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**FOOD &
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COUNCIL

High-Performing Leaders Program

**leading
teams**

Empower your people.

AFGC High Performing Leaders Program

Leadership doesn't mean having all the answers. It means modelling the right behaviours that your team will follow. The AFGC High Performing Leaders program helps you build strong professional relationships, lead with vulnerability, and have the conversations you've been avoiding.

Leading Teams are experts in leadership, culture, teamwork and high-performance, and have been helping leaders and teams achieve extraordinary results for over 25 years. In collaboration with the AFGC, this program is exclusive to AFGC member organisations, allowing participants to form strong connections with other FMCG executives and the discussion of specific challenges relevant to the FMCG Industry.

Program Summary

- The AFGC High Performing Leaders (HPL) Program uses Leading Teams models of leadership and team development to equip people leaders with the understanding and practical tools required to be a high performing leader within their organisation.
- This program is designed for FMCG executives that wish to develop and sharpen their leadership skills in a supportive yet challenging environment.
- It's comprised of 6 full-day interactive workshops with 4-6 weeks between sessions. Cohort size is between 10-16 participants, which provides an opportunity for FMCG leaders to discuss the implementation of learnings, leadership challenges and connect with their peer network.
- The delivery of the program is flexible, with sessions tailored to the specific needs of the participants and people/leadership challenges raised.



Program Environment

- Our High Performing Leaders Program is a practical and experiential learning, delivered by Leading Teams' expert facilitators.
- As well as offering a learning opportunity, the program creates a forum for the discussion of leadership and the creation of peer networks among the group. Participants will reflect on their individual leadership practice to identify areas for development. They will have the opportunity to apply the tools and models to their leadership practice between sessions and discuss the outcomes at the next meeting - to drive accountability.
- All sessions involve the discussion of workplace matters raised by program participants. This real-life, action-based learning approach enables the sharing of experiences and ideas between group members and fosters strong networks and relationships that will deliver genuine workplace improvement.

Program Themes

High Performing Leaders

Situational Leadership Model



- What does it mean to be a high-performing leader?
- Understanding your own leadership style and how it impacts team and individual performance.
- Understanding your DiSC profile and how it links to building relationships, communicating effectively and dealing with conflict.
- How to adapt your leadership style to suit your situation and get results.
- Learn the Situational Leadership Model - how to adapt your leadership style to get the best out of your people and get results

Team Culture

Cylinder Model



- Developing a team trademark.
- The definition of culture and how to influence it.
- The truth about your team.
- The link between dynamics and mechanics.
- Learn the Cylinder model to understand the role culture plays throughout the employee lifecycle from recruitment, induction, performance and retention through to exit

Teamwork & Performance

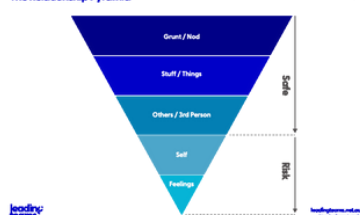
Willing and Able



- Learn and apply the Willing and Able model to shine a light on individuals' performance
- Develop retention plans for strong performers – understand what motivates individuals
- Develop action plan(s) for team members whose performance needs to shift
- Learn how to set goals to drive high performance
- Understand the impact of behaviour on team performance
- How to influence behaviour to accelerate change within your team.

Strong Professional Relationships

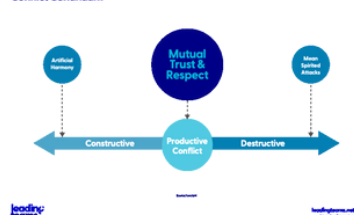
The Relationship Pyramid



- Understanding what strong professional relationships look like.
- Clarifying expectations between team members.
- The role of relationships in team success.
- Learn and apply our Relationship Pyramid model to support in building strong professional relationships

Open & Honest Communication

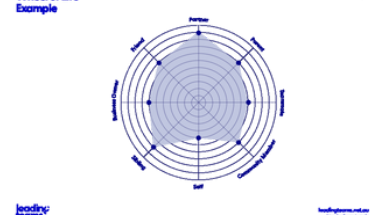
Conflict Continuum



- Recognising the value of feedback and review.
- Knowing when and how to have a genuine conversation – feedback practice and role plays
- Communicating with impact.
- Learn the Conflict Continuum model and practice dealing with conflict productively

Develop A Personal Trademark

Wheel of Life Example



- Reflect on the variety of roles we have in our lives using the Wheel of Life model to highlight where we are focusing our energy and the impact of this
- Conduct a self audit – what's the truth we tell ourselves
- Seek feedback from our trusted network to help build our personal trademark – understand our strengths and development areas
- Conduct a values sort to identify what's most important to us.

Learning Outcomes

After completing the High Performing Leaders Program, each participant will:

- Understand what it takes to be a high-performing leader and how to create a high performing team
- Have clarity about their own leadership and decision-making preferences, and how these impact on their leadership role
- Have defined their own personal trademark and personal action plan and be committed to implementing them
- Understand the role of genuine conversations in driving performance and be confident having them with their team
- Be able to apply a toolkit of strategies and practical activities to navigate the challenges of leadership and dealing with different personalities
- Know how to model, reward and challenge the right behaviours in their team
- Be a leader in the promotion of the Organisational values and culture
- Understand the link between an ongoing review process and continuous improvement
- Possess the skills to facilitate meaningful team reviews that cover both mechanics and dynamics and support the development of self-managing teams.
- Be committed to pro-actively shaping the future of their Organisation as a leader.



Investment

AFGC High Performing Leaders Program

6 x full-day interactive workshops, including DiSC Profiling, session materials, notes and ongoing support for participants during the program

Timing: March – September 2026

Location: Melbourne & Sydney
(Inner City Co-Working Space location)

Investment: \$5,995 (+GST) per person

Program Testimonials



"The High Performing Leaders Program has been the best program I have ever done. I've made incredible cultural changes which has lifted the performance of our entire team. A perfect blend of quality content, expert facilitation, hands-on learning, and access to a group of exceptional humans who develop together."

Thea Stinear, CEO, Cool Australia



"You learn from like-minded people outside your business, as well as your facilitators, then put it into practice at work the next day. It's helped me define my identity as a leader. I wanted to get 'better' and be ready for my next opportunity. I only had to wait a few months for that to happen, which I link directly back to the HPL program."

Alex Brown, State Advice Leader, Shadforth



"Of all the leadership programs I have supported for my staff over the years, I've seen the most impact as a result of the Leading Teams High Performing Leaders program. I will be sending more leaders to this program."

Rob Weeden, General Manager, Pan Pacific Hotels Group



"Around 18 months ago, we got Leading Teams working with some individual leaders [as well as the team] as we thought it might give us an edge coming in to the (2024) season. The program made them better leaders in their own right, then as a collective we were a stronger group."

Chris Fagan, Head Coach, Brisbane Lions



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The Australian Food & Grocery Council (AFGC) is the peak industry association for the food, beverage and grocery supply industry. We work with our members to promote ideas and policies to sustain industry competitiveness, improve trading conditions, and support growth and profitability.

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Empower your people.

Leading Teams is a national culture and leadership organisation, with 25 expert facilitators across Australia. We empower leaders and teams in business, education, government, and sport to achieve extraordinary results at work and in life.



Learn More, Register Your Interest or Book Now

For more information, email us at: office@leadingteams.net.au, or call **1300 644 578**

To register online visit: <https://afgc.org.au/high-performing-leaders-program>



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