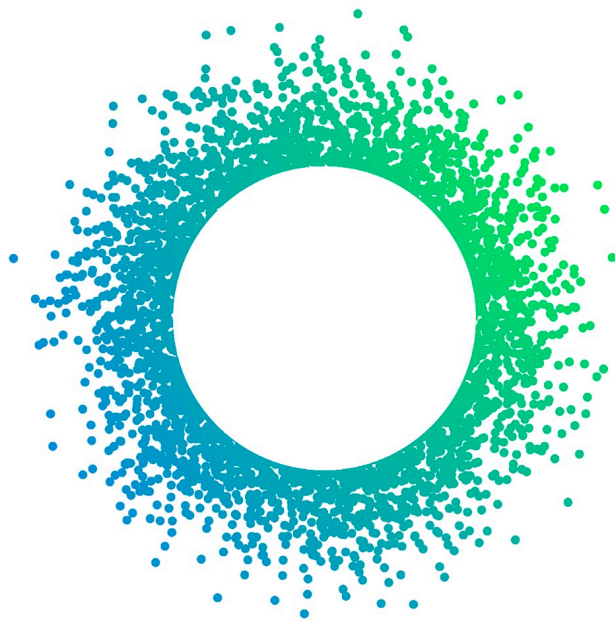




PREDICTIVE HIGH PERFORMANCE™

LEADERSHIP ACADEMY 2021


INDIVIDUALS | TEAMS | ORGANISATIONS



STEPHEN SCOTT JOHNSON



Predict performance. Ignite purpose-driven teams.



Research proves a distinct relationship between collaboration and high performance. What's difficult is knowing how to achieve that. How do we create the right environment? How can we ensure we are making the most of our people? How do we implement and embed the most effective systems? For many leaders, the pressure is overwhelming, which serves no one. The fact is, our human side can derail performance—our own, and other people's personalities, combined with external interactions, become liabilities when not understood. Like defragmenting a computer, it is essential to remove barriers that limit people's ability to function cohesively and reshape how they think and operate.

High-performance starts at an individual level.

Success is a strategic formula

THE EXPERT

Stephen Scott Johnson is an expert in change leadership and the creator of the Predictive High Performance™ System. Predictive High Performance™ identifies where teams excel and fail, resolves patterns of thinking and behaviour that sabotage success, and equips people to excel beyond their limits.

THE CLIENTS

Leaders with high-performance aspiration who don't know how to turn their teams around, frustrated by lack of awareness, agility, and accountability that gets in the way of achieving consistent results.

THE PROCESS

Predictive High Performance™ resolves:

- Subconscious barriers to success
- Lack of collaboration
- Poor relationship with conflict that limits innovation
- Misaligned strategy and projects
- Lack of psychological safety
- Co-dependency on leadership
- Poor project implementation

THE DIFFERENCE

Predictive High Performance™ integrates the mental and operational systems used by world-class athletes to consistently achieve great results. Delivering clear and quantifiable benefits to organisations, we implement a rigorous diagnostic and development program that removes the gap between systems, best practices, and resources, empowering clients to transcend outmoded leadership frameworks and amplify the impact on their team, organisation and customers.

