

INSPIRED COACHING GROUP

Training | Leadership Development | Professional Coaching

Advancing organisations' communication, leadership capability, and day-to-day team performance through practical, human-centred development.

Prepared by: Lesley Buckman



www.inspiredcoaching.au



1300 007 088



Sunshine Coast



hello@inspiredcoaching.au

Table of Contents

01

Executive Summary

Overview of Inspired Coaching Group
Training, Leadership Development & Coaching
Capability
National Delivery Scope

02

Training & Development Services

2.1 Gravitas - Leadership Training and Coaching Platform
2.2 Leadership & Communication Training
2.3 Professional Development Workshops
2.4 TriMetrix Behavioural Assessments (DISC, Driving Forces & EQ)
2.5 1:1 Leadership Coaching
2.6 Custom & Bespoke Training Programs

03

Delivery Methods

3.1 Onsite Delivery
3.2 Online Delivery
3.3 Hybrid Delivery
3.4 Scalable Group Delivery
3.5 Neurodiverse-Informed & Accessible Delivery

04

Organisational Capability, Qualifications & Risk Management

4.1 Professional Qualifications & Expertise
4.2 Delivery Capability Across Complex & Operational Environments
4.3 Governance, Safety & Risk Management
4.4 Quality Assurance & Delivery Standards

05

Contact Details

Executive Summary

Inspired Coaching Group is a national provider of leadership development, communication training, and professional coaching—with specialist expertise in neurodiversity and neuroinclusive workplace cultures.

We support leaders to build teams where different brains can do their best work. That means communication strategies that work for everyone, not just the neurotypical majority. Leadership approaches that create genuine psychological safety. And practical frameworks that turn cognitive diversity from a compliance issue into a performance advantage.

Our programs are built around what actually drives team performance: clear, flexible communication; leadership that adapts to different working styles; and collaboration that doesn't rely on unspoken social rules. We work with organizations to identify where standard approaches fail 20% of their people—and what to do instead.

We partner with clients in infrastructure, construction, government, aviation, professional services, and health, delivering training that's direct, evidence-based, and designed for real operational environments.

In addition to leadership and communication training, we offer TriMetrix multiscience Psychometric behavioural assessments, 1:1 leadership coaching, bespoke program design, and Gravitas — our structured leadership and culture development platform for organisations seeking consistent, long-term capability uplift.

We deliver training onsite, online, and in hybrid formats to support multi-site, regional, and geographically dispersed teams across Australia.



Gravitas

Leadership, Communication & Culture
Raised to a Higher Standard

Delivered through **one unified platform**, Gravitas aligns leadership behaviour, communication habits and culture across every level of your workforce.

Every organisation rises or falls on the quality of its conversations and the steadiness of its leaders.

Gravitas strengthens both—giving leaders the clarity, presence and confidence to communicate well, collaborate effectively and lead with maturity.



WHAT GRAVITAS CREATES?

- ✓ Confident, steady leaders
- ✓ Clear and intentional communication
- ✓ Behavioural consistency across teams
- ✓ Strong people skills and conflict capability
- ✓ Collaboration built on trust
- ✓ Cultural alignment and accountability
- ✓ Better decisions and less reactivity
- ✓ A workplace where people feel safe, capable and supported

Gravitas develops leaders who communicate clearly, respond thoughtfully and uphold high behavioural standards—creating a culture where expectations are clear and performance strengthens naturally.

THE GRAVITAS COMPASS

A continuous capability cycle that turns learning into leadership behaviour.

NOTICE

Awareness, clarity and understanding your communication, reactions and impact.



WITNESS

Measurable progress, reflection and accountability—growth you can see and track.

EQUIP

Practical tools, frameworks and behaviours for clear communication and grounded leadership.

SUSTAIN

Embedding strong habits into daily work, meeting rhythms, collaboration and culture.

