

October 28th 2021 | 7am Houston, 8am ET, 2pm CET, 8pm Singapore



INSPIRED, PURPOSE-DRIVEN TEAM

Building Inspiration + Purpose-Driven Performance

InspireCorps | Peter Boyd, Jen Grace Baron, Gabi Joyce



Why We're Here

Nick O'Kane



Why We're Here

David Hochberg



Today

Intros + Context

Journey + Key
Frameworks

Expectations +
Norms

Next Steps: SP360
and more

25 min

5-10 min

5 min

5 min





INSPIRING TEAMS

THE PROJECT

Defined Success + What We Can Deliver

Design and deliver an online workshop series that will help:

- 1. Build a Strong, Aligned Culture together:** The team defines then demonstrates a refreshed co-created Macquarie-aligned culture that is obvious to all key stakeholders – maintaining its unique strengths
- 2. Provide Leadership Tools and Common language of what leadership means:** Fully-inclusive, memorable experience, process, and tools that connect leaders' Purpose to Performance
- 3. Foster Better Teamwork:** Research-backed methods to improve the way the team interacts with each other and Macquarie departments outside the immediate team



TEAM TIME TOGETHER

Workshop Dates	Thurs Oct 28th	Thurs Nov 4 th	Thurs Nov 18th	Thurs Dec 9 th	Thurs Jan 6th	Thurs Jan 20th
Time	Normally 7am CT, 8am ET, 2pm CET, 8pm Singapore, 10pm Sydney					
Duration	1hr	4 x 2hr				1hr
SP 360	Interviews at various times				Results ready for sharing	

30-60 Second Intros

Name, Role, Hometown

+ Couple of things that a perfect day would include

+ Something you learned about yourself as a leader in the last 20 months

Think for 1 min; then 30 Seconds each

Verbal 'Bullet points' are fine, no descriptive paragraphs necessary



Jen Grace Baron

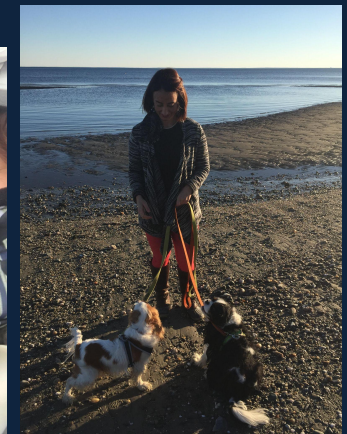
Founder and co-CEO InspireCorps

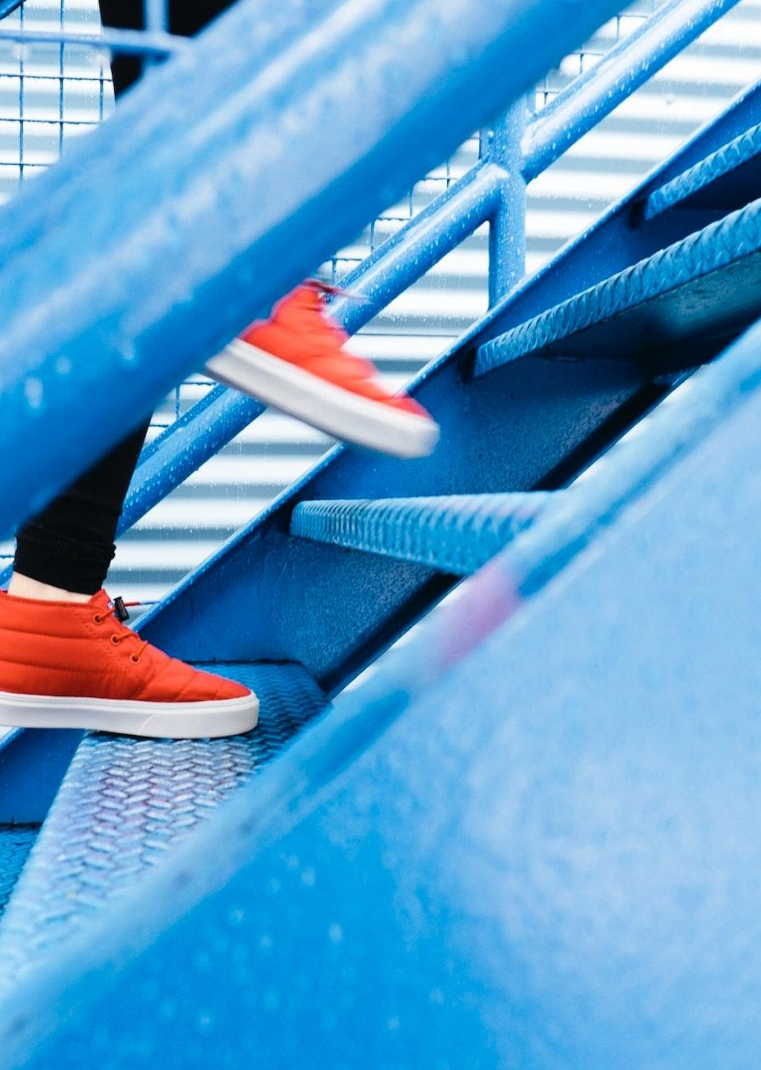
Ideal Day could include...