THE TRANSFORMATION

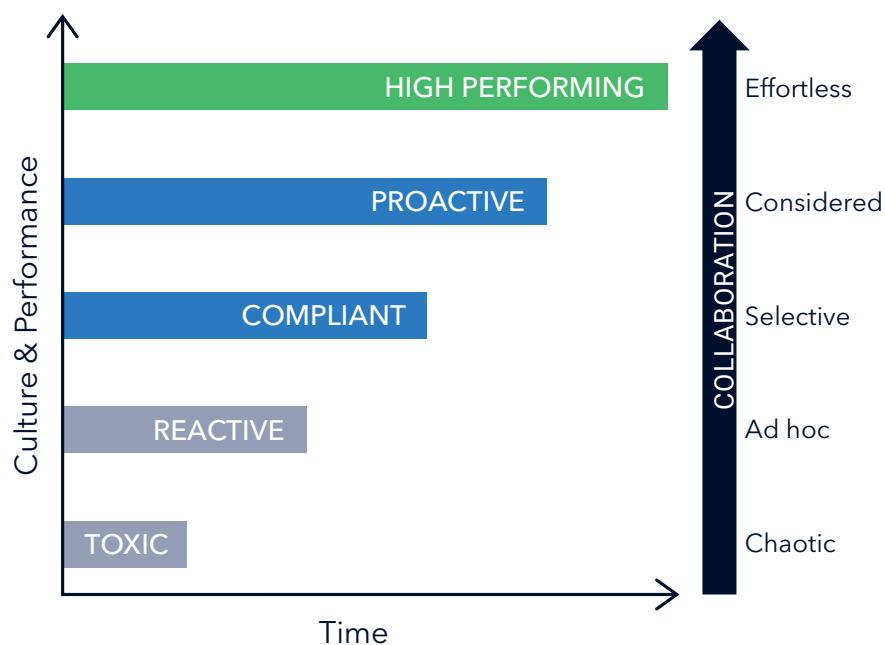
It speaks for itself: effortless collaboration in an environment that supports individual growth, purposeful action, and sustained improvement. Create High-Performance by Design.

PREDICTIVE HIGH PERFORMANCE™



Effortless. The new standard in high performance

The 2014 Stanford University study 'Cues of Working Together Fuel Intrinsic Motivation' proved a distinct relationship between collaboration and achievement of breakthrough results, and that even the mere perception of working collectively on tasks can supercharge performance. What's challenging leaders is identifying the essential conditions for a collaborative culture to flourish. Understanding team psychology and dynamics is key.



Where is your team on the toxic to high-performing spectrum?

From toxic to high-performing

TOXIC – Everyone is for themselves. Lack of psychological safety results in the disintegration of culture.
[Collaboration is chaotic]

REACTIVE – Always behind the eight-ball. External circumstances dictate the work environment.
[Collaboration is ad hoc]

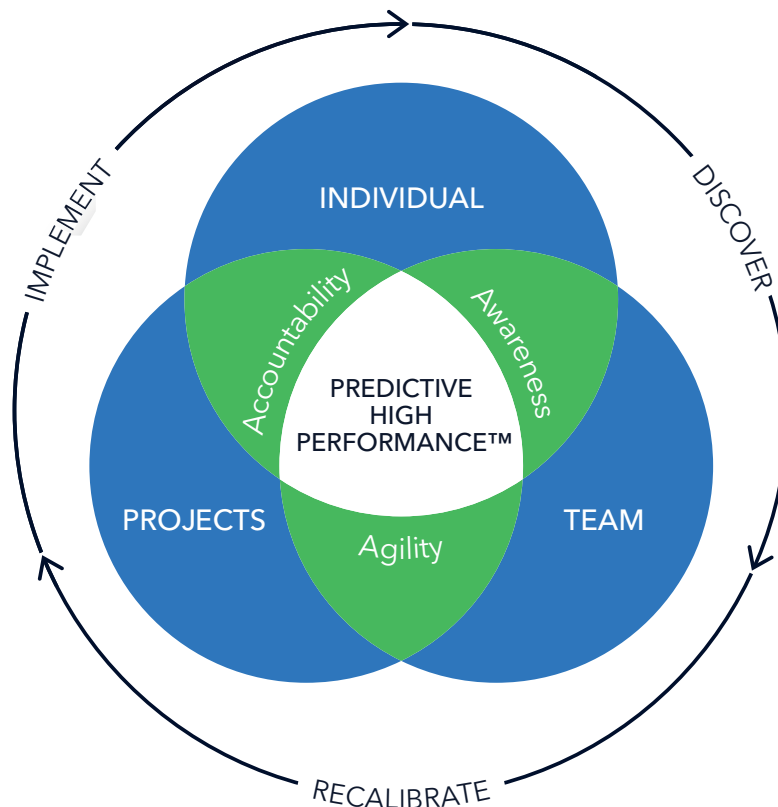
COMPLIANT – Poor relationship with conflict stifles growth and innovation..
[Collaboration is selective]

PROACTIVE – People take initiative but get in each other's way.
[Collaboration is considered]

HIGH-PERFORMING – Working on the right projects with the best people in the right way.
[Collaboration is effortless]

Predictive High Performance™ methodology

Aligning individuals, teams and projects, we identify and resolve personality triggers and blind spots that limit potential, recalibrate dysfunctional patterns of thinking and behaviour, and implement new dynamics that guarantee success. Predictive High Performance™ creates awareness of subconscious barriers that fuel negative behaviour, improves team agility and capacity to take advantage of opportunity, and embeds a culture of accountability that eliminates time and effort spent on distracting activity and other unproductive behaviour, enhancing trust, skill and confidence.



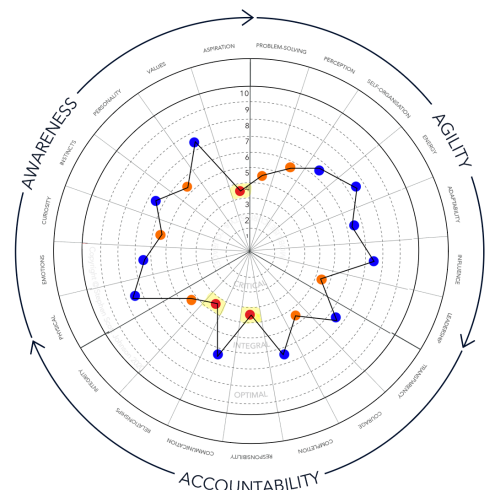
Save time and money solving technical problems and remove friction from teamwork.

Excel beyond your limits

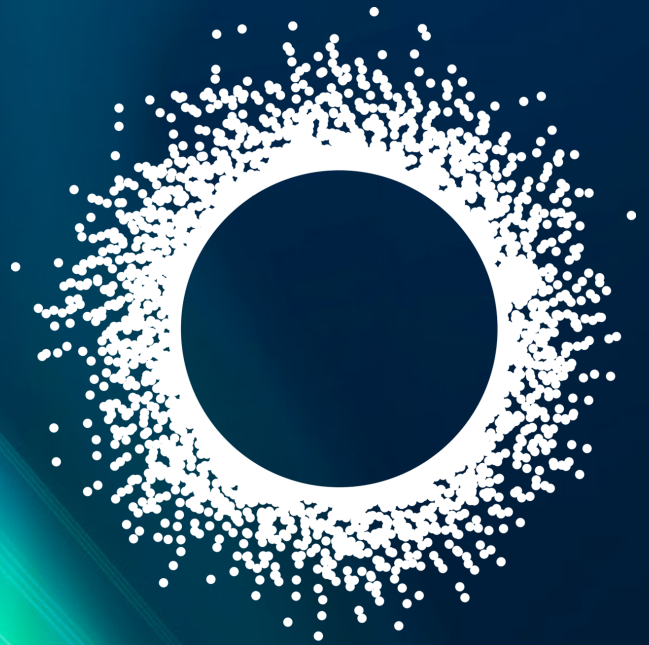
The Conscious Leadership Index™ measures people dynamics across 21 dimensions of performance. Developed by Stephen Scott Johnson over a decade working with elite individuals and teams, CLI™ integrates a powerful model of the human psyche with advanced personality and character analysis tools that resolve risk and equip organisations for success.

Unlike behavioural diagnostics that benchmark performance and engagement against industry averages and ideals, CLI™ aligns personal and professional aspiration within a prescriptive 'evolutionary map' for transformation that enhances awareness, agility and accountability – the essential tenets of conscious leadership.