THE SEVEN CAPABILITY PILLARS



Leadership & Communication



High-Performing Cultures



Conflict & Diplomatic Conversations



Authentic Inclusion



Public Speaking & Facilitation



Self-Leadership



Wellbeing & Resilience

Each pillar equips leaders with practical capability that positively shapes behaviour, communication and culture.

HOW GRAVITAS IS DELIVERED :



Live Workshops (2 Hours)

High-impact, practical and grounded in real workplace scenarios.



Fortnightly Coaching Pods

Small-group coaching that deepens capability and strengthens accountability.



Leadership Pathways

Emerging, Middle, Senior—each designed for the right depth and responsibility level.



Unified Gravitas Platform

All workshops, tools, notes, resources, behaviour standards and cultural expectations in one place.



Quarterly Leadership & Culture Reviews

Clear insight into behavioural progress, communication maturity and cultural alignment.



SCORM-Compliant Reporting

Attendance, engagement and progression tracking for HR and L&D visibility.

THE INVESTMENT

One simple, predictable fee:
\$200 + GST per person per month

Includes:

- All workshops
- All coaching pods
- All leadership pathways
- Full Gravitas platform
- Embedding support
- Behavioural standards & cultural alignment
- Quarterly reviews & continuous guidance
- Full reporting & measurement

Optional Add-ons:

- TriMetrix Suite (DISC, Driving Forces, EQ)
- 360 Leadership Assessment

No lock-in. You continue because you see the results.

ORGANISATIONAL IMPACT

With Gravitas, organisations see:

- Clearer communication
- Calmer, more confident leaders
- Stronger collaboration and healthier conflict resolution
- Higher accountability
- Better decisions
- Improved culture and psychological safety
- Greater team engagement
- A noticeable increase in leadership maturity

Gravitas turns capability into behaviour—and behaviour into culture.

READY TO STRENGTHEN YOUR ORGANISATION?

Gravitas elevates how your people communicate, lead and work together. It becomes the standard your organisation relies on—a clear, human-centred system that strengthens confidence, culture and performance.

Book an Organisational Briefing and experience how Gravitas can transform your leaders and culture.

BOOK NOW!



2.1 Leadership & Communication Training

This training strengthens how leaders direct work, communicate expectations, and stabilise team performance. The focus is on clear instructions, consistent communication, and constructive management of behaviour and interpersonal dynamics.

Outcomes for Leaders

- Deliver instructions and expectations with clarity
- Communicate consistently across different personalities and experience levels
- Guide team behaviour and task execution with confidence
- Maintain a calm, steady presence under pressure
- Address performance or behaviour issues early
- Navigate operational challenges and interpersonal tension effectively
- Facilitate discussions that align people and reduce friction
- Strengthen working relationships through emotional intelligence
- Improve team reliability, cohesion, and follow-through

Delivery: Online or onsite.

Pricing (Travel additional for onsite):

- Half-day programs from \$1,999 + GST
- Full-day programs from \$3,999 + GST

2.3 TriMetrix Behavioural Assessments (DISC, Driving Forces & EQ)

Delivers behavioural insight that improves team interactions and hiring decisions.

Our assessments give leaders and teams a clear understanding of communication patterns, motivators, and emotional responses in the workplace. With DISC, Driving Forces, EQ, and TriMetrix, organisations gain evidence-based insight that supports better communication, more informed recruitment, stronger team cohesion, and improved alignment during onboarding.

Each assessment includes a facilitated debrief that translates the data into practical behavioural strategies leaders and teams can use immediately.

Delivery: Online or onsite

Pricing: Quoted based on assessment type and volume

2.2 Professional Development Workshops

This training develops leadership identity, decision-making, and the ability to manage broader responsibilities. It supports leaders shifting from task-focused work to confidently leading people, priorities, and outcomes.