Steel cut oatmeal; hike or beach walk with dogs/family;
foraging for potential at flea markets

Experience across...

- *In house:*
- *Pharma* | Johnson & Johnson
- *Tech* | eBay, Hewlett Packard
- *Higher Education* | Yale, Harvard, Stanford
- *Consulting:* Healthcare, Professional & Financial Services





INSPIRECORPS

We dare companies to inspire. Inspired people drive success.

We are an inspiration strategy firm.

Using a proven model, we elevate performance and results for leaders, teams and companies through inspired people.



Peter Boyd

Senior Partner, Inspire Corps

Founder & CEO, Time4Good

Yale

- Lecturer - Yale School of the Environment
- Resident Fellow - Center for Business and the Environment
- Lecturer in Practice of Man. – Exec MBA at School of Management

Ideal Day could include...

Family time; long run; course-altering interaction (meeting, class or an IPA)

Experience across...

- *Private Sector* | McKinsey & Co, Virgin Group
- *Non-Profit* | Carbon War Room, The B Team
- *Government* | UK Dept Energy & Climate Change
- *Education* | Yale
- *Run* | Marathon des Sables, Sahara
- *All* | Consult on Connected Leadership across sectors



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The Journey



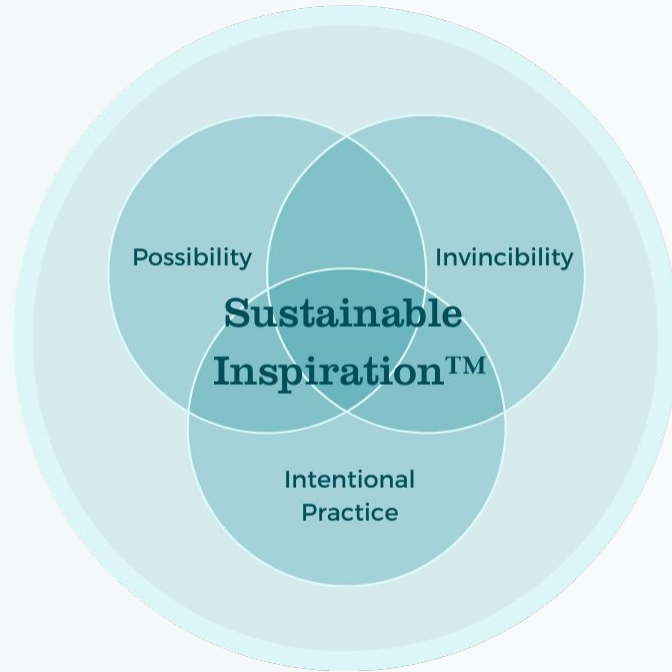
WORKSHOP SUMMARY

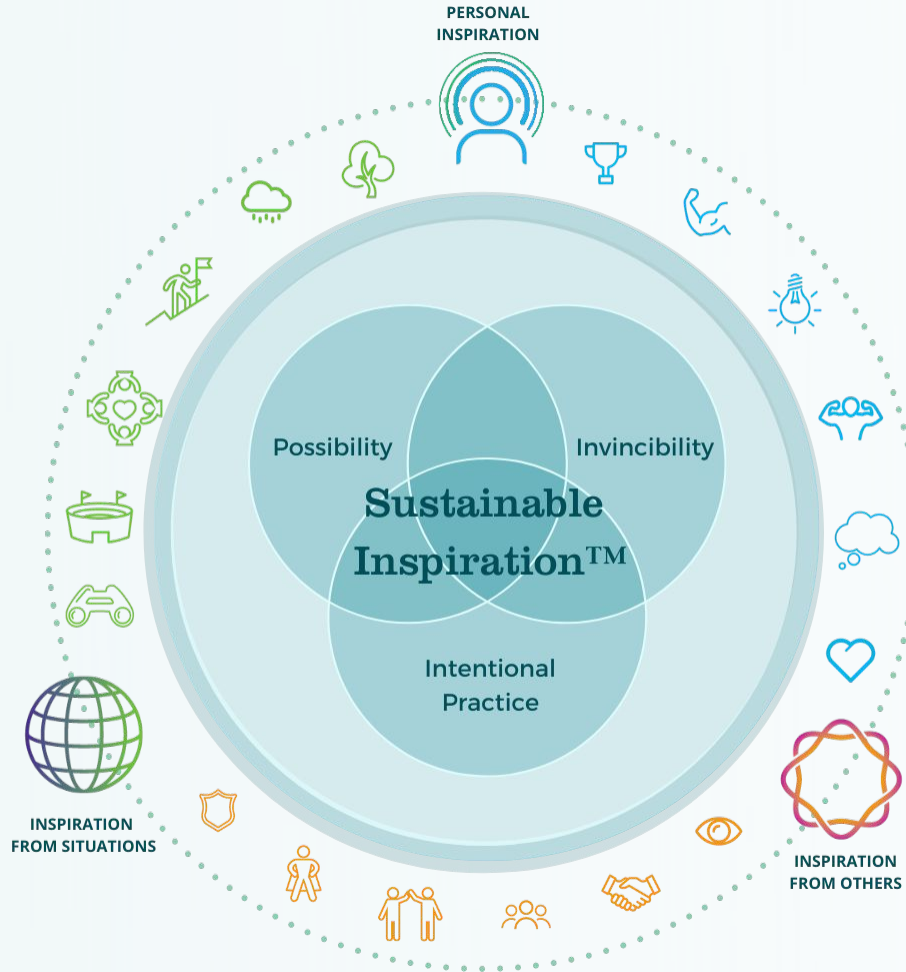
Personal Leadership

Team Leadership

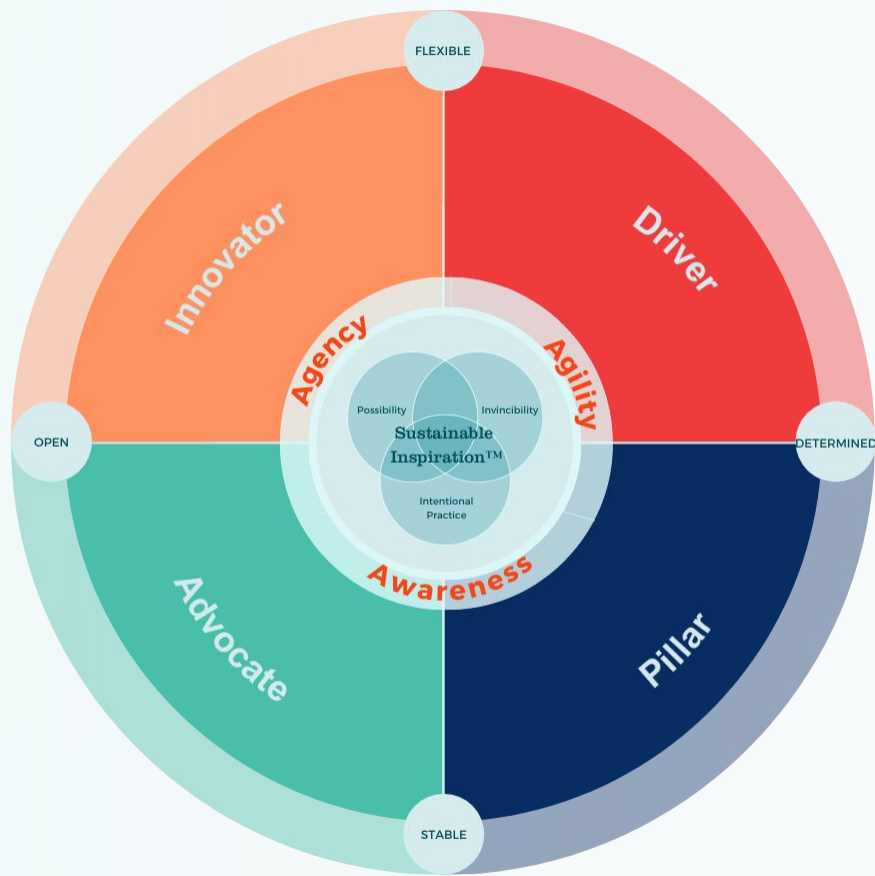
Wider Company
and System Engagement

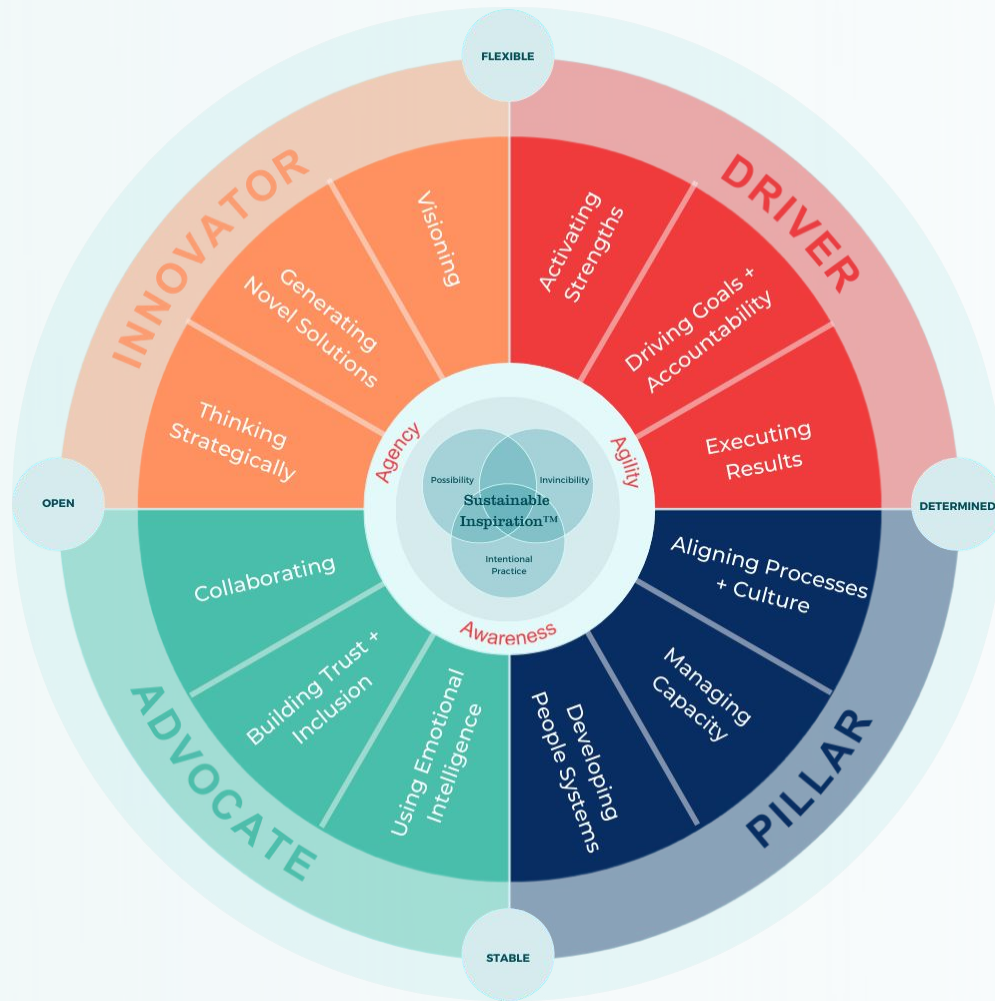
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Time	Normally 7am CT, 8am ET, 2pm CET, 8pm Singapore, 10pm Sydney					
Duration	45- 60 min	4 x 2hr				45-60 min
Focus of Session	Kick-Off	Self	Self to Team	Team & Macquarie-wide	Creating Change: From Self to System	Wrap-up
Example Tools and Key Elements	<ul style="list-style-type: none"> • Intros: to people • Intros: to concepts • Norms 	<ul style="list-style-type: none"> • Purpose-Driven Leadership • Listening skills • Values: Personal & Team 	<ul style="list-style-type: none"> • Review of PDL – Individual • Leader Summit • Dealing with Adversity: (Human vs Market) • Affirming Team Values 	<ul style="list-style-type: none"> • Team – Purpose, Priorities, Potential and Performance • Influencing from More to Less control 	<ul style="list-style-type: none"> • <i>Shift Positive 360 results</i> • Purpose-Driven Leadership - Self to System • Time maximization 	<ul style="list-style-type: none"> • Team reflections and look forward • Positive change + Future focus