Predictive High Performance™ is a proven system for future-proofing people and organisations. No assumption, smoke or mirrors – only real-time prescription and tools that create affirmative, sustainable change.



Predictive High Performance™ Leadership Academy



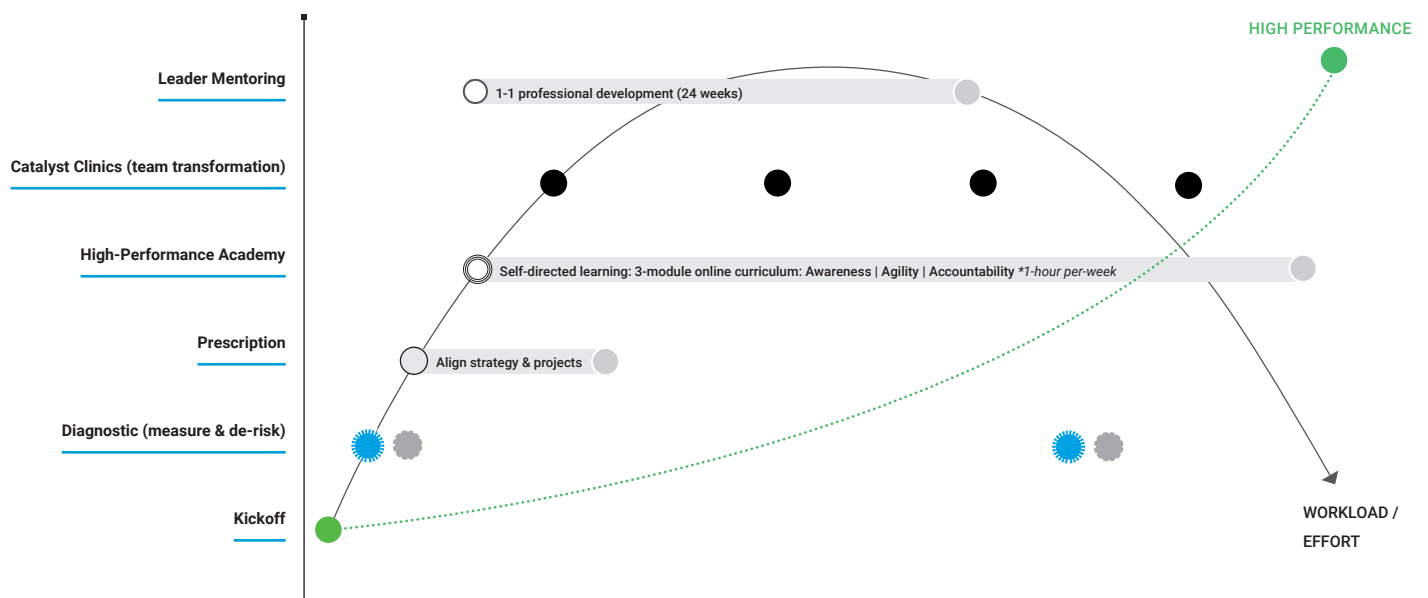
Thriving in the new world of work

If there's one thing we have come to believe over the past two decades developing high-performance cultures – and even more so in the pandemic reality – it's that bandaids don't fix blind spots. Keeping teams connected, purposeful and psychologically safe requires integrative, holistic support. Today's leadership challenges include balancing being inspirational and compassionate while driving performance, increased mental health risk due to isolation and uncertainty, and keeping remote teams agile and engaged throughout unprecedented change, demanding new skills, tools and ways of working.








The Predictive High Performance™ Academy is an embedded leadership development program that combines elite mentoring, self-directed online learning, and prescriptive team clinics that enhance soft skills and optimise interpersonal dynamics. Facilitated over 6 and 12-months, the Academy equips organisations with the tools and interventions to mitigate subconscious barriers to high-performance and unlock latent abilities, elevating teams to the highest levels of leadership.

