



higher ground

peer advisory coaching

Take Your Top Talent to Higher Ground

In 2025, we're partnering with forward-thinking organisations that are committed to developing and retaining their best talent.

Higher Ground: Peer Advisory Coaching is an exclusive experience designed to challenge, inspire, and transform high-potential leaders. It's where world-class coaching meets the power of peer advisory—an intimate community of leaders from different industries, all dedicated to growth.

Your Talent Is Your Greatest Asset

Developing and retaining top talent is one of the greatest challenges for People & Culture leaders and decision-makers. The best employees don't just want a job—they want growth, impact, and a clear path forward. When they feel stagnant, they start looking elsewhere. Worse, some disengage entirely—staying, but not contributing at their full potential.

A recent study* found that organisations investing in external peer learning and leadership coaching see 5% higher revenue growth—a potential \$15.5M difference per company. Yet 1 in 3 senior managers have no access to an external professional network.

If you want to keep your top talent engaged, challenged, and committed, you need to provide them with opportunities that:

- Broaden their horizons
- Deepen their impact
- Enrich their lives.

That's where **Higher Ground: Peer Advisory Coaching** comes in.

This program bridges the gap between leadership development and senior executive readiness, equipping your high-potential leaders with both strategic insight and real-world application.

In the first three months, your leaders will:

Gain Clarity—Identify instinctive strengths and leadership gaps with structured feedback to maximise energy.

See Immediate Wins—Apply strategies to enhance their presence, gravitas, and effectiveness.

Find Their Tribe—Connect with like-minded peers who share their challenges, aspirations and create new solutions.

This is leadership transformation in action—where their confidence grows, their strategic influence expands, and new opportunities emerge.

Who This is For

We believe in the power of the right people, coming together at the right time—collective wisdom. So we are selective.

This is for leaders who are:

- Currently in a managerial role, reporting to a C-suite executive, equivalent or one below.
- Passionately committed to their personal and professional growth.
- Ambitious - ready to step into greater leadership influence and responsibility.
- Eager to learn from and contribute to a group of high-achieving peers.
- Open to honest feedback, challenge, and real change.
- High achievers to be recognised, rewarded and retained.

This is NOT for leaders who:

- Have minimal experience managing or leading others.
- Are looking for a quick-fix leadership course based on skills alone.
- Are resistant to self-reflection, feedback and the concept of radical self-awareness.
- Are not committed to applying what they learn.
- Are unwilling to support others' growth as much as their own.

The Journey: Inspired by the 7 Facets of the Leadership Diamond

Springboarding from my book *Your Leadership Diamond*, this program is designed to challenge and inspire your leaders through a whole-person leadership approach, focusing on seven key facets of leadership success:

1. **Leading Self** - *Raise Your Consciousness*
2. **Leading One on One** - *Make Real Connections*
3. **Leading Teams** - *Inspire Collective Commitment*
4. **Leading Clients** - *Demonstrate Heartfelt Caring*
5. **Leading the Organisation** - *Foster Collaboration Across Boundaries*
6. **Leading Family and Friends** - *Be Their Champion*
7. **Leading Community** - *Honour Your Calling*

Yes, there's a plan, but it's not rigid. As **Higher Ground: Peer Advisory Coaching** unfolds, we'll adapt to what the group needs—not just on the day, but throughout the entire journey. This ensures the experience stays dynamic, responsive, and deeply relevant to their challenges and aspirations. Each phase builds upon the last, integrating personal insights, expert coaching, and the collective wisdom of the group.

As mentioned, the subject areas will be determined by the participants needs. Typical subjects include:

Prework – Setting the Foundations for Success

- **Sponsor Discussion** – Aligning expectations through key conversations.
- **Choosing 3 Leadership Growth Areas** – Defining focus areas for the program.
- **Getting Clear on Your Values** – Understanding what drives their leadership.

Phase 1: Leading Self – Mastering Leadership Presence

- **Introduction** – Kicking off the journey.
- **Personal Energy** – Learning strategies to sustain peak performance.
- **Peer Support Method** – Engaging in Momentum/Elevation Buddy check-ins for accountability and growth.
- **Kolbe A Group Debrief** – Discovering and leveraging their instinctive strengths for continuous momentum.
- **Vision of Greatness** – Defining their leadership aspirations to gain certainty in their career path.
- **Your Leadership Shadow** – Recognising and harnessing hidden strengths.

Phase 2: Leading Others – Expanding Influence and Leadership Impact

- **Career Networking** – Building meaningful connections that open doors and minds.
- **Leadership Waypoint Review I** – Gaining critical feedback and feedforward to refine their approach.
- **Midway One-on-One Coaching Session** – Gaining personalised insights from Paul Mitchell to accelerate growth.
- **Psychological Safety** – Fostering trust and collaboration in the workplace to speed up outcomes.
- **Leading Family & Friends** – Extending leadership principles to personal relationships.
- **Leading Community** – Expanding leadership beyond the workplace to make a meaningful contribution.

