

From Crisis to Calm: Effective Leadership and Self-Care



There's always a way



Our Experts

Strictly confidential, commercially sensitive information.



Barry O'Sullivan
Managing Director
Newlands Group



William Gooderson
Resilience Coach
Unconventional Leader



Michael Fingland
Founder and CEO
Vantage Performance



Michael Fingland (Facilitator)

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Michael Fingland
Executive Director and CEO
Vantage Performance

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Michael has 25 years' experience in corporate turnaround and transformation. He is the founder and CEO of Vantage Performance, a national corporate turnaround firm that has successfully turned around over 236 businesses, winning 16 Turnaround Management Awards.

What drives Michael is seeing the positive impact on peoples' lives from helping businesses solve their biggest challenges.

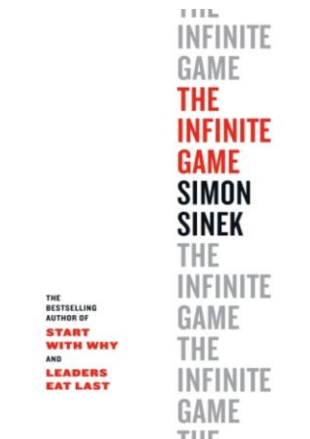
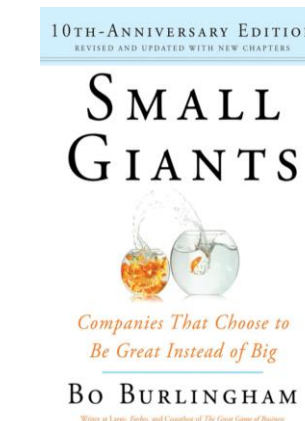
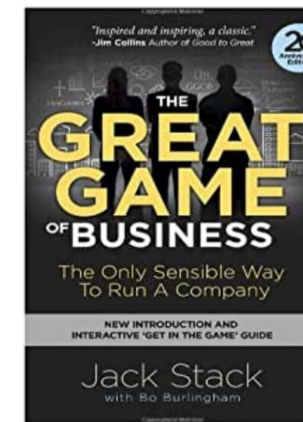
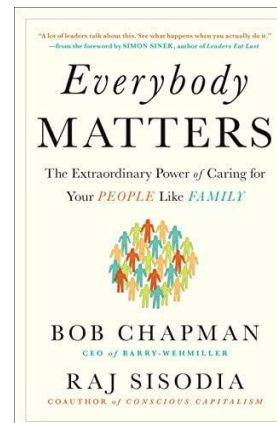
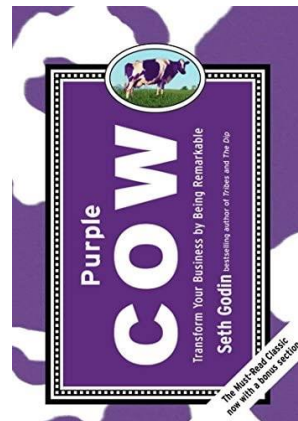
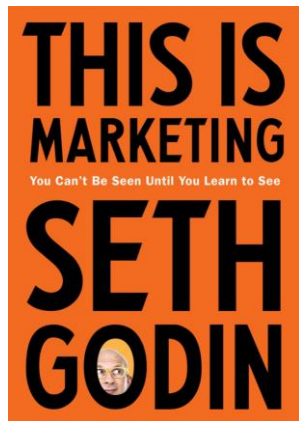
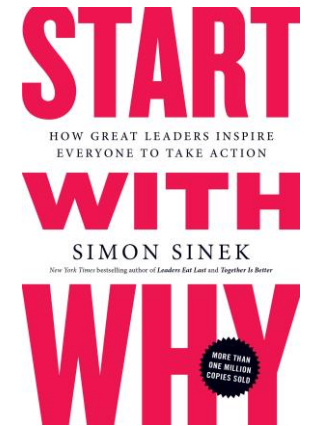
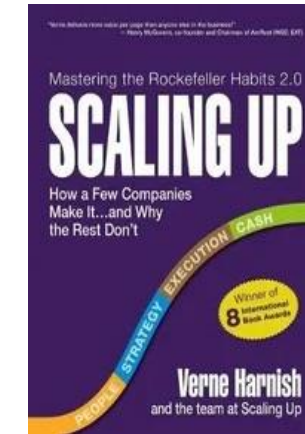
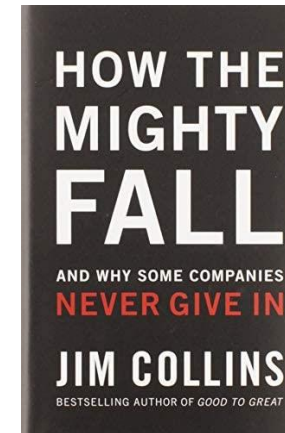
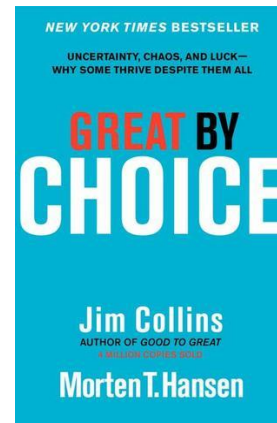
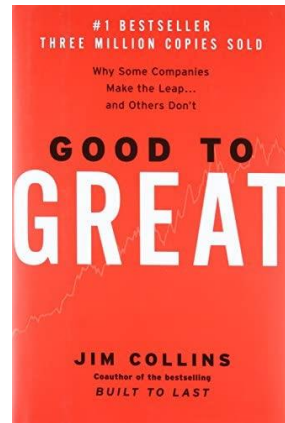
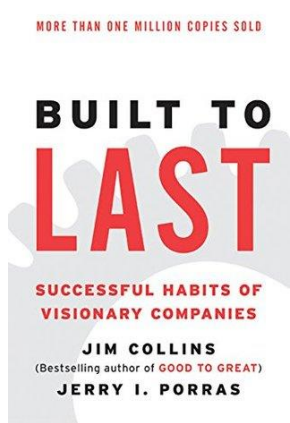
He has worked across a wide range of industries from mid-market through to large, listed and multinational groups.

