

<b>Testimonials from Managers/Partners/CEOs</b>	<b>What our Program Participants are saying...</b>	<b>What our coaching clients are saying...</b>
<p>Dom and his team have been instrumental in positioning Nexia Sydney for its next stage of growth. They have worked with us in building an accountability model that will meet the challenges faced in a post GFC business environment.  <b>Andrew Hoffmann - Partner – Nexia Court &amp; Co.</b></p> <p>“The value People At Their Best bring to the table is not just a strong technical understanding of leadership models and material and an engaging delivery methodology, it extends to the ability to develop a deep understanding of a business and what is needed from the leadership team to deliver on corporate strategy. This ensures a very practical focus which can be immediately applied to achieve better results.” <b>Megan Coombs, COO, CBHS Health Fund Ltd</b></p> <p>Thanks for your commitment to quality, and tireless efforts to deliver a fantastic program for us. The feedback we received was overwhelmingly positive, with everyone feeling they had engaged in a very rewarding learning experience.  <b>GM Human Resources – IT Industry - Victoria</b></p> <p>Having recently undertaken a career development and transition review with People At Their Best, I was impressed with the comprehensive, attentive and personalised approach that was taken. Rather than focusing exclusively on skills and attributes, they were able to demonstrate the importance of values alignment. They were also able to help me better get in touch with those drivers which provide the most rewarding outcomes at work. In taking</p>	<ul style="list-style-type: none"> <li>• Great work really enjoyed it. Excellent</li> <li>• The group activities allowed participation by all. Dom captured the audience well and everyone interacted &amp; participated</li> <li>• Everyone participated and Dom encouraged quieter people to speak up</li> <li>• Excellent seminar - has given me the structure and planning tools to deliver key client messages. Will prove very helpful.</li> <li>• Group work and case studies helped to reinforce the concepts well.</li> <li>• Great interaction, wish we could have more of this training!</li> <li>• Should be something offered to more staff within the firm.</li> </ul> <p><b>Participants on coaching and communication training program – Nexia Court &amp; Co.</b></p> <ul style="list-style-type: none"> <li>• It has been brilliant and a bit overwhelming</li> <li>• I have really enjoyed it – the program has been rewarding – I need to do more and now I want to do it</li> <li>• I have not zoned out once – it has been really great – I would love to do everything and apply what I have learnt</li> <li>• I have been challenged – there have been great concepts – I have been challenged to think differently – I now want to prioritise because there are so many good things</li> <li>• Really enjoyed it – I have realised things about myself and my style – it is like a refresh and a chance to get a new perspective – it has been pitched at the right level</li> <li>• It has been a chance to reflect and to see what I can be working on – it has been great and a real eye opener – loved the leadership concepts – I have also learnt a lot about selling as well and how to relate to clients</li> <li>• The concepts challenged me in a positive way - they are things I can do – I have absolutely loved it – I have loved the structure – it has been the only course where I have not zoned out</li> </ul>	<p>Hi Dom - thanks a lot for your support over the past year. Without your guidance I would not have made it to Executive Director. Thanks again &amp; best regards.  <b>Sanan Thamo - Executive Director – Ernst &amp; Young</b></p> <p>Hi Dom - thanks for all your help over the past months. Your input allowed meetings to be held at a very professional level and there is now the potential for a win-win outcome. Your advice has been invaluable.  <b>Andrew Hoffmann – Partner – Nexia Court &amp; Co.</b></p> <p>I found Peter's approach to be extremely engaging; he easily grasped the situation and was able to provide fantastic practical solutions to overcome the challenges I was facing in the work environment. Peter was also able to highlight how I might be contributing to the issues and provided some great suggestions as to how I could alter my behaviour to be more effective in the workplace. I look forward to the opportunity of gaining more detailed executive coaching from Peter and would recommend him to anyone who is looking to be a more effective contributor as a senior leader.  <b>Antony Wilson - Sales Director - Grocery Pfizer Consumer Healthcare</b></p> <p>Hi Dom - I think I am still headed in the right direction. I received very positive feedback from senior managers who have known me for some years, about the level of change that I have achieved. So thanks for pushing me during the</p>

this holistic approach, they provided me great insight. I would recommend Dom and the team to anyone who is either considering a change of career, