



## Our Manifesto

Most of us spend a lot of time at work. Respect and equitable treatment for people at work is a human right. Work can empower and inspire. It enables financial independence and the chance to make a meaningful contribution.

Some organisations strive for both great culture and commitment to excellence. Engaged staff will commit to doing their best. They will bust down doors to solve problems. They will care about the service they deliver. They will be naturally inspired to innovate. They will exhibit that most precious of work-based commodities - discretionary effort.

However work can also disempower. Regrettably, some people work in toxic or dysfunctional workplaces or for punitive or negligent leaders. Unable to be all they can be in such workplaces, some will feel compelled to leave; thus denied all the financial, developmental and social benefits of work.

We are passionate about partnering organisations that want to do better and be better. We want them to balance care for their people's wellbeing and dreams with profit and performance. We know to do that they need to mould the best leaders; people that others want to follow, even in difficult times. They need to create safe and inspiring performance cultures. They need to model the behaviour they want from their people. They need to 'sell' well-conceived change and lead their people through it.

This journey is not always comfortable. Leaders will have to find courage and persistence and we help them do that with purpose, honesty, respect and the ability to ask the right questions.

Our role is to facilitate and mediate, to provoke and coach leaders, teams and individuals. Our vision is Safe Workplaces, Great Workplaces.

We exist to make a difference. We are **Brash Consulting**.