Michael regularly acts as a Chief Restructuring Officer, Board Advisor or NED ensuring that the executive team has a robust Strategic Plan, a stable platform upon which to execute it and that the organisation develops a strong culture based around disciplined people, disciplined thought and disciplined action.



Impactful books for business resilience

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Habits, systems and processes

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To greatly improve business resilience.

Strategy	Your WHY	Habits for Success	Sales Effectiveness	Business Intelligence	Working Capital Management	Leadership & Culture	Governance & Accountability
One Page Strategic Plan	Why Discovery Process	Daily / Weekly Huddles	Brand Promise & Elevator Pitch	One Page Management Pack	13 Week Cash Flow Forecast	Values, Principles, Beliefs	Board Structure & Rhythm
Unique Value Matrix	Your #1 KPI	Quarterly Goal Setting	Ideal Customer Matrix	Financial & Operational Dashboards	3 Way Forecast	Organisational Structure & Position Descriptions	Business Case
Flywheel	Integrate into Marketing Collateral	15-20 Year Goal	Customer Net Promoter Score	Break-Even Analysis	Working Capital Cycle	Employee Net Promoter Score	Board Pack
Business Model Canvas	Integrate into Recruitment Collateral	SMAC's (non-negotiables)	Pipeline Tracker	Lead Conversion	Funding Facility Review	Onboard, Train, Reward & Retain	Board Charter





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Managing Director
Newlands Group