Outcomes for Leaders

- Understand the leadership expectations relevant to their level
- Strengthen judgement and decision-making under pressure
- Move from task-based thinking to broader leadership awareness
- Plan and prioritise work with greater clarity
- Manage performance and accountability with confidence
- Demonstrate maturity when handling pressure or complex issues
- Increase ownership and reliability in leadership behaviours
- Support the development of others through clear guidance
- Contribute to a coordinated and consistent leadership culture

Delivery: Online or onsite.

Pricing (Travel additional for onsite):

- Half-day programs from \$1,999 + GST
- Full-day programs from \$3,999 + GST

2.4 1:1 Leadership Coaching

What it exists to do: Build deeper personal capability in leaders needing individualised development.

Coaching offers leaders a confidential, structured space to refine communication, stabilise behaviour under pressure, strengthen decision-making, and work through specific interpersonal or operational challenges. Coaching blends behavioural insight, communication development, and practical planning to help leaders improve how they show up in meetings, in conversations, and across their teams.

This is tailored development designed for leaders who need focused support and accountability.

Delivery: Online or onsite

Pricing: From \$1,499 + GST per month retainer (Travel additional for onsite)



2.5 Custom & Bespoke Training Programs

What it exists to do: Build organisation-specific capability systems and development pathways.

We design training programs that align directly with organisational needs — from leadership pathways and behavioural standards to onboarding modules, capability frameworks, and targeted team culture programs. These initiatives address specific gaps or goals within the organisation and are built through consultation, analysis, and clear alignment with operational requirements.

Custom programs are ideal for organisations seeking long-term capability uplift, consistent behavioural standards, and leadership expectations that can scale across teams and sites.

Delivery: Online, onsite, or hybrid

Pricing: Quoted based on program scope

3. Delivery Methods

Inspired Coaching Group delivers training and coaching in formats that accommodate operational demands, geographically dispersed teams, and varied workforce schedules. All programs can be delivered through the following methods:

3.1 Onsite Delivery

Face-to-face delivery at organisational locations, including offices, depots, training centres, and project sites.

This format is ideal for teams who benefit from practical discussion, real-time application to workplace scenarios, and in-person collaboration.

3.2 Online Delivery

Live, instructor-led sessions delivered via secure virtual platforms.

Online delivery supports multi-site teams, remote staff, and groups requiring flexible scheduling. Sessions are interactive and designed to maintain clarity, engagement, and practical outcomes.

3.3 Hybrid Delivery

A combined approach using both onsite and online formats.

This model is suitable for organisations with rotating rosters, multiple locations, or a need for staged capability development. Hybrid delivery ensures consistent learning experiences across all teams regardless of location.

3.4 Scalable Group Delivery

All programs can be scaled to suit:

- Individuals
- small groups
- leadership cohorts
- cross-functional teams
- whole-of-organisation rollout

This flexibility allows organisations to build capability across different levels without disrupting operations.

3.5 Neurodiverse-Informed & Accessible Delivery

Training is delivered using communication methods that support diverse thinking styles, learning preferences, and information-processing speeds.

This includes structured session design, clear visual aids, paced instruction, and facilitation approaches that create psychological safety and accessibility for all participants.

4. Organisational Capability

Inspired Coaching Group operates as a structured, professional training and development organisation with the capability to service regional and metropolitan teams across Australia. Our programs are underpinned by strong governance, evidence-informed methodologies, and a delivery model that ensures consistency, quality, and reliability across all engagements.

We bring formal qualifications, extensive experience, and a clearly defined approach to leadership and communication development. This allows organisations to work with a provider that offers both high-level expertise and the operational maturity required for large-scale or multi-site delivery.



4.1 Professional Qualifications & Expertise

Inspired Coaching Group is staffed and led by qualified training and coaching professionals with recognised expertise in communication, behavioural science, and leadership development. Our capability is anchored by the credentials and experience of our principal coach, Lesley Buckman, supported by a broader network of accredited practitioners and qualified facilitators engaged as required for program delivery.