**Amplify the impact on
your team, organisation
and customers.**

How we embed the change



MODEL KEY

-  Conscious Leadership Index™
-  Dimensions of Wellness 2021
-  Online
-  1-Day
-  90-min
-  1/2 Day
-  Elapsed time

Testimonials

"The feedback we get from the team is really strong, and we are seeing behavioural changes. Stephen adds tremendous value which has had impact in the short-term but more importantly as a father, because that's what I judge myself on more than being a leader at work."

Fraser MacCorquodale
General Manager, Exploration
Newcrest Mining Limited

"The journey was excellent and the connection and development of my mentality and help to resolve past trauma allowed me to accept parts of my self that were in constant doubt. Stephen is a good man and great mentor who has helped alleviate doubt and pressure in my life. He understands the challenges a lot of leaders face and his program was conducive to me stabilising as an individual for the business. I appreciate the energy and skills Stephen has given me to lead my team with a more considered and synergistic focus."

Alex Creel
General Manager, Sales
Impact AV

"Predictive High Performance™ has had a significant impact on the way I think, feel and behave at work and in personal wellbeing. Mentoring with Stephen has been a challenging and far more enriching experience about understanding myself and the 'box' I am in (in a far more sophisticated model) enabling me to develop and grow in ways that I had not considered. My personal work within the program has been challenging, nurturing and motivating. I have gained insight, a plan to establish new patterns (disrupt the old ones) and useful strategies to apply to daily life".

Elsbeth Fink Jensen
Change Manager, EMR Connecting Care project
Northern Health

"As a HR Executive I have worked with many great advisors and always love seeing something unique. Stephen's knowledge and experience are exactly what is needed for organisations to move from being toxic or compliant with poor performance, to curious and proactive with sustainable high performance. Best of all, it is achieved through people, with people, and for people. Stephen is fun to work with, authentic, and has a great ability to engage people to align personal mission and values with an organisation's purpose."

Helen Hovenga
Executive Director People and Culture
Peter MacCallum Cancer Centre

Working with Stephen is provocative and enlightening. His relaxed yet direct style make interactions enjoyable but at the same time, a lot gets done and change tends to happen imminently – change in mindset and the ways work is done."

Sharni Kelly
HR Business Partner, Talent
Ernst & Young

"Stephen's program touches on areas of leadership that many do not consider, yet are at the center of why we can or cannot achieve. His work is of great value and approaches performance from a deeply powerful perspective. Stephen is a pleasure to work with and not only makes complex topics easy-to-understand, he guides you through the process in a caring and considered way."

Paul Farina
Educator, Author & Mentor

"In a world where organisations are paralysed by complexity and cultures of fear, Stephen offers a roadmap for collaboration, co-creation and most importantly, purpose-driven enterprise".

Simon Talbot
Chief Operating Officer
Parks Victoria

Great leaders intuitively understand that achieving the right mix of skills, experience, and personality is key to an effective working group. Get that mix wrong, even by just one individual, and the result can be catastrophic.



About Stephen Scott Johnson

With more than two decades of global business experience, Stephen knows what it takes to succeed. Like you, he understands the commercial pressures, tough decisions, and the exciting highs. There is no silver bullet that transforms potential into effectiveness. Like defragmenting a computer, it is essential to remove barriers that undermine people's ability to function cohesively and reshape how they think and operate.

Stephen is renowned for his expertise in resolving human shadow, a force of the unconscious that can be destructive and self-sabotaging when ignored. Utilising a powerful model of the human psyche, advanced personality and character diagnostic, and the Predictive High Performance™ System, Stephen continues to attract clients determined to elevate to the highest levels of personal and professional leadership.

Author of bestselling book, Emergent – Ignite Purpose, Transform Culture, Make Change Stick, Stephen worked internationally for more than a decade as an engagement strategist teaching advanced collaboration skills to organisations such as The United Nations and Alliance for Climate Protection, helping achieve results for their most critical causes. His client portfolio includes C-suite executives and teams of global corporations, including Sanofi-Aventis, Newcrest Mining, Price Waterhouse Coopers, the University of Sydney and Ernst & Young.

