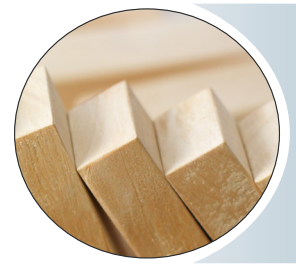
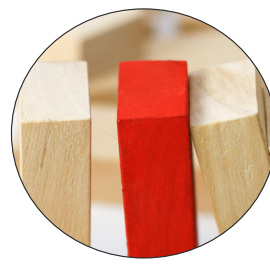
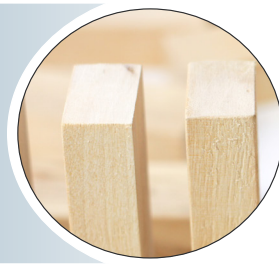


# THE VALUED GRC PROFESSIONAL PROGRAM

*Building the value of the Governance, Risk and Compliance Professional*



## WHY DOES THIS MATTER TO YOU?

**There are increasing expectations on Governance, Risk and Compliance (GRC) professionals.**

It is expected that GRC professionals will be strategic, commercially savvy, emotionally intelligent, and not purely technically focused. With this comes growing emphasis on the behavioural side of the equation and how GRC professionals can be equipped to best influence outcomes. Consequently, their professional toolkit must extend beyond the traditional technical requirements to include an understanding of how to motivate and encourage behaviour change and influence outcomes.

Understanding what motivates people and what can be done to drive behaviour change will help them more effectively engage with their stakeholders, influence decisions, and ultimately lead to better organisational outcomes.

## WHAT'S THE GOAL?

To increase the value the GRC professional provides to the business, by equipping them with the behavioural and influencing skills they need to best collaborate with and motivate stakeholders.

## WHAT WILL YOU LEARN?

**The Program has three capability building blocks: insight, impact and integrity working at an individual, team and organisational level.**

### **The individual**

- Understand the GRC professional's mindset, decision making framework and motivations, and its impact on stakeholder interactions and outcomes

### **The team**

- Identify the team's collective mindset and operating style and critically examine how that impedes or enhances stakeholder perceptions of the function's effectiveness

### **The organisation**

*Equip the GRC professional with new tools and techniques so they can better influence within an organisational context:*

- Analyse the needs of critical stakeholders and create an engagement approach to achieve stakeholder support, beyond hierarchical networks
- Identify how people react to change instinctively and know how to best motivate change and influence outcomes
- Understand the context and system forces at play that can stall or promote successful change
- Tailor their approach to communicate more influentially and negotiate successful outcomes with stakeholders

## LEARNING APPROACH

**The approach will be tailored to the specific learning needs of the organisation.**

The session is currently delivered as a two day program to be held with intact teams. This is important given the focus on the effective functioning of the team to secure collectively effective outcomes.

The capability building blocks are customised according to the needs of the participants. Consequently, the elements can be emphasised or de-emphasised based on participant needs and capability gaps.

The program is workshop based and facilitator led. It includes:

- Introductory diagnostic for participants to determine the areas of focus through the learning
- Pre-session preparatory conversation with key stakeholders to ensure tailoring of the session
- Two day session, which includes theory, case studies and practical examples, plus a detailed workbook for reference
- Six weeks of follow up activity to help ensure sustainability of learning, which is crucial to installing new habits and ways of working
- Reading list for continued learning, and access to ongoing learning material

## THE FACILITATOR

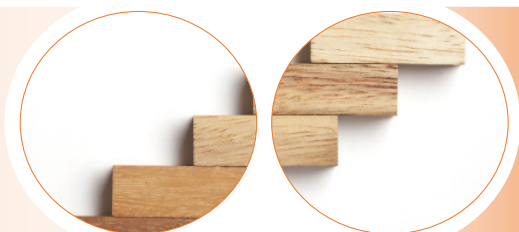
As a recognised expert in organisational complexity, and Author of 'Step Up – How to Build your Influence at Work', Michelle's work lives at the crux of understanding, architecting and leveraging change.

Obsessed with unlocking high-impact choices to accelerate meaningful progress, Michelle is enabling a new breed of leader - one that is fit for the future of work.

Through her passion and advocacy for a new approach, Michelle has built a distinguished reputation across the Asia-Pacific region as the keynote speaker, advisor and executive mentor of choice for many leading edge corporates and global organisations.

With more than twenty years' senior executive experience across multiple industries, her expert ability to work with the flow and pace of change has seen her navigate uncertain and ambiguous environments and secure sustainable outcomes with focus and grace.

Michelle has Undergraduate Degrees in Communications and Commerce and a Masters in International Trade. She is also a graduate of the Australian Institute of Company Directors, a Fellow of Finsia and the Australian Institute of Management, and alumnus of Leadership Victoria's Williamson Community Leadership Program.



MICHELLE  
GIBBINGS