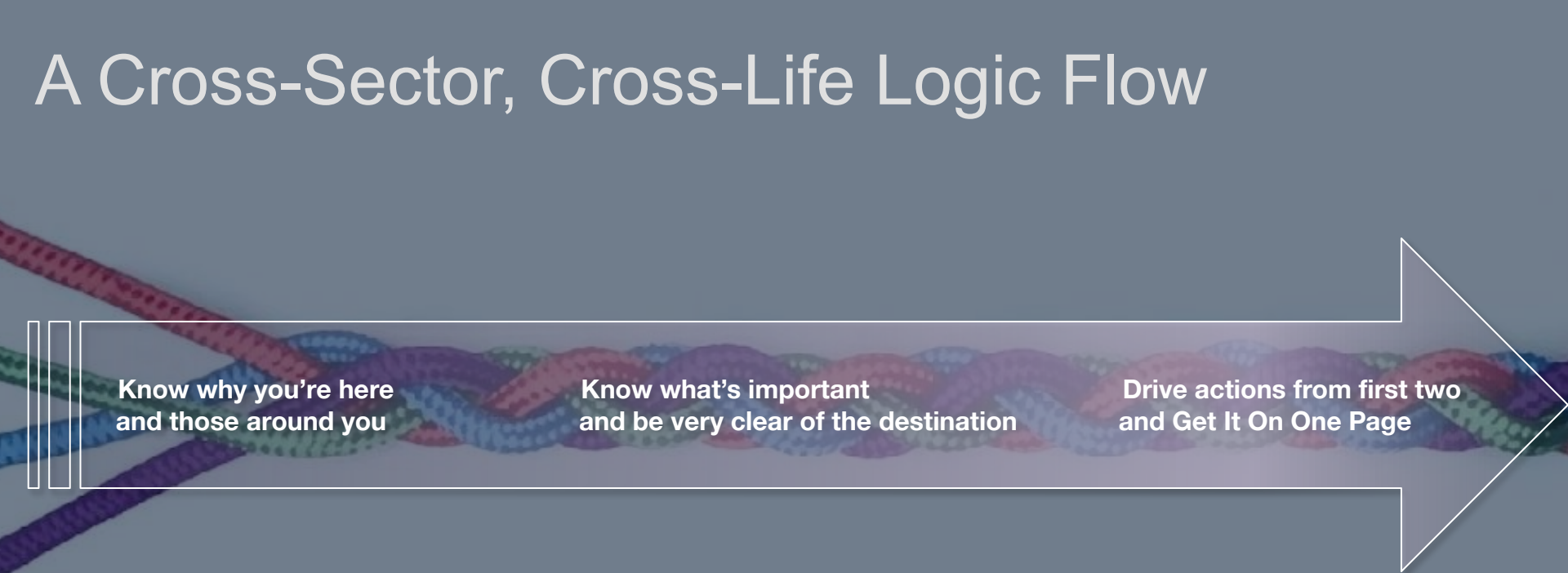








A Cross-Sector, Cross-Life Logic Flow



Know why you're here
and those around you

Know what's important
and be very clear of the destination

Drive actions from first two
and Get It On One Page



PURPOSE-DRIVEN LEADERSHIP

PURPOSE

Questioned + Confirmed

PRIORITIES

Clarified + Personalized

POTENTIAL

Visualized + Vivid

PROGRESS

Illuminated + High-Performance



