



Becoming Stronger

A Team Performance Program for
a Changing World

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WHY TEAMS ARE STRUGGLING

Most teams are not lacking talent. They are capable but many are being asked to perform in a new environment with old habits, outdated ways of working, and growing pressure.

They're being asked to:

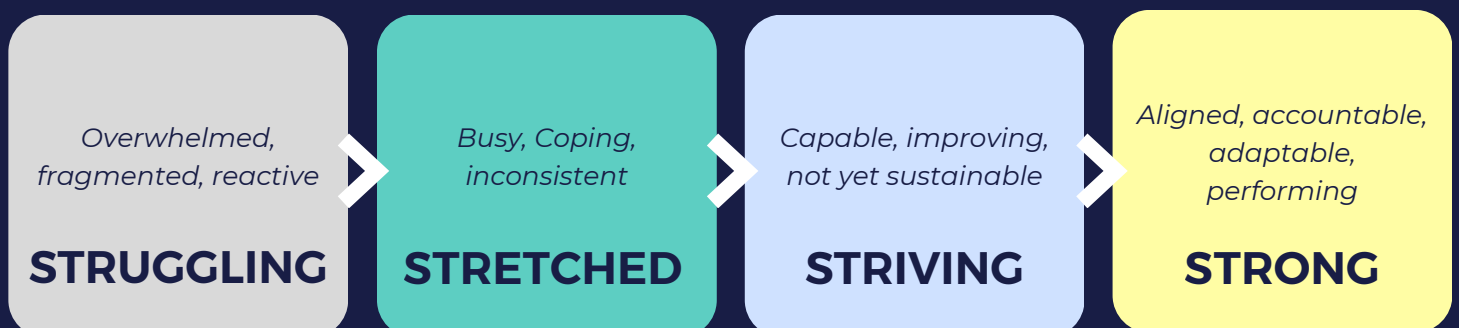
- Do more with less
- Adapt faster through constant change
- Embrace AI and new technology
- Collaborate across growing complexity
- Meet rising customer expectations.

Too often, teams are reacting to change rather than using it intentionally. They're spending time on work that should be automated. Competing with technology instead of amplifying human value. Working harder, while feeling less effective.

The result is:

- Capable people stretched too thin
- Accountability becoming inconsistent
- Rising stress, disengagement, and fatigue
- Silos and friction slowing progress
- Losing good people and struggling to attract talent
- Growth priorities stalling
- Performance becoming unsustainable.

Where is your team right now?



THE SOLUTION

Teams don't need more pressure. They need to become stronger.

Becoming Stronger helps teams build the mindset to grow, the skillset to stay valuable, and the toolset to create capacity - becoming more confident, adaptable and accountable under pressure. Designed for teams navigating change, growth, or rising performance expectations, where how the team works together is now as important as what they deliver.

This practical, high-impact program helps teams perform consistently through pressure, change, and rising expectations.

Many programs focus only on one, *Becoming Stronger* integrates all three - mindset, skillset and toolset, creating lasting performance improvement where it matters most: in day-to-day work.

Grounded in the *STRONGER Framework*, each capability builds:

Mindset - How teams think, adapt and grow through change.

Skillset - The human advantage that technology cannot replace

Toolset - How teams work smarter in a changing world.



THE SHIFT

Becoming Stronger builds the capability required for teams to move from stretched to strong.

Current state	Stronger State
Reactive and fragile	Sustainable and stronger
Busy but lacking focus	Clear priorities and focused effort
Ownership unclear or inconsistent	Accountability is consistent and visible
Constantly reacting to change	Proactive in the face of change
Performance drops under pressure	Performance holds under pressure
Unsure how to use AI effectively	Uses technology to create capacity
Silos slowing progress	Strong collaboration across teams

When teams make this shift, the change is visible within weeks and compounds from there.

- Greater confidence, adaptability and energy.
- Teams grow in trust, ownership and performance.
- Businesses transform through stronger execution, greater value and sustainable results.

WHAT'S COVERED

Module 1 - Mindset

How does your team respond to change, pressure and setbacks?

Build adaptability, resilience and optimism in a changing environment.

This module helps teams understand the new demands of today's workplace - including constant change, growing pressure and disruption. Participants learn to understand responses to change, why reactive habits no longer serve performance, and how to respond more intentionally, grow through setbacks and build the mindset required for sustainable high performance.

Teams will:

- Recognise the thinking habits that may be limiting growth and performance
- Understand responses to change and pressure
- Shift from reacting to responding intentionally
- Learn how to grow from setbacks and uncertainty
- Increase optimism, curiosity and confidence through change
- Focus energy on what can be controlled.



