

# GIANT ENTERPRISE Product Menu



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**GIANT**

## Introduction

For a number of years, GiANT has been working with **Client Name** to bring about transformation in performance and culture. Using GiANT’s visual toolkit, with 5 Voices at the centre, we have seen improved communication, a deepening of relational trust in our teams and performance breakthroughs. However, the challenge was scaling this to the entire organisation.

We now have an exciting product suite, supported by GiANT’s new and improved platform, that enables us to offer something to everyone. The diagram below gives a brief overview of the various levels of leaders that are referred to in this document.



The GiANT Product Menu outlines the key GiANT offerings available to individuals and teams within **Client Name** and, what outcomes you can expect and the cost associated with each item.

Any leader can access any of the items, covering the expense from their budget, at any time. Simply email your “account manager” (**add email address**) to find out more details and begin the process.

This is an exciting opportunity for us to grow as leaders and take our partnership with GiANT to a new level and I do hope you will take advantage of this opportunity.

Name, Chief People Officer

# Product Overview

Product	Leader level	Designed for
GiANT OS Platform	L1 L2 L3 L4	Everyone
CATALYST Training	L2 L3	Supporting platform Adoption and Engagement
5 Voices for Teams	L2 L3	Intact teams
Altitude Training Cohort	L2 L3	Groups of individuals
Executive Coaching	L3 L4	Individuals
21st Century Leadership Programme	L3 L4	Senior Teams Teams in transformation
Exec Team Performance Coaching	L3 L4	Senior Teams

## GiANT OS



### What is it?

GiANT's Operating System (OS) combines the stickiness of Visual Tools with powerful Tendency Lenses like 5 Voices and a world class technology platform to help you unlock the full potential of your people. The GiANT OS will allow your people to collaborate more effectively, track team health across the whole organisation and utilise proven team exercises and coaching resources to improve bottom line performance.

The GiANT OS is being used today in Fortune 500 companies, best-in-class brands, governments, and small and medium-sized businesses the world over. We currently work in over 117 countries.

### Designed for:

Team performance, individual self development and leadership development

### Outcomes:

- Creation of a common leadership language & vocabulary.
- Organisation wide access to world class leadership training and coaching tools.
- Scaling healthy leadership at every level of the organisation.
- Improving team performance using the insights of the Invincible assessment.

### Programme time & length:

An ongoing development journey, with multiple learning pathways to suit a wide variety of development goals and time availability.

### How to access:

Provided centrally

# CATALYST Training

L2

L3

## What is it?

An intensive 3 month coaching programme that equips internal champions to support team leaders in the roll out of and ongoing engagement with the GiANT OS.

## Designed for:

People of influence who are trusted and respected by their colleagues. People who have gained personally from their own engagement with GiANT, want to continue their own professional development and are keen to help others develop their leadership capabilities.

## Outcomes:

- Equipping team leaders with the skills to maximise the use of the Invincible platform.
- Driving engagement of teams to scale healthy leadership culture throughout the organisation.
- Enabling a culture where people are motivated to bring their best to work everyday, positively impacting the bottom line.

## Programme time & length:

An intensive 3 month programme comprising of a 1 hour a weekly coaching group and homework (1 hour per week). Max 8 people per cohort.

## Delivered by:

A GiANT Consultant.

## Total programme cost:

## 5 Voices for Teams

L2

L3

### What is it?

An intensive training program for intact teams helping them integrate the power of the 5 Voices system into every aspect of team life. Your team will be equipped with tools and lenses that will help you harness the super power of each individual and take collaboration to a new level. Relational trust will deepen and team performance will be positively impacted.

Content will include the "Transforming Team Communication and Performance" workshop series and the 5 Voices Coaching Series which have been curated for each of the 16 different Voice combinations.

### Designed for:

'Intact' teams who work together on a regular basis. Groups of up to six teams can go through the experience together.

### Outcomes:

- All participants will be able to celebrate their own foundational leadership Voice and the unique contribution they bring to team life.
- Collaboration and relational trust will go to the next level! Every member of the team will know they are truly, heard, valued and appreciated by their colleagues.
- Teams will be equipped with practical tools, insights and coaching resources to help them execute more effectively on agreed strategy.
- Team Invincibility Assessment scores will go up and correlate directly with team KPI's.

**(continued ...)**

## 5 Voices for Teams

L2

L3

### **Programme time & length:**

A 6 month programme comprising of 6 x 90 minute monthly workshops. Max 6 teams per cohort.

Optional: 6 x 60 minute group performance coaching sessions, per team, designed to accelerate learning and application.

### **Delivered by:**

A GiANT Consultant.

