

Who we are

Red Pill Performance Consultants bring business experience at the highest levels together with a coaching psychology and business focus to high performance coaching, leadership and team building in Australia, New Zealand and other Asia Pacific countries.

The founding directors, Tony Adcock and Harry Petropoulos bring formal coaching, mentoring and high performing team-building training and experience combined with business acumen gained from working at senior executive levels in world class organisations.

Leading-edge high performance is maintained through links to Europe and North America via collaboration with *Performance Consultants UK*, who pioneered and developed the most widely emulated and accepted model of high performance business coaching and team building in the UK.

This linkage with *Performance Consultants* provides *Red Pill* with access to proven coaches and leaders such as Dr David Hemery CBE, David Whitaker OBE and Sir John Whitmore, Sue Slocombe OBE, world-class performers, who for more than twenty years have been at the leading edge of coaching for performance improvement. In fact *Coaching for Performance*, Sir John Whitmore's book of his insights and understanding, is a best seller translated into 11 languages and now in its 3rd edition.

Additional access to other consultants specialising in creativity and innovation, leadership, change management and cultural change ensures that everyone within *Red Pill* and its associated

companies continue to research and refine solutions to performance questions and it is this drive that keeps the company at the forefront of this arena. To this extent, links developed with Universities in Australia and overseas with either coaching psychology faculties or business schools ensure continual refinement of leading edge thinking.

This *strength in depth* enables us to offer a precise match to our clients' requirements and means that we can be sure of delivering to the highest quality and integrity across the whole range of interventions offered.

***...experts in coaching,
committed to helping
individuals, groups, teams
and organisations achieve
sustainable optimum
performance.***

The founding directors have industry experience that spans blue chip companies in financial services, FMCG, retail and industrial, telecommunications and professional services as well as financial management, human capital management, supply chain, strategy, marketing and customer relationship management.



Red Pill Holdings P/L, trading as Red Pill Performance Consultants

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What we do

Coaching is the interactive process that unlocks potential. The real answers to achieving and sustaining high performance lie inside people. Coaching helps people find from within themselves the *how to do* solutions, rather than impose on them the *what to do* solutions from without. It is the *how* that delivers real performance and is tied to improvements in business productivity, interpersonal relationships and ultimately business profitability.

The coaching programs of *Red Pill Performance Consultants* are based upon the key principles and coaching behaviours that enable, promote and, importantly, *sustain* high performance. Experience shows us that the true potential of a performer is best accessed and realised through the three facets that underpin all performance:

Awareness

Self-realised high quality relevant input.

Responsibility

The performer's choice to take ownership.

Our interventions develop self belief and self reliance; engage both intellectual and emotional energies; involve people more deeply in their own learning and development; encourage sustainability of change and dovetail the aims, interests and values of the individual and the organisation: all key components for sustaining high performance in people.

Self Belief

Confidence in one's potential.

This process of aligning these energies and focusing them on performance improvement is the essence of 'coaching'. The very best coaches understand not only the power of this alignment but also the behaviours that cause it to happen.

At *Red Pill Performance Consultants* we draw on our experience in high performance and use our

coaching capabilities in all work with clients to help them achieve their performance goals.

We offer the design and implementation of a wide range of interrelated performance interventions ranging from one-to-one coaching, through workshops and programs for groups and teams, to seminar and conference presentations.

Red Pill Performance Consultants through our alliance with *Performance Consultants UK* is uniquely positioned in the Australian marketplace to provide

Our belief is that there is enormous untapped potential within people and organisations. Our commitment is to help you unlock this and be the best you can be.

these services. This relationship together with our professional access to leading Australian academics ensures our skill base remains at the cutting edge of high performance.

Our panel of coaches are first and foremost, seasoned business executives, each with distinguished careers in challenging commercial environments, who have undertaken extensive training in all aspects of executive coaching, communication and contemporary adult learning techniques. In addition to their commercial acumen, all of our coaches have undertaken specific tertiary studies in the field of Coaching and Coaching Psychology. Our people combine a wide range of psychological skills with the practical understanding of performance, coaching, learning and business to design programs that explore and enhance personal, team and business achievement.

What we offer

Coaching is the interactive process that unlocks potential. At *Red Pill*, our panel of coaches seek to have a transformational impact on the quality of the client's personal performance at work, on the quality of the client's relationships with work colleagues and family and to embed a self-coaching mindset by the end of each assignment.

The Coaching programs often involve tailored development in the areas of communication, influence, negotiation, conflict resolution, people and team management, strategic planning, best practice business management, and in particular, self management. The *Red Pill* coaching process follows *the proven path* of goal setting, assessment, action learning/development and review. We strongly subscribe to the GROW model, as elaborated by our business colleague Sir John Whitmore in his book *Coaching for Performance*.

OUR PROGRAMS

Executive Performance

One-on-one coaching assignments, individually tailored and experiential. Challenging clients to effect lasting personal change.

Team Performance

Group based coaching to enable the building and sustaining of high performing teams.

Coach Development

A range of programs to develop authentic coaches and coaching practices in the business environment.

Mentoring

Subject experts providing knowledge and guidance.

Business Leadership

Integrated interventions helping companies to address leading edge issues relating to performance including High Performing Teams, Sales Development, Leadership training and customised development workshops.

Coaching Readiness

A combined coaching and consulting approach to addressing organisational readiness, and designing appropriate internal company coaching programs.

What can an individual expect from coaching?

A dedicated professional who is there to assist the individual to achieve enhanced success and performance at work.

A facilitator of the individual's learning and growth.

A disciplined resource helping keep the individual on track within a goal oriented process co-developed with the individual and coach over a series of sessions.

A confidential sounding board there to help clear the individual's mind and brainstorm new, effective ways of tackling issues.

A self-coaching mindset, coupled with increased self awareness .