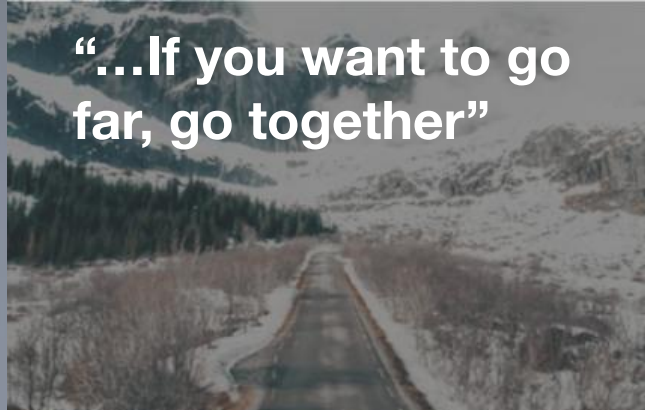
PURPOSE-DRIVEN, CONNECTED LEADERSHIP

...From Self To System



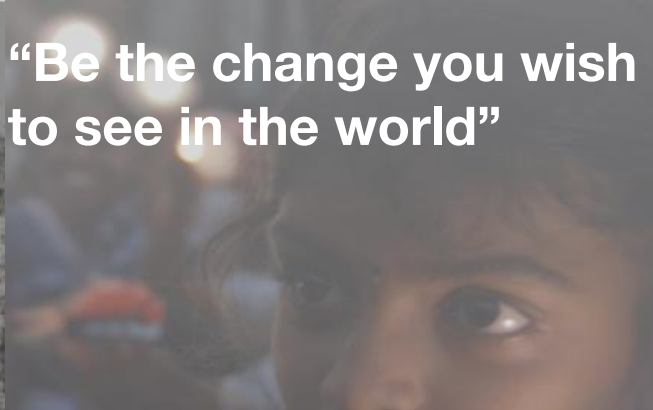
“Be yourself,
only better”

PURPOSE
PRIORITIES
POTENTIAL
PROGRESS



“...If you want to go
far, go together”

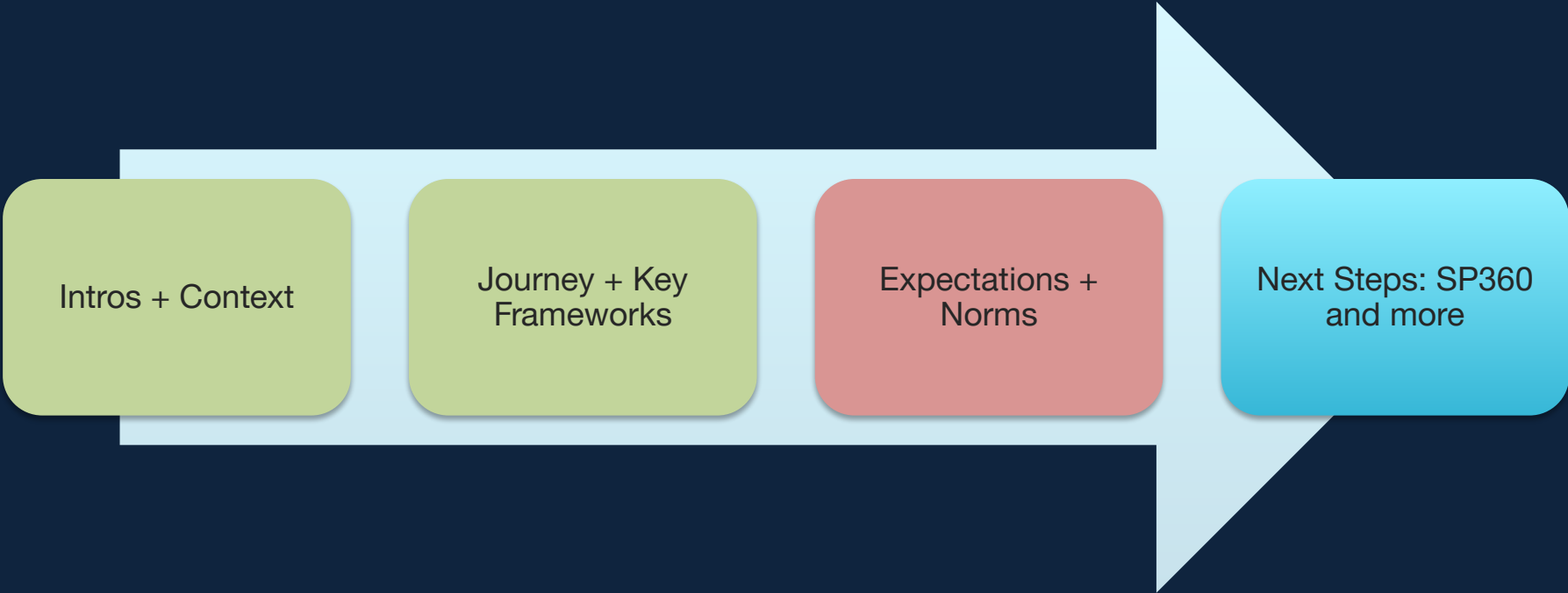
PURPOSE Vision + Mission
PRIORITIES For Teams + Individuals
POTENTIAL Common view of future
PROGRESS Transparent + Accountable



