



## Purpose of SPSO

**SPSO develops the capability of the Leaders within your organisation to make those problems that just will not go away, go away.**

Research shows that only 1% of companies outperform their industry<sup>a</sup>. Why is this? Organisations are all too often responding to new complexities with old data points, strategies and decisions. The SPSO solution helps you and your organisation to break through by creating new insights where your high performers find more accurate data points, lead the organisation to develop even more effective strategies and influence the team to make superior decisions.

<sup>a</sup> McKinsey Quarterly *The strategic yardstick you can't afford to ignore*  
Chris Bradley, Angus Dawson, and Sven Smit OCTOBER 2013

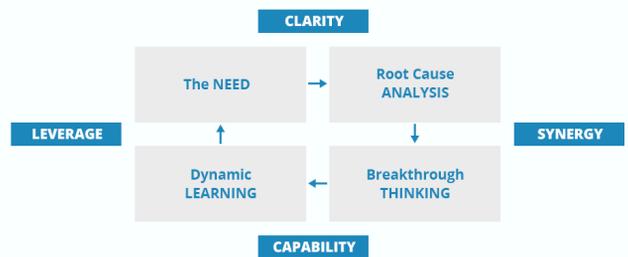
## Outcomes from SPSO

After Executives have completed their SPSO experience, the Leaders will:-

- **make more accurate sense of complexity**
- **be genuine contenders for senior succession**
- **have mastered courageous conversations**

...and are able to then also 'inspire' others within the organisation to do the same.

## The SPSO Program



The SPSO process finds true clarity in complex issues and fosters synergy in bringing multiple diverse perspectives together to generate breakthrough thinking. The SPSO approach also uses live situations - one of the only Executive Leadership programs on the market to do so - to enhance leader's real-world strategic thinking capability and facilitate new learning that a leader can immediately leverage to resolve current and pressing workplace issues.

## The SPSO Target Audience

The SPSO solution most benefits the **Directors** and **General Managers** who have already been identified as high performers and contributors to the organisation or the whole **Executive Team**.

For more details or to register your place, contact

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## The SPSO Program

	Year 1	Year 2	Year 3
Leadership Style	Achiever	Catalyst	Co-Creator
Level of Complexity	Operational	Strategic	Industry Leading
Target Area	Own Function	Cross Function	Organisation & Industry
Positively impacting	Direct reports	Peer group and above	Whole organisation
Key Communication Style	Engage	Influence	Inspire
Measures of Success	Functional KPIs met in full and on time	Collective accountability for organisational results	Results that are new ground for the organisation
No. of months	11 (Feb – Dec)	11 (Feb – Dec)	11 (Feb – Dec)

## The SPSO Sessions

1. Conducted monthly either breakfast (7:30am - 10:30am) or afternoon (1:30pm to 4:30pm)
2. Are confidential and convened by highly skilled facilitators
3. Bringing together senior executive talent from a diverse range of non-competitive industries/companies

## SPSO Testimonials

*"I've been coming to these meetings for a couple of years now – it's been an invaluable use of my time to be able to connect with other senior finance people in Melbourne across a range of industries. It's comforting to know we all face similar issues, can talk through them in an open and encouraging way and come back to the office with new ideas on how to tackle the daily challenges. It also forces you to think about the way you operate in both your professional and personal life in a more logical and strategic way."*

Jon Marcard  
Deputy CFO Medibank

*"Being part of our SPSO group has provided me with a safe, thought provoking and thinking environment where like-minded, ambitious and strong people are able to test, challenge try and learn from each other's scenarios, situations and experiences. This is all within a structured and evolving framework of self development and growth."*

Rod Croes  
COO Sabco

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