People rave about Stephen's ability to identify and resolve personality triggers and blind spots that limit success, transforming liabilities into strengths.

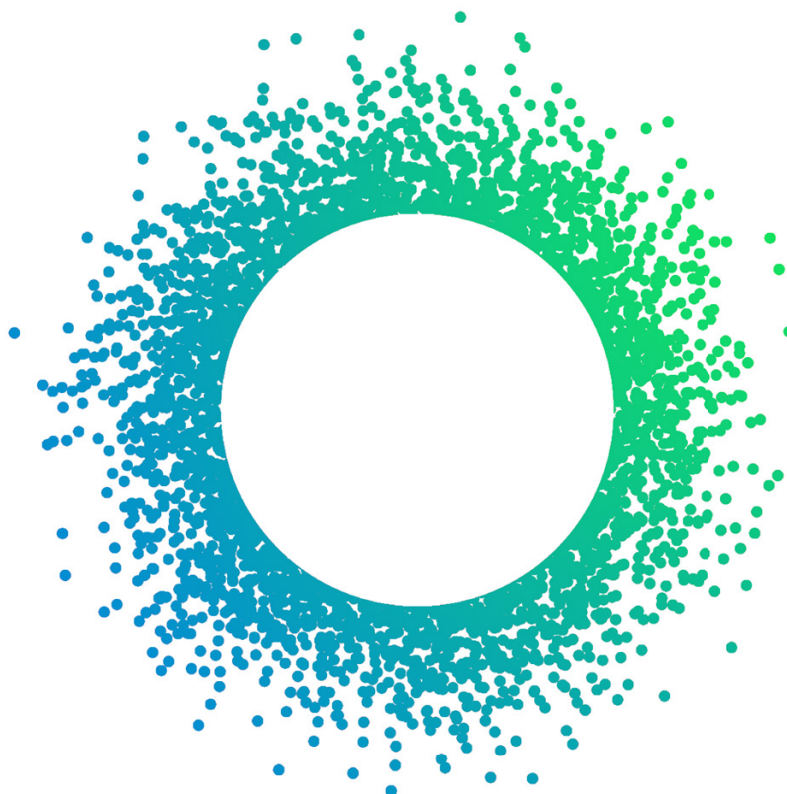
Let's do something awesome

Please contact Amelia to schedule
an obligation-free discussion about
Predictive High Performance™
solutions for your business.

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 **www.stephenscottjohnson.com**



Statistics

A two-year study involving 180 teams and hundreds of interviews revealed the number one driver of workplace high-performance is a feeling of psychological safety.

- Google, Aristotle Project

Bad collaboration is worse than no collaboration at all. Employees waste 31 hours (4 days/month) in unproductive meetings with estimated cost of US\$37 billion/ year.

- McKinsey 2018

“Talent wins games, but teamwork and intelligence win championships.”

- Michael Jordan

“No matter how brilliant your mind or strategy, if you’re playing a solo game, you’ll always lose out to a team.”

- Reid Hoffman, LinkedIn co-founder

Frequently Asked Questions

What is Predictive High Performance™ and how does it transform individuals and teams?

Predictive High Performance™ is a holistic and integrative system for self-mastery that accelerates innovation and agency. Everyone has an established and unique mental and instinctual filter for processing and interacting with their environment. Utilising a powerful model of the human psyche with advanced personality and character diagnostic, we identify and resolve subconscious barriers to high performance and get teams on-track for success.

Unconscious bias affects a team's ability to function cohesively. How does Predictive High Performance™ solve this problem?

