

# GearChange Program Report

## Key Statistics



Future Platform  
enabling corporate evolution

### 16 participants + 8 months

6 program components; 46 hours contact time

100%

...agreed that the content of the program was directly applicable and relevant to their role and leading individuals

100%

...reported they have built stronger cross organisational relationships and networks\* as a leader as a result of participating in the program

100%

...reported they are actively using the tools taught during the workshops to think about how they lead\* as a result of participating in the program

94%

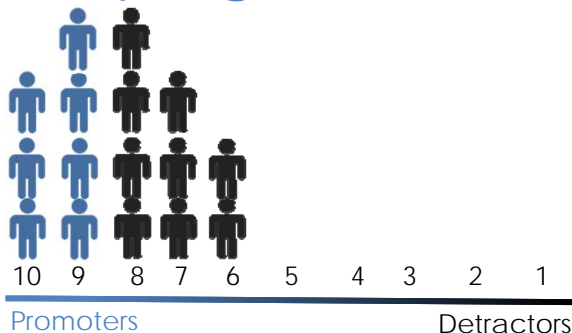
...reported they are more inquisitive about other departments\* as a result of participating in the program

88%

...reported they feel more confident as a leader in the business\* as a result of participating in the program

On average 79% reported an **improvement** across all of these factors\* after **1 month** on the program

### Likelihood to recommend the program



100%

...of participants believe they have a stronger awareness of the areas that require continued personal development.



**94% have a stronger awareness of the commercial impact they can have on the Distributions business**

Over 90% of participants felt they were provided with enough feedback about their strengths and areas of weakness over the duration of the program



"Course was challenging & a very interesting learning experience....the course taught me how to look at key parts of my role from a different perspective & how performance in these areas could be improved".

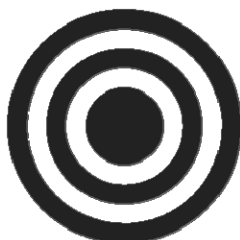


"The program was comprehensive & covered all the correct areas important to leadership....I won't believe anyone that says that they have had no incremental improvement as a leader due to participating in this program"



"Great program! I have already leveraged a good deal of the learning's and can see the benefits it has brought not just to me but to my Direct Reports that attended as well".

### Target capability areas



Across 5 of 6 capability areas 100% of participants reported they incorporate the tools and learnings into the way they think and do things. They find themselves thinking about the concepts and applying the learnings to how they execute aspects of their role and, when leading others, they think about how they can use the tools to educate and take others with them.

**100% of participants reported enjoying the program**