Phase 3: Leading the Organisation – Creating Lasting Organisational Impact

- **The Change Loop** – Mastering the dynamics of driving change with certainty.
- **Inspiring Corporate Change (Strategy into Action)** – Turning their vision into reality to get real results.
- **Whole Systems Thinking (Partnership Across Boundaries)** – Leading with a big-picture strategy and focus.
- **Leaving a Legacy** – Shaping the mark they wish to leave behind, their gravitas and reputation.
- **Leadership Waypoint Review II** – Celebrating progress and setting future goals way beyond the program.

Session Flow

Each session follows a structured flow for maximum impact:

- **Getting Present**—Arrive fully engaged and ready to learn.
- **Sharing Wins**—Reflect on recent leadership breakthroughs in both professional and personal life.
- **Expert Insights**—Gain wisdom from Paul Mitchell, other coaches, and expert guest speakers.
- **Peer Advisory & Problem-Solving**—Leverage the group’s collective wisdom using our unique coaching model.
- **Personal Action Planning**—Define their personal commitments and next leadership moves.

NB: Participants will be grouped to avoid direct competitors, though they may occasionally be in the same industry.

What's included

WHAT HAPPENS	WHAT THIS MEANS FOR YOU
10 x Half-Day Group Coaching Sessions with Paul Mitchell and other guest speakers (Sydney-based, virtual, or potentially both).	Spaced learning allows for deep reflection and practical application. Best practice insights from multiple industries fuel breakthroughs.
Midway One-on-One Coaching Session with Paul Mitchell	Leveraging their strengths and tackling their three chosen Leadership Growth areas.
2 x Leadership Waypoint Reviews	A reality check on their progress with feedback from up to six internal stakeholders. Implemented twice throughout the program.
Buddying Up	Regular peer check-ins for accountability and best practice sharing using our unique Peer Support Coaching Model.
Online Community Portal	A dedicated space where leaders can share ideas, ask questions, and access valuable resources.
Ground Control Check-Ins	Regular touchpoints from the human enterprise team to keep leaders on track and engaged.
Personal Folder & Commitment Planner	Leaders keep all their key insights, strategies, and learnings in one place—their personal folder—so they can easily access and apply them throughout.

Your Investment

Leaders invest up to AU\$50,000 for 12 months of one-on-one coaching with **the human enterprise**. The investment in **Higher Ground: Peer Advisory Coaching** is even less than our 3-month one-on-one coaching package (\$15,000)—while delivering a powerful mix of coaching, peer learning, and structured leadership development.

Option 1: Pay in full—AU\$12,000 + GST upfront.

Option 2: Payment plan—AU\$5,000 + GST deposit + three payments of AU\$3,000 + GST over nine months.

Our Guarantee to You

We are confident in the transformative impact of this program. If your leaders complete all the designated prework, attend the first session, and fully engage but don't see clear value in continuing, we will credit the fee back to your organisation for future development opportunities.

Exclusive Bonuses

The moment you enrol a leader, they gain access to exclusive bonuses—allowing them to start their development immediately, even before the first session.

- **Kolbe A Index & Group Debrief (\$1500)** – Provides clarity on your leaders’ instinctive strengths. When they operate in alignment with their natural abilities, their results are extraordinary.
- **Basecamp Leadership Essentials Online Course (\$597)** – Covers essential leadership skills that are easy to learn, apply, and retain—equipping your leaders with tools they will use throughout their careers.
- **Leading Family, Friends, and Community Online Course (\$97)** – Helps your leaders strengthen their leadership beyond the workplace, leading with confidence and compassion in all areas of life.
- **Signed Copies of Paul Mitchell’s Books: Your Leadership Diamond & Rough Diamonds (\$60)** – Reinforces key takeaways from the program and deepens learning for long-term impact.

Next Steps – Limited Spots Available

We invite you to take action and invest in the future of your organisation’s leadership.

1. **Apply**—Let us know that you’re ready to take your people to higher ground and we’ll send through the application form (Maximum two leaders per organisation).
2. **Align**—Our team will connect with you to ensure the program fits your organisation’s leadership goals.
3. **Accomplish**—Watch your leaders broaden their strategic thinking, deepen their leadership skills, and contribute more to your organisation.

The program will commence once we have the minimum number of 8 participants for a cohort.

It’s time to RECOGNISE, REWARD and RETAIN your top talent

Higher Ground: Peer Advisory Coaching is an opportunity to cultivate a pipeline of authentic, enterprise-focused, results-driven leaders who will take your organisation to new heights. Let’s elevate your leadership from within. Apply now.

Any Questions? Contact us at soul@thehumanenterprise.com.au or +61 (0)2 9905 5535

Until next time...

Find the Passion
Develop the Skill
Make the Numbers
Make a Difference

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