

ZOË ROUTH

Director

Zoë Routh is a leadership expert with over 30 years' experience enabling leadership teams struggling with office politics and silos to work effectively together.



A prominent authority in her field, Zoë's portfolio includes roles as Chair of the Outdoor Council of Australia, President of the Chamber of Women in Business, and Program Manager at the Australian Rural Leadership Foundation.

Zoë empowers big thinkers with big hearts to make a big difference. Several renowned companies attest to the success of her approach including Australia Pork Limited, University of Canberra, Lifeline and Sydney Fish Market.

i Building strong, collaborative and focused teams at all levels of an organisation is important for its ongoing success.

— Global Leadership Foundation

i 14% of employees in Australia and New Zealand are engaged. That means 86% are disengaged. Business units in the top quartile of Gallup's global employee engagement database are 17% more productive and 21% more profitable than those in the bottom quartile.

— Gallup State of the Global Workplace Report 2017

i A positive workplace culture starts from the top. The words and actions of leaders provide the example for employees to follow.

— Government of Western Australia

“ *The only safe ship in a storm is leadership.*

— Faye Wattleton, Alvarez & Marsal

T: 0416177073
P: +61 6162 0554
E: zoe@innercompass.com.au
PO Box 5194 Lyneham ACT 2602

TESTIMONIALS



“ Zoë personifies what she teaches. She is authentic, courageous, wise and on a mission to help leaders lead in the moment, and be the best they can be.

Not only does this make her one of Australia's dominant leadership thinkers and authors, it also enables her to make a profound difference to her clients.

Definitely not for the faint hearted, but if you want to be the best leader you can be and are willing to be real to get there, there's no one better to have in your corner than Zoë.

● Peter Cook
CEO Thought Leaders Global

“ Zoë is an amazing judge of people without judging them. She understands what makes them tick and asks the right questions at the right time in a non-confronting way.

Zoë is incredibly genuine. It also helps that she is independent of our internal dynamics and brings a fresh viewpoint.

● Andrew Spencer
CEO Australian Pork Limited

ZOË ROUTH

BOUNDLESS TEAMS PROGRAM

SUPPORTING | GUIDING | ADVANCING | UNITING

A photograph of a diverse group of professionals sitting around a wooden conference table, engaged in a discussion. A large round clock is visible on the wall in the background, symbolizing the time spent on building effective teams.

zoerouth.com

Profit is in people—the most important facet of your organisation's long-term performance. Leaders set company culture, but **poor culture restricts organisational growth and performance**. Invest in your leadership team to generate rewards throughout your business and beyond.

A better culture is a brighter future.

THE PROCESS

Through indoor and outdoor intensives, the Boundless Teams Program addresses lone wolves, silos, a bad reputation and more by enhancing:

- **Attitudes:** Individuals and teams seek to cooperate.
- **Cohesiveness:** Leadership work as a team. They have each other's backs.
- **Thinking:** Broadened capacity for advanced leadership thinking.
- **Role Modelling:** Leadership exhibit values-aligned behaviour and encourage their teams to do the same.
- **Results:** Quick and collaborative problem solving. Results are measured and improved.

THE PROGRAM

Invest in your people. Prosper with your people. The Boundless Teams Program is tailored to the desired outcomes of your organisation and takes place over a period of up to 12 months.

Your level of investment in the program is determined by the speed of implementation and depth of mastery you want your leadership team to achieve.

BOUNDLESS TEAM CULTURE

Team culture ranges from Dysfunctional to Boundless, with time spent resolving staff issues varying significantly.

Great Place To Work Rating	Team Culture	% Of Time Spent On Staff Issues
10x	Boundless	2%
8x	Engaged	10%
6x	HONEST	20%
4x	Friendly	30%
2x	Civil	40%
0x	Dysfunctional	50%

- **Dysfunctional** teams are challenging, ruled by conflict and mistrust.
- **Civil** teams barely function. Conflict is covert and nasty.
- **Friendly** teams get work done, but there's no unity in tough times.
- **Honest** teams address all issues even if it's uncomfortable.
- **Engaged** teams are focused and productive. They're starting to hum.
- **Boundless** teams overcome limitations. Everything is possible with focus, energy, and commitment.

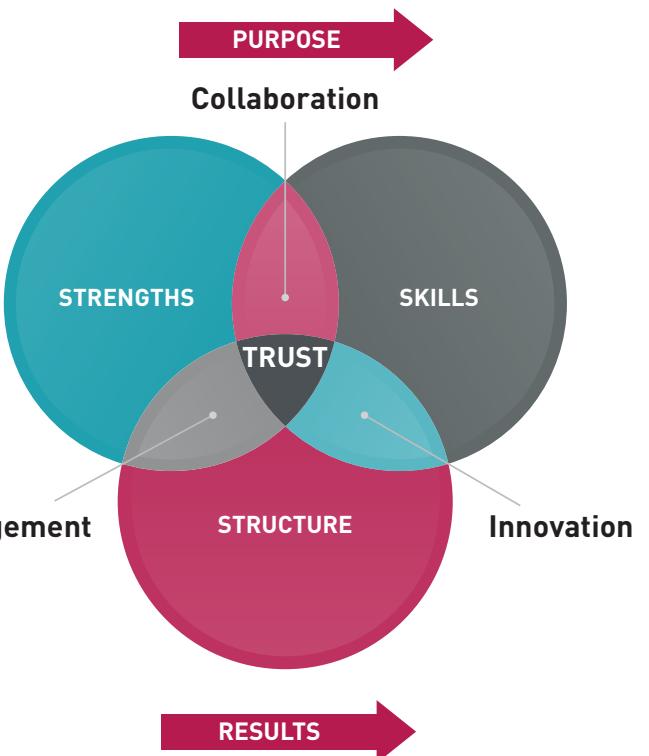
Be Boundless.
Reduce wasted staff hours.
Remove barriers to success.



BUILD A BOUNDLESS TEAM

Boundless teams value synergy. Their trust in each other is transformational.

- **Purpose** motivates. **Results** provide a destination. Together they drive your team.
- **Structure**: Sets boundaries, and creates safety and order.
- **Strengths**: Engaged teams know and use their strengths.
- **Skills**: Improve capacity, strategic thinking and effective action.



Strengths, Skills and Structure lead to Engagement, Innovation, Collaboration and Trust.

Know your team.
Build your team.