Lesley is a Professional Certified Coach (PCC) with the International Coaching Federation (ICF) – one of the highest attainable coaching credentials globally, requiring demonstrated coaching mastery, ethical alignment, and significant professional coaching hours. This accreditation ensures all coaching and leadership development delivered through Inspired Coaching Group meets global standards of professionalism, confidentiality, and behavioural rigour.

In addition to PCC status, Lesley holds:

- **Cert IV in Training & Assessment**
- **Cert IV in Personal & Business Coaching**
- **Diploma of Leadership Coaching & Mentoring**
- **Accreditations in the full Science of Self suite:** DISC, Driving Forces, EQ, and TriMetrix
- **Facilitator accreditation in behavioural, motivational, and emotional intelligence tools**

With more than **25 years of leadership experience** across manufacturing, telecommunications, sustainability, recruitment, operational teams, and multi-site environments, Lesley contributes deep practical insight into the communication and behavioural patterns that support reliable performance in real operational settings.

Through this qualification base – combined with access to additional accredited associates – Inspired Coaching Group delivers training with the professional depth, scalability, and stability required for organisational partnerships.

4.2 Delivery Capability Across Complex and Operational Environments

Inspired Coaching Group has a proven track record delivering leadership, communication, and behavioural capability programs across sectors that rely on clarity, safety, and consistency.

These include infrastructure, construction-adjacent environments, government departments, aviation, health, community organisations, and professional services.

Our delivery capability covers:

- leadership development for emerging through to senior leaders
- cross-functional communication training
- behavioural assessments and organisational profiling
- culture alignment and expectations frameworks
- supervisor capability uplift
- team performance development
- onboarding integration and behavioural readiness

We design programs that respect operational pressures and the realities of fast-moving environments – including competing priorities, geographically dispersed teams, rostered workforces, and mixed levels of leadership experience. Training remains structured, practical, and applicable, regardless of delivery method.

4.3 Governance, Safety & Risk Management

Inspired Coaching Group operates with a strong governance framework that reflects the requirements of organisations working in safety-conscious and regulated environments. Our approach includes:

- **Confidentiality and privacy protocols** aligned with Australian privacy legislation and ICF ethical standards
- **Secure storage and handling of behavioural data**, assessments, and session materials
- **Clear risk assessment and mitigation processes** for training delivery, both online and onsite
- **Participant wellbeing safeguards**, including escalation pathways for coaching, behavioural observations, or sensitive discussions
- **Alignment with organisational WHS expectations** during onsite delivery
- **Public Liability and Professional Indemnity** insurance maintained at appropriate levels and available on request

Our systems ensure the safety, wellbeing, and confidentiality of participants while minimising operational risk for the organisations we work with.



4.4 Quality Assurance & Delivery Standards

All programs delivered by Inspired Coaching Group follow a consistent structure designed to maximise clarity, relevance, and practical application. Quality is maintained through:

- **Pre-engagement consultation** to confirm training needs, context, and organisational priorities
- **Documented learning outcomes and session design** tailored to the workforce
- **Delivery by qualified facilitators**, avoiding variability caused by rotating trainers
- **Post-session recommendations**, coaching options, or next-step actions to strengthen behavioural follow-through
- **Feedback collection and continuous improvement**, ensuring training evolves with organisational needs

This consistency ensures that every engagement — whether a single workshop or a multi-stage leadership program — is aligned, reliable, and professionally delivered.



Inspired Coaching Group

Leadership Development • Communication Training • Professional Coaching
Australia-wide delivery capability

Primary Contact

Lesley Buckman

Principal Coach & Director
PCC (ICF) | Qualified Trainer & Behavioural Practitioner

Mobile: 0405 373 500

Office: 1300 007 088

Email: lesley@inspiredcoaching.au

Website: www.inspiredcoaching.au



Inspired Coaching Group welcomes the opportunity to partner with your organisation to strengthen communication, leadership capability, and team performance.