


PERFORMANCE PARTNER  WINNERS AT ALL LEVELS

The **Sherpa** Initiative



The role of a **Sherpa** isn't to lead or support from afar. It's to **walk alongside** their team, building trust as success is achieved.

A PERFORMANCE PARTNERSHIP FUELLED BY EXPERTISE AND ENDURANCE IN A CHALLENGED ENVIRONMENT

Dan Collins



PEOPLE
PROCESSES
PROFIT



OLYMPIC LEVEL SUPPORT



THE SHERPA INITIATIVE

A **performance partnership** fuelled by **expertise** and **endurance**
in a challenged environment

Introduction

It's no secret, Sir Edmund Hillary achieved one of the greatest feats of mountaineering when he climbed Mount Everest for the first time. For decades, Hillary was celebrated and rightly so.

But what about his Sherpa, Tenzing Norgay?

Tenzing Norgay supported Hillary on the most incredible quest.

He did all the heavy lifting and extra effort components. He did all the dangerous

traversing. He gave advice on when to go and when not to go, where to cross, where to march, and how fast to climb.

He was Sir Edmund Hillary's performance director and key advisor, in his rise to the top of Everest.

The emotion and symbolism of having to climb the world's largest mountain, unassisted with oxygen, fighting and striving for something great - ***to reach the top of the world*** - resonates with all great business leaders.

In any big quest, a rise to the top of any field or journey fraught with performance challenges, requires a faithful Sherpa, to support the leader in taking the organisation to the next level.

With more than 15 years experience in working with C-suite executives and teams, we know what it takes to get you to the top.

Let us introduce you to **The Sherpa Initiative**.



WHY PARTNER WITH US

Create an environment where **your people** can be at **their best**

Imagine a professional work environment where people are motivated enough to contribute at their very best. They want to come to work, to be tested and challenged, to grow, and to serve others in their workplace and beyond.

They do this regardless of where they are in their professional journey and where they are currently positioned within a specified hierarchy.

They come to work to give their best, seek excellence within their role to the point of mastery, and to grow, learn, and contribute.

In general, they understand that work isn't about them, but about the contribution they make. And through this contribution they create enormous value for their work colleagues, the families they support and the lifestyle they enjoy with their earnings.

We are passionate about supporting leaders in creating these environments.

We are passionate about creating environments with conditions that enable

both individuals and teams to be at their best, in the spirit of serving others and competing in the market.

With more than 25 years working in the performance space, many of which were at the highest level internationally, we appreciate how difficult and emotionally exhausting this process can be for leaders. With many workspaces experiencing significant change and on-going challenges, it is becoming more and more difficult, every day.

We believe leaders deserve the support of a committed, performance partner.

Someone who supports them in the creation of conditions where people feel valued. Someone who supports and recognises the contributions of others.

You need a loyal, knowledgeable, competent and fiercely-focused Sherpa.

Imagine having someone who is 100% focused on your success, will stand beside you in tough times, and bring out the best of you and your team. Let us support you.





HOW IT WORKS

Identifying and overcoming the three biggest problems



With the wisdom of a life spent in performance environments, we believe there are three big problems that can bring a leader to their knees.

1. The first of these is personal character, or weaknesses that cause or harm a leader's reputation, or standing, in a business. These can inhibit a leader's capacity to role model and maintain strict standards. These weaknesses may also prevent them from taking on the biggest of challenges and solving really big problems that the organisation depends on them to overcome, for success.

2. The second of these is a leader's ability to build a high-functioning executive team, capable of delivering an incredibly focused team-building model throughout an organisation, where team performance becomes a unit of success at all levels of the business.

3. The third biggest problem is the inability of a leadership team to commit to and be 100% aligned, with key business outcomes, as well as the principles required to drive behaviours in line with desired results.

The Sherpa Initiative is an exclusive and intimate relationship between a high-performance expert and an organisation's leader, designed to support them in recognising and overcoming these three big problems within their business.

It also provides strength and support to a leader, during the most difficult of times in leadership.

Not for the faint of heart, this program is unashamedly focused on climbing the mountain and achieving success through fiercely supported and trusted leadership.