It's one thing to change an attitude or reaction you're aware of – it's entirely another to change something you don't even know you're doing. 'Project Implicit', a 2016 joint research effort led by Harvard University, discovered that biases thought to be absent or extinguished remain as a "mental residue" in most of us. Fortunately, the human brain is designed to learn and build new neural pathways for changing existing behaviours and decisions. Predictive High Performance™ reveals unconscious bias cycles and reshapes how people think and operate, and by removing artificial barriers equips to excel beyond their limits.

Turning teams around is challenging for even the most seasoned leaders. How does Predictive High Performance™ affect change within toxic and reactive teams?

Not every team that works together is really a team, despite how they describe themselves. In toxic and reactive environments everyone is working alone and lack of psychological safety results in the disintegration of culture. Predictive High Performance™ is a blueprint for individual growth, purposeful action, and sustained improvement that identifies where teams excel and fail, equipping leaders with knowledge and tools to create a culture where soft skills such as curiosity, adaptability, feedback, and collaboration flourish (even when employees are tempted to look out for number one).

Co-dependency undermines problem-solving potential and the ability to make decisions and implement actions. What is the key to transforming dysfunctional leaders and teams?

Dysfunctional behaviour in the workplace spans unhealthy conflict, decision-making, confrontation, subordinating one's needs to others, perfectionism, manipulation, lack of trust and lying – toxic patterns that present a new and different problem for organisations. Contrary to popular belief, this behaviour stems from childhood – not lack of skills, knowledge or ability. It cannot be "cured" through projects and seminars. Predictive High Performance™ provides a blueprint for exploring and embodying the deeper qualities of human nature, liberating people from their dysfunctional patterns while developing richer, more supportive ways of working cohesively, on task, and with excellence.

FAQ... continued

Great leaders know the alignment of projects and strategy is an essential prerequisite to success. How does Predictive High Performance™ ensure that we are working on the right projects with the best people, in the right way?

As more organisations become project-driven having a framework in place that aligns people, projects and strategy has never been more important. Predictive High Performance™ unveils the psychological mechanisms that facilitate how people think and engage, providing unparalleled intelligence into team dynamics, such as social coordination and cooperation. The awareness this creates enhances individual and collective wellbeing. Moreover, it signals an invitation to work with others in a way that fuels intrinsic motivation and improves productivity, even when people work autonomously.

Solving problems and eliminating unhealthy conflict is often expensive, time consuming, and ineffective. How does Predictive High Performance™ overcome these situations?

The Australian Bureau of Statistics implicates unresolved conflict in the burgeoning cost of stress-related workers compensation claims in Australia, an estimated \$14.81 billion a year. Predictive High Performance™ considers differences of opinion, values, and beliefs and recalibrates faulty thinking and habits. Our process eliminates unhealthy conflict and reduces time and effort spent on distracting activities and other unproductive behaviour, whilst teaching people to value their work.

We all know teams with hidden potential. What is the secret to unlocking this talent?

According to Google, a team is the molecular unit where real production happens, where innovative ideas are conceived and tested, and where employees experience most of their work. But it's also where interpersonal issues, ill-suited skill sets, and unclear group goals can hinder productivity and cause friction. Predictive High Performance™ considers the complexity of team dynamics and brings to light people's triggers, blind spots and latent abilities, enhancing people's capacity to change and move to higher levels of leadership.

What is effortless collaboration and how can we achieve it?

The 2014 Stanford University study, 'Cues of Working Together Fuel Intrinsic Motivation', proves a distinct relationship between collaboration and achievement of breakthrough results, and that even the mere perception of working collectively on a task can supercharge performance. What's challenging for leaders is knowing how to achieve such results in a repeatable, sustainable, way. Metaphorically speaking, Predictive High Performance™ is like jazz music. The foundation of good jazz is strong knowledge and expertise by individual musicians who openly share this knowledge with others in an ensemble. Similarly, we harness the diversity and distinctiveness of people, then reveal the method – key, timing, structure, melody, harmony, syncopation, and rifts – empowering them to connect and co-create beyond the boundaries of individual limitations.