“Be the change you wish
to see in the world”

PURPOSE Underlying Purpose?
PRIORITIES Key Levers of Change
POTENTIAL Desired End-State?
PROGRESS Track + Update System Map





Intros + Context

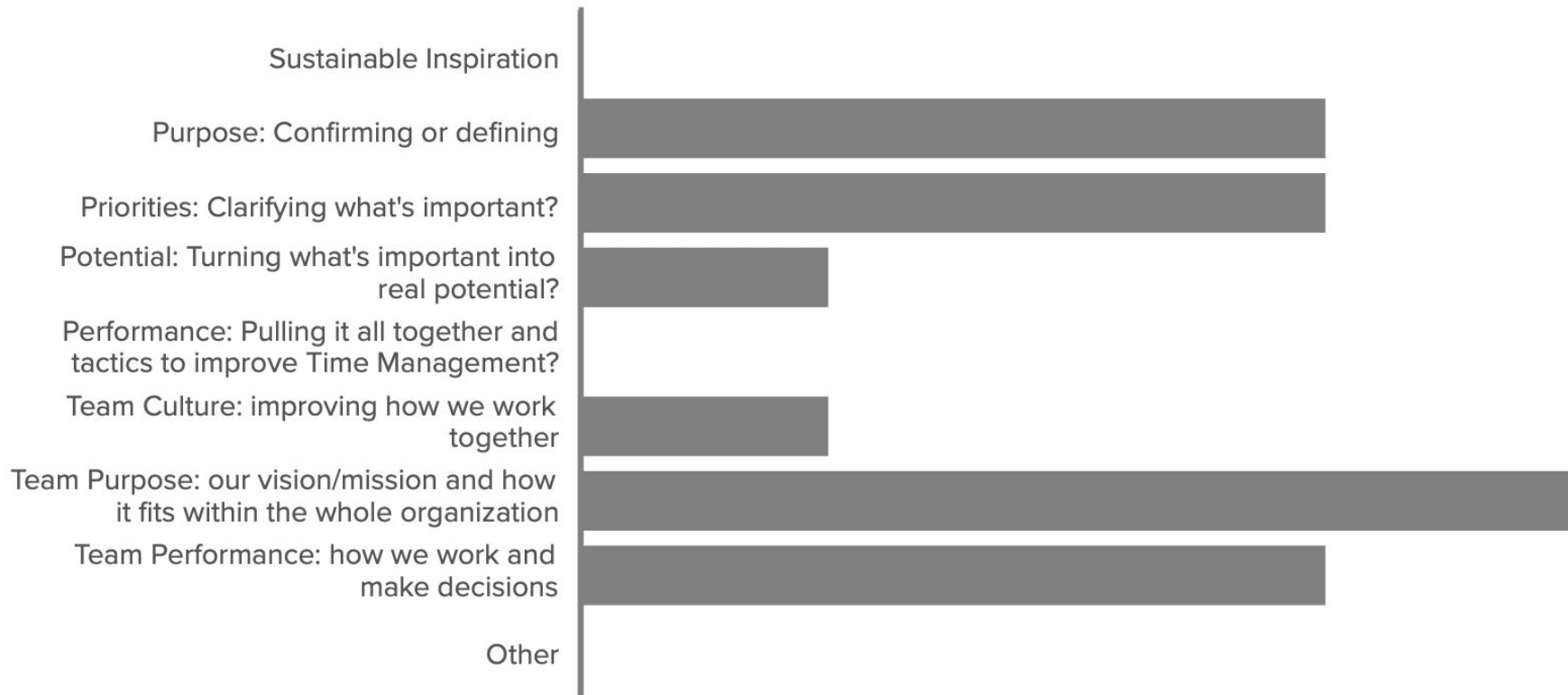
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What would make these sessions together most useful & interesting to you? Thoughts / Help on...