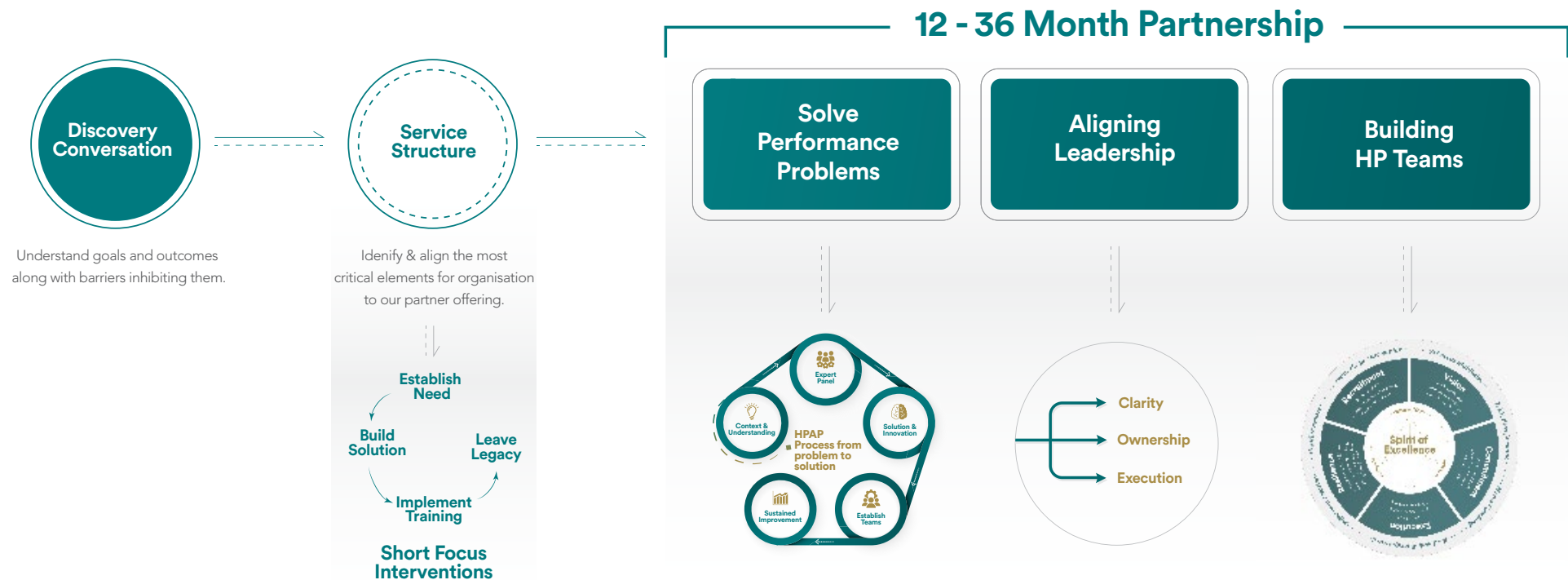
Personal
character

High-functioning
executive team

Leadership team
alignment

THE PROCESS

A **partnership** designed to solve the **three biggest problems**





CASE STUDY

Clinical health care company **invests in the health of their people**

Challenge

Led by a CEO experiencing a private equity relationship, the portfolio company in this case emerged from being a not-for-profit, operating with low levels of performance tension.

Challenges included:

- Creating a performance culture, and
- Integration of targeted mergers.

Our role was to assist the CEO in building a new, lean team that could manage and scale the complexities of acquisition activity and tackle the next growth phase.

These combined pressures saw the management team faced with a crossroads. They could continue on the same path or come together on shared team principles, which in turn would lead to their success.

With our support they established cross-divisional commitments to systems and processes and agreed on KPIs to drive a culture of collaboration and high performance.

Solution

1. CEO coaching and executive team building.
2. Individual leadership assessments for development.
3. Executive team and functional lead acceleration, including the development of team culture profiles and facilitated performance sessions.

Impact

1. Galvanised management team with a common goal and improved team character.
2. Improved ways-of-working based on personality problem-solving and decision-making styles.
3. CEO driven leadership and communication rhythm that drives strategy through accountability.





ABOUT US

Olympic level determination, paired with **empathy, honesty** and **grit**



DAN COLLINS

Dan has spent his life dedicated to the art of excellence - being at his personal best with unwavering commitment to his goals.

From preparing for big moments as an Olympic athlete representing Australia to managing elite sporting organisations across the globe, Dan's experience gives him deep insight into the personal quest we all take to discover our best selves.

Having worked with large corporate sporting entities such as the International Rugby Board, Australian Sports Commission (in the highest levels of government), the AIS, NRL and AFL clubs as well as other industry leaders

including Kestrel Coal Resources, Nucleus Network, Woolworths, Countdown, De Luca Corporation, Coles, Pepper Money and the Virgin Group of Companies, Dan's expertise is in high demand.

With a commitment to serving others and making a real impact, he doesn't shy away from tough conversations.

Dan believes that winners are created at all levels and prides himself on working with leaders to create safe, challenging, and purposeful environments - that's where excellence lives.

Are you at
your best?

Are you being
of service?

What is your
contribution?



TESTIMONIALS

We love what **we do**, but don't just take **our word** for it

New ways of thinking

"Our leaders have been given the tools for developing a high performance environment and challenged in a way that creates new ways of thinking to realise this."

Mario Rehayem - CEO, Pepper Australia

Helped us develop and deploy key cultural pillars

"I witnessed Dan gain an understanding of a complex environment and then help us develop and deploy the key cultural pillars that will drive our resurgence and performance."

Pat McEntee - Director, Woolworths Meat Company

Gold medal performance

"Your steely grit and no-nonsense approach gets great results. Your catch-cry *performance is the work currency* and *love is the home currency* will be remembered and never confused, to improve our lives. Hands down a gold medal performance."

Linda Harding - Chair, The Executive Connection (TEC45)



CONTACT US:

sherpa.initiative@dancollins.com.au



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