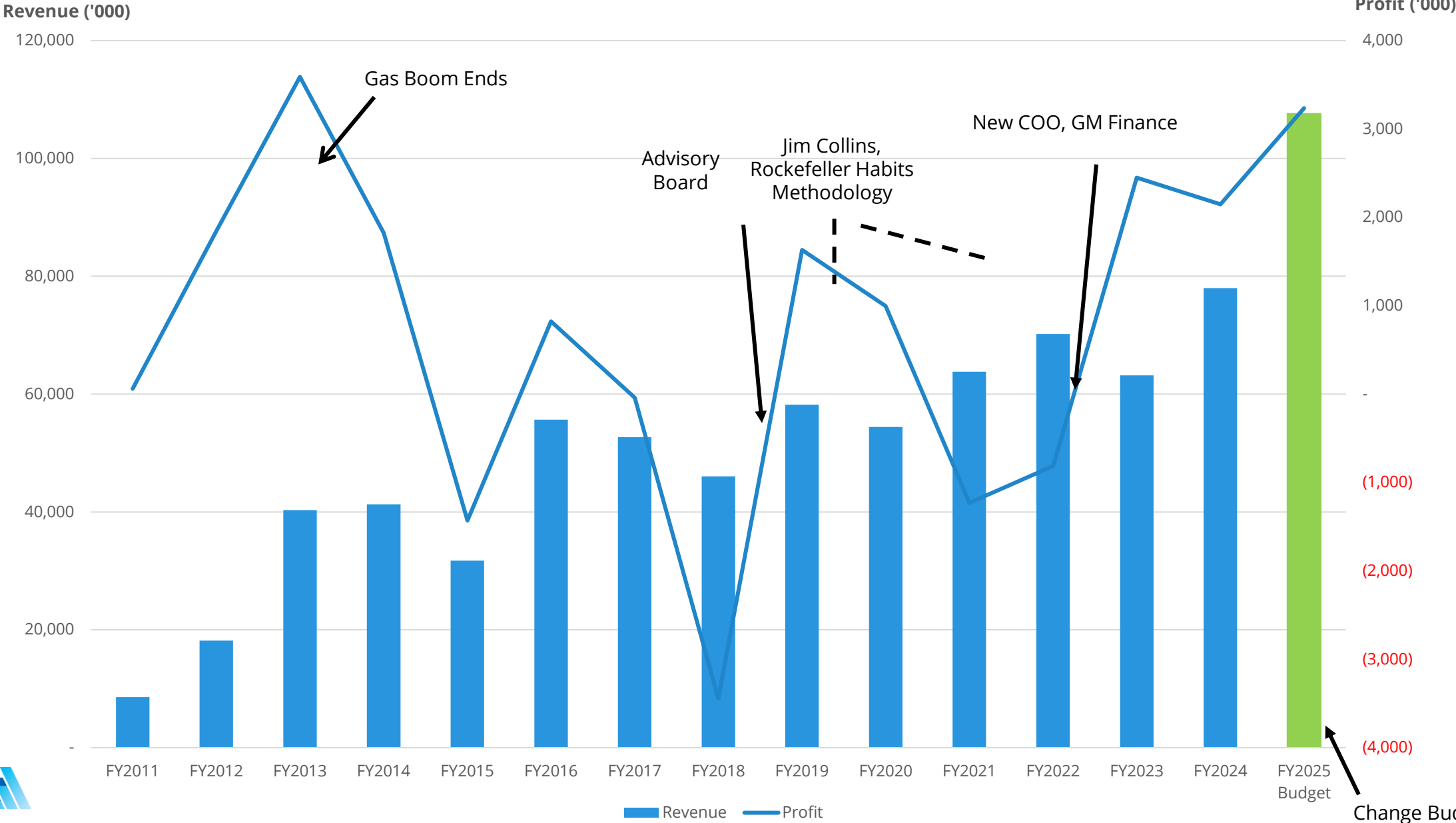
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Barry O'Sullivan is the Managing Director of his family business, the Newlands Group. Newlands is a Toowoomba based Civil and Commercial Construction business. Barry will share the crises the business faced and how he got himself and the business "fight ready" to steer the business from financial crisis back to strong profitability.

Newlands Journey

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William Gooderson
Resilience Coach
Unconventional Leader

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William Gooderson is a retired British Army Major, who served as an engineer and paratrooper within the special forces and intelligence communities, before transitioning into corporate Australia in 2012. In late 2016, William faced a mental breakdown due to ongoing challenges with PTSD and personal complications.

Now a leadership and resilience coach, William will share the principles of resilience he developed from his experiences with soldiers battling PTSD and his own journey to overcome these challenges.



EQ – we cannot lead others until we can lead ourselves



Self care – emotional, physical, mental, spiritual



Relationships – family, friends, teams and mentors



Priorities – objectives



Perspective



Discipline

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- Wake up early – and do something positive
- Mindset is everything
- Don't avoid the issues, lean in
- Control your bad habits
- Every weakness can become a strength
- Delay the gratification



“Proactive people focus their efforts in the **Circle of Influence**.

They work on the things they can do something about”