Total Results: 15



Key Strengths: What would your colleagues say? What do you think?

managing
experience
wizard relational leading
listening
speaking



Key Areas To Work On: What would your colleagues say? What do you believe?

vision
direction
future state purpose
alignment



It's been a successful Program! What did you take out that you wanted / needed?

change positive
happiness
leadership growth
inspiration



A successful Program: What did you bring to this experience and your team-mates?

understanding
honesty happy
inclusion pills self
personal experience
music story



How we run the Program

- **Diversity & Identities:** Diversity of people and ideas is proven to breed innovation, resilience & excellence. It's actively encouraged here (and to seek it in your work and life *outside* this program). Identities that are important to you are important here
- **Inclusion & Subtleties:** If you need anything said or done to make you feel **truly welcome**, please let us know and please use the 'chat'
- **Be Present:** Pen and Paper / no competing screens - please be present or check out to take a call, no half way
- **Be Kind** (the golden rule)



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The Shift Positive 360

- Qualitative process: gather **motivating** and **actionable feedback**
- **Identified**
- **Aspiration & strengths-focused**
- **Two hats:** providing & receiving feedback
- Select 6-8 people: Get David's input.
- Need access to your **calendars & time commitment**, debriefs completed by Jan 6 team session





Gabrielle Joyce, LMSW

Sr. Director of Client Experience, InspireCorps

Background: Gabi is a relationship-centered change-maker with a passion for taking systems-based approaches to create sustainable solutions that serve the learning and growth of people, teams, and organizations. Gabi utilizes her technical and infrastructure knowledge to accelerate the growth of our clients and of InspireCorps. She uses this creative blend to support organizations and leaders to reach their next level of positive impact on the world.

Expertise: Systems thinking, scaling performance





Katie Giasullo

Team Coordinator, InspireCorps

Background: Utilizing her strengths of organization, communication and time management, as the Coordinator for InspireCorps Katie puts her skills to use to ensure the entire InspireCorps team is supported in all necessary aspects. Katie blends her ability to create relationships and big picture problem solving to assist with day-to-day operations and client coordination.

Expertise: Organization, capacity management



APPENDIX

InspireCorps Project Team Bios



PARTICIPANTS



Name	Team / Function
David Hochberg	
Andy Page	LDRV Lead
Dan McPherson	Gasoline Lead
Jason Volz	Crude Lead
Josh Bothager	Distillates Lead
Eng Hoe Kan	LPG/PETC Lead
Penghai Wu	Asia Lead
Peter Taylor	Geneva Office Head / EMEA Bus Dev Lead
Aarnoud van Weelderin	America's Bus Dev Lead
Jennifer McSorley	America's Operations Lead
Vannan VR	EMEA/Asia Operations Lead
Lars Pohjola ??	LDRV #2 & Senior Leader in MCT

Meredith as observer / partner



Name	Team / Function
Jen Grace Baron	Co-CEO & Growth Officer
Peter Boyd	Senior Partner
Gabi Joyce	Senior Director of Client Experience
Katie Giasullo	Team Coordinator