### **Total programme cost:**

# Altitude Training Cohort



## What is it?

A curated leadership coaching series that will equip participants with the tools and personal insights they need to take their leadership to the next level. Personal learning is reinforced using GiANT's team exercises, adding immediate value to the health and performance of their teams.

## Designed for:

A group of individuals

## Outcomes:

- Significant growth in self awareness, emotional intelligence and ability to communicate and influence more effectively.
- Equipped with the insights and coaching tools you need to function as a Liberating Leader - calibrating High Support and High Challenge more effectively for every member of your team.
- Team health and performance will demonstrably change for the better!

## Programme time & length:

A 6 month programme comprising of weekly 1 hour coaching groups as well as homework on the Invincible platform (weekly 15-30 minutes). Max 8 people per group.

## Delivered by:

A GiANT Consultant.

## Total programme cost:

# Executive Coaching



## What is it?

A specialist coaching investment that equips key business leaders with the insights, tools and skills they need to take their leadership to the next level. The program content is tailored to address the specific business challenges they are facing and to help them deliver on the KPI's they are being measured against.

## Designed for:

Anyone wanting to take their leadership skills to the next level - e.g high potential leaders preparing for promotion.

## Outcomes:

- A self awareness deep dive - leaders will know themselves and the impact they have on those they lead better than they ever have before! A proven influence accelerator.
- A significant upgrade in their ability to coach their direct reports and harness the super powers of each individual to drive improved team health and performance.
- Effective processing & resolution of live leadership challenges, saving both time and resources.

## Programme time & length:

A 3 month programme consisting of 2 x 3 hour kick off sessions followed by 10 x 1 hour weekly coaching sessions.

## Delivered by:

GiANT Partner.

## Total programme cost:

# 21st Century Leadership Programme

L3

L4

## What is it?

A program designed to enable leaders to thrive in a world of increasing volatility uncertainty, complexity and ambiguity. The content equips leaders to be successful in agile networked teams and where managing diverse and changing stakeholder groups is required. There are optional modules, supporting the core content, enabling teams to tailor the program to their needs.

## Designed for:

- Teams wanting to increase performance
- New teams in the formation process
- Teams restructuring

## Outcomes:

- Accelerated path to performance for new teams (including time-limited, virtual, teams) through understanding the core elements of Communication, Relationships, Alignment, Execution and Capacity.
- Increased effectiveness at managing broad and changeable stakeholder groups.
- Improved self-awareness for every team member, understanding both their best contributions to team performance, but also where they might undermine their influence.
- Enhanced team relationships as a result of a deeper understanding of each other's strengths and challenges.

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# 21st Century Leadership Programme

L3

L4

## Programme time & length:

### Core Workshops

- 6 x 1.5 hours workshops focused on understanding and applying the key concepts
- Homework - 16 videos, customised to each Voice to reinforce content and develop self-awareness

### Team Coaching (optional)

- 6 x 1 hour coaching sessions (max 7 people per group)
- Deeper processing of content from Voice videos and/or results from Invincible Assessment

### Senior Leader Coaching (optional)

- 6 x 1 hour coaching sessions for the overall team leader
- Processing & resolution of live leadership challenges, specific application of content and support in coaching of team members

Program length can be decided based on the desired session frequency.

## Delivered by:

GiANT Partner

## Total programme cost:

# Exec Team Performance Coaching

L3

L4

## What is it?

A strategic partnership with a senior leader (perhaps the CEO / Founder of an acquired business) to help them improve the health and performance of their team.

The programme commences with a 3 hour "Discovery Deep Dive" for each team member. This extended time allows us to understand the commercial context and existing relational dynamics of the team. It also allows us to identify the personality wiring of each team member and predict potential areas of synergy and conflict. (3 hours each).

The programme continues with a combination of 1:1 performance coaching, team workshops and a recommended Team retreat.

Team Performance Coaching provides the perfect context to help CEO's confidentially process and successfully overcome live business challenges.

## Outcomes:

- Advanced personal development for each member of the senior team. Upgrading their ability to understand and celebrate the super powers each team mate brings to the table.
- Enabling elite teams to collaborate more effectively as they seek to overcome live business challenges and engage with new commercial opportunities.
- Lasting synergy, where the output of the whole is finally greater than the sum of the individual parts.

**(continued ...)**

# Exec Team Performance Coaching



## Programme time & length:

- An initial 6 month commitment with a retainer option following completion of the initial programme.
- The team leader receives: an initial 2 x 3 hour “Discovery Deep Dive”, weekly 1:1 performance coaching, informal access for processing / wisdom / document reviews as needed.
- Team members receive: an initial 3 hour “Discovery Deep Dive”, monthly 1:1 performance coaching, a monthly team workshop, access to Invincible platform.
- Optional, but recommended: Team retreat (face to face).

## Delivered by:

A GiANT Partner.

## Total programme cost:

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