

About Bramwell Solutions

Mark Bramwell launched Bramwell Solutions in 2007, with the mission to inspire people to realise their full potential, and to help organisations build high-performing and engaged teams.

Bramwell Solutions represents the culmination of nearly two decades of study in human behaviour, research and practical experience. This has included the design and delivery of organisational development initiatives for an extensive range of clients.

Mark's qualifications include:

- ▶ Master of Psychology (Organisational)
- ▶ Graduate Diploma of Applied Science – Professional Psychology
- ▶ Bachelor of Science (Psychology and Human Movement)



Development Solutions

- ▶ **Enhance leadership and communication skills**
- ▶ **Ignite passion and collaboration across your organisation**

Our training programs are all delivered across Australia as in-house workshops, where content and delivery can be tailored to each client's needs.

In addition, we regularly run our Assertive Communication and Conflict Resolution programs as public 1 day workshops in Melbourne and Sydney.

Assertive Communication

Empower your staff & build productive teams.

Become an expert communicator and influencer. Build and instil a strong sense of ownership, accountability and purpose in others. Communicate with greater clarity and achieve improved outcomes through effective influencing techniques.

Conflict Resolution

Strategies to manage & resolve conflict.

Manage conflict in a way that drives positive change, innovation, personal and professional growth, and leads to increased team cohesion and performance. Improve your ability to recognise drivers of conflict, and implement constructive and solutions focused responses.

Inspiring Leadership

Motivate & inspire outstanding performance.

Underpinned by the concept of 'individualised consideration'. Learn how to effectively engage, motivate and inspire individuals according to their capabilities and temperament. Become skilled at adjusting your leadership style relative to the different situations and tasks encountered. Develop exceptional coaching skills.

Recruitment & Selection

Equip your team with advanced recruitment skills.

Master a recruitment process that drives more robust and consistent recruitment outcomes. Effectively recruit for technical capability as well as fit to your organisation's values. Improve productivity, business opportunities and strengthen your organisation's culture and morale.

Customised Programs

Solutions to meet specific needs

Program structure and delivery customised to address specific development objectives.

Survey Solutions

- ▶ Tailored and flexible staff survey processes to create a clear path for improvement and enhanced employee engagement
- ▶ Expert survey methodology supported by comprehensive and insightful analysis, interpretation and recommendations

Staff and Engagement Surveys

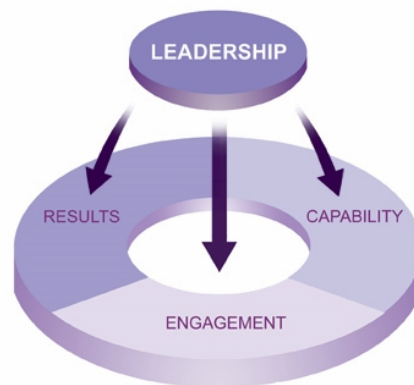
We gather information about an organisation's culture, systems, leadership, communication and other areas critical to an organisation's success. Our reports include comprehensive recommendations for organisational development.

Bramwell Organisation Effectiveness Model

Our model assesses your organisation's performance against four key aspects of a high performing culture.

Outstanding **Leadership** to foster high staff **Engagement**, ensure an organisation is keenly focused on the **Results** it must deliver, and drive the specific staff **Capability** needed to succeed.

Our model analysis can be as a stand-alone approach, or integrated within broader organisational surveys.



Coaching Solutions

- ▶ Build a strong foundation for career success
- ▶ Engage a coach who is passionate about transforming individuals and elevating performance

Why Coaching?

Ultimately, your level of career success is built around your ability to communicate and interact with others in a manner that inspires, motivates and excites.

We work with you to foster a keen sense of self-awareness so that you are able to recognise and leverage your key strengths, remove performance 'blind spots' and address skill gaps. Bramwell Solutions is passionate about transforming individuals and elevating performance.

Our Approach to Inspirational Coaching

- ▶ Based on concepts of human behaviour and the fields of psychology and emotional intelligence
- ▶ Focused on building participants' awareness of their personal style, needs and drivers
- ▶ Structured to critically review behaviours and actions in a variety of situations
- ▶ Focused on assisting participants make significant and sustained behavioural improvements

Customised Programs

We recognise that every coaching participant is unique. Our coaching services are highly flexible. We provide coaching solutions that realise maximum benefits in a resource effective manner.

What Our Clients Say

"We have seen definite and measurable results and very rewarding outcomes having Mark work with us."

Sean Curtain, General Manager Human Resources, University of Melbourne Commercial

"Mark has demonstrated the highest integrity, and his 'walk the talk/can do' approach has already led us to rapid implementation of some significant improvements."

Former Chief People Officer, Bush Heritage Australia

"I would not hesitate to recommend Mark to any organisation looking to engage with staff and develop strategies to re-engage staff."

Dimi Patitsas, Corporate Services Manager, Yarra Community Housing

"Our employees have found Mark to be very engaging and capable to cater across all levels of the organisation."

Paul Wiffrie, Learning and Development Manager, PACCAR Australia

"He is the most engaging facilitator and presenter I have come across."

Debbie Greenberger, Professional Development Manager, CIPS Australia

A: PO Box 6352 Point Cook VIC 3030

P: 03 9395 5259

M: 0437 681 564

E: info@bramwellsolutions.com.au

www.bramwellsolutions.com.au

Contact Bramwell Solutions now, or visit our website for more information.