

# Organisational

## Consulting and Coaching

your organisation's pathway to transform, lead and empower

Ducidium



# Who we are

We are a small group of people driven to help many people succeed.

We exist to provide individuals, teams and organisations with the understanding, abilities and drive to confidently transform, lead, and empower.

# What we do

We accompany organisations and teams to create the environments that allow and inspire people to perform.

We help individuals cultivate agency, realise potential and flourish.

# How we do it

First we ask some cracking questions and just listen to what is said.

A picture of culture, norms, beliefs, values, biases, perceptions, frustrations and desires will emerge.

Then we ask: "What needs to change?"

Once people agree on what that is...

We have ignition.

**the need**

of your organisation

# How we do it

Next, together with the leadership members and team representatives we plot the path towards success.

We combine the fundamental ingredients of your organisation or team together with Ducidium's organisational leadership and self-leadership strategies.

This establishes the unique pathway aligned to your organisation's desired values, culture and performance.

**the solution**

for your organisation

# What will happen

The size of your organisation or team and the unique pathway we identify will determine the duration of our engagement together.

Nevertheless, Ducidium's process to help achieve and sustain your desired change is always applied.

There will be questions, discussions, workshops, learning, practice, reflection, improvement.

**the journey**

towards success

1

### Baselining

Determines where the organisation and the teams within are today.

**the starting point.**

2

### Defining

Analyses and defines the organisation's direction and desired impact

**the reason for existence.**

3

### Communicating

Constructs the language, messages and channels needed to support and guide the change.

**purpose strategy and action.**

4

### Developing

Builds the understanding, abilities and drive needed to for organisational leadership and self-leadership

**capability.**

5

### Implementing

Accompanies teams and individuals as they apply learning and build new ways of working

**the behaviours and actions**

6

### Measuring

Assesses progress and change from the starting point and triggers improvements.

**the impact.**

7

### Reinforcing

Establishes the recognition and coaching practices to maintain new cultures and behaviours

**belief, attitude and motivation**

# the process

to achieve the change

# Who will help

## Kieran Doherty

Our motivating and people-focused  
Leadership Development  
Specialist and  
Organisational Coach

**Organisational  
Leadership Driver**



## Dr Maike Neuhaus

Our energetic and future-oriented  
Self-Leadership  
Psychologist and  
Behaviour Change Expert.

**Self-Leadership  
Driver.**



**the people**

accompanying you

# What people say

"We were struggling with the challenges that came along with changing our workplace culture,

"... I believe the success of our project was due in good part to Maike's insights and steady guidance.

"...the investment we made in Maike's services has provided returns well into the future."

**Nick H. Government/Environmental  
San Diego, USA**

"I am confident that any person lucky enough to work with Kieran will be far more prepared for any challenges they meet in the leadership journey."

**Troy E. Organisational Development and Training  
Brisbane, AUSTRALIA**

"Maike's support and guidance is invaluable. As a pioneer in Self leadership she has helped my students and I to understand how we can be proactive and mindful of moving forward in our lives towards our goals.

"She is also incredibly supportive in providing tools, strategies and analogies to understand the impact and purpose of self leadership which is incredibly useful in keeping my students and I equipped with what we need to excel in our careers and lives.

"Thank you Maike!"

**Fatema B. Coaching and Psychological Therapies  
London, UK**

**the people**

accompanying you



# What people say

"[Kieran] brings inspiring and practical input resulting in confidence, co-creation and trust.

"His contribution brings deeper practical understanding and often unblocked "stuck" situations.

"I sincerely hope that we will continue to collaborate in the future."

**Myriam H. Leadership Development  
Toulouse, FRANCE**

"I really appreciated his very active listening and his focus on people. His hands on approach to coaching helped me a lot in some occasions mainly when we had to work together with different transnational entities.

"I would really recommend Kieran to anyone who would look for help in creating motivating work environments without any hesitation."

**Soraya H. Competence and Resource Manager  
Toulouse, FRANCE**

"Maike is a fantastic work shop presenter and facilitator. She goes beyond didactic delivery to truly engaging with participants."

**Liam C. Healthcare Research  
Brisbane, AUSTRALIA**

"[Kieran] has a gift for organizing work and designing solutions (based on his systemic observations) with the available resources."

**Sara G. Human Resources  
Madrid, SPAIN**

**the people**

accompanying you

# Frequently asked questions

## How long do engagements last?

Sometimes clients just want to build a particular skill within their teams, for example coaching behaviours. With a small team this may total just 2-3 days spread over 1-2 weeks.

Other times clients wish to establish organisational leadership culture across the company. In such cases with an initial cohort of 24 lead participants committing to a full learning program, the engagement can range between 10-15 days spread over several months.

## How is the Return on Investment measured?

Step one of our process is Baselineing. The whole point of this is to help clients accurately understand their entire landscape before we do anything. Without knowing where we start, we can't measure how much we've grown.

ROI is then measured against the clients desired impacts which could include elements such as: higher engagement results, consistency in communication, reduction of re-work, feedback and speak-up culture, satisfaction and wellbeing, time, cost and quality metrics.

**the service**

available

# Frequently asked questions

## How much does it cost?

Costs always vary depending on the client's desired outcomes and length of engagement. However, some of the base costs for common elements requested by clients include:

Full Organisational Leadership Learning Program \$4,475\* per participant  
Individual coaching engagements \$395\* per session  
Custom workshop design and facilitation \$1950\* per day

## Can the solutions be adapted to client's needs?

Yes. We accompany you to where you are trying to get to. We tailor our services to ensure the solution meets the need of your organisation and the people within it.

## What size organisations do you support?

From small start-ups to established multination corporations. The most important factor is that enough people within the organisation develop the capability, motivation and support to continue the change. We can help you establish the core champions that will continue to move your organisation towards its goal.

\* Base rate valid for 2021

**the service**

available

# Contact us

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# Ducidium

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