

Attachment A

Tool	Areas of Focus	Cost	Outcome	Risks	Considerations
Tool and Provider 1	<p>Creative</p> <ol style="list-style-type: none"> 1. Relating 2. Self-Awareness 3. Authenticity 4. Systems Awareness 5. Achieving <p>Reactive</p> <ol style="list-style-type: none"> 6. Controlling 7. Protecting 8. Complying 	\$540 per hour inclusive of 1.5 hour debrief and option for further coaching	<ul style="list-style-type: none"> • Understand how a leader is showing up and how others are experiencing them • Highlight opportunities for growth and development • Provides holistic view of leadership strengths in both the creative and reactive spaces 	<ul style="list-style-type: none"> • Used as development tool only • No other risks identified 	<ul style="list-style-type: none"> • Contemporary, holistic • Individual leadership 360 tool • Integrates with the Collective Leadership Assessment group tool • Strong relationships with CoA leadership • Good understanding of environment • Aligns to our values and PX Commitment
Tool and Provider 2	<ol style="list-style-type: none"> 1. Active Listening 2. Communication 3. Team Relationships 4. Problem Solving and Counselling 5. Participative Decision Making 6. Interface Management 	\$550 per hour inclusive of 1.5 hour debrief	<ul style="list-style-type: none"> • Provides a foundation for discussions focused on effective leadership 	<ul style="list-style-type: none"> • No existing relationship with CoA • Not as detailed/only focuses on ideal capabilities 	<ul style="list-style-type: none"> • Individual and team tools available • Aligns to some of our values
Tool and Provider 3	<ol style="list-style-type: none"> 1. Creates a learning environment 2. Supportive 3. Fosters teamwork 4. Encourages autonomous decision making 5. Effective management of underperformance 6. Effective management of counterproductive behaviour 7. Celebrating success 8. Creates clarity about performance standards 9. Creates clarity about appropriate behaviours 10. Optimism and positivity 	\$2705 inclusive of project planning meetings, administration of survey and development plan	<ul style="list-style-type: none"> • In this normative instrument, participants are asked to rate the leader on 40 items each of which falls into one of ten categories that were found to be those elements most predictive of leadership success 	<ul style="list-style-type: none"> • No existing relationship with CoA • Victorian based company • Greater investment for similar outcome 	<ul style="list-style-type: none"> • Aligns to PX Commitment