WHAT'S COVERED

Module 2: Skillset

What human skills matter most now - and how do we strengthen them?

Build the human strengths that lift performance, relationships and value in an AI-shaped world.

As technology and AI continue to reshape how work gets done, human skills are becoming more important, not less. This module helps teams understand which capabilities matter most going forward, and how to strengthen them to improve thinking, communication and connection. The focus is on building the skills that technology cannot replace, but high-performing teams must develop.

Teams will:

- Understand which human skills are becoming more valuable in the future of work
- Strengthen emotional intelligence and self-awareness
- Build stronger team and customer relationships
- Develop better thinking, judgement and problem-solving skills
- Build confidence on greater value they deliver by leveraging AI.

Module 3: Toolset

Is your team working harder... or working smarter?

Build practical ways of working that create capacity, energy and stronger performance.

Many teams are overloaded not because they lack effort, but because they are using outdated ways of working. This module helps teams identify where time, focus and energy are being lost, and how to create leverage through AI, technology, relationships, purpose and smarter team rhythms. The goal is to free people from low-value work so they can focus on what matters most.

Teams will:

- Use AI and technology with greater confidence
- Create more capacity, focus and efficiency
- Improve team rhythms, meetings and workflow habits
- Leverage relationships more effectively
- Increase motivation through clearer purpose and contribution
- Sustain higher energy and performance over time.

FROM STRETCHED TO STRONG

A Practical Experience That Creates Real Change.

Becoming Stronger is designed as a practical, engaging and results-focused development experience - helping teams strengthen performance in the flow of real work.

This is not theory-heavy training or a one-off motivation session, it's a structured process that creates awareness, behaviour change and stronger day-to-day habits.

DISCOVERY

Create clarity on where to focus

Participants complete the *STRONGER Team Performance Diagnostic* to identify the conditions driving (or limiting) performance. Insights shape program priorities and create a benchmark to measure progress. Additional inputs may include engagement data, leader insights and Strengths Profiles.

WORKSHOPS

Build the three core capabilities

Through three highly practical half-day sessions, teams develop the mindset, skillset and toolset needed to thrive in today's environment. Sessions are interactive, commercially relevant and immediately applicable to real work challenges.

COACHING SUPPORT (Optional)

Accelerating momentum

Group or 1:1 coaching sessions help teams embed learning, navigate challenges and fast-track growth.

Fees are separate and agreed in advance.

WHAT OUR CLIENTS SAY

Melissa Williams

WHS Manager, Vision Australia

“Anna was able to provide a program rich in evidenced based content that was highly relevant and immediately applicable. Feedback from the program has been overwhelmingly positive, and improvements in the participants’ practices have been noticeable.”

Tom Hayes

Senior Director, CBRE

“Unlike other trainers / facilitators that we have experienced in the past, our team connected immediately with Anna. Our team still talks about Anna and the positive influence she had on us. I would be pleased to recommend Anna to any business who have team culture and performance at the forefront of their business plan.”

Chelsea Cobb

Director, Monash University

“Anna's workshops created the space our team needed to talk honestly, reconnect and refocus, not just learn new content. What sets Anna apart is her blend of evidence-based frameworks and practical tools, combined with the way she lifts confidence, motivation and engagement. We left with greater clarity, language we can actually use, and actions that will stick.”

WHY ME



I built *Becoming Stronger* because I've led teams under pressure.

I spent years leading sales teams with high expectations to deliver results, retain talent, and keep people engaged through constant change. I know what it feels like to be handed a team, a target, and very little else. I also know that many teams are full of capable people, yet still struggle to perform consistently when pressure rises, change accelerates and ways of working no longer keep pace.

That experience sent me looking for better answers. I completed a Masters in Applied Positive Psychology at the University of Melbourne and have spent over a decade translating the research into strategies teams can actually use.

My work sits at the intersection of psychology, performance and the future of work. Because sustainable high performance doesn't come from pushing people harder. It comes from helping teams adapt to change, strengthen human capability and work smarter in the environments they're actually operating in.

Alongside this program, I'm the author of *STRONG*, a keynote speaker, and a trusted advisor to leaders and organisations across industries.

I've been trusted by organisations including:





Ready to build a Stronger Team?

If your team is being asked to deliver more in tougher conditions, the capability behind performance is where to start. I'd love to hear what's happening in your team and explore how *Becoming Stronger* could help your team move from stretched to strong.

You can reach me at:



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