



## Mandy Holloway FCA

### Respected leadership speaker, trainer and consultant

Mandy's journey from emerging leader, to partner at KPMG, to developing business leaders through her company, Holloway Consulting (all the while juggling the roles of wife and mother), has given her the incredible platform of realism she brings to every leadership development initiative and speaking engagement.

Her passion and energetic focus unleashes the courage within the people she speaks to, to become the types of leaders they want to be, and importantly, the types of leaders their organisations need them to be while they negotiate the rapid change imposed every day!

### Mandy talks about....

- **Courageous Leadership**

Emerging and existing leaders have their thinking challenged and their hearts engaged at a very real level when Mandy speaks to them. She nurtures them to build confidence and gain the personal conviction they need to make the right choices for themselves and their business. The outcome is authentic leaders who generate sustainable personal and business performance.

- **Imposed change debilitates business**

Change management success depends on your people. We are exposed to two types of change in our lives: the change we create ourselves, and the change that is imposed upon us. Leaders impose change then wait for everyone to embrace it. But while they wait, the business is debilitated.

- **How leaders can retain staff one conversation at a time**

Connecting through conversation is as easy as A, B, C! We connect with people through conversation. It is the quality and quantity of these conversations that are sometimes proving inadequate between many leaders and their staff. As leaders are battered by the constant seas of change – increased complexity and resource pressure – they are consistently failing to make the time and do the thinking to connect through real and courageous conversations with their staff.

- **How to use culture to gain competitive advantage**

Create a high performance culture and you can keep your great people performing at the right levels. Mandy introduces her "Keeping Great People Pyramid" to show people at a very practical level how they can build a high performing culture. This pyramid ensures you harness the energy of your great people and produce financial as well as people sustainability. It means you build your uniqueness and your competitive edge.

- **Coaching and mentoring as tools to retain your great people**

Great people consistently demand that their leaders teach them how to do their job and care about their careers – they want coaching and mentoring. It is critical to differentiate if you are using both tools in your business so all "users" have clarity on what they'll be doing and how they'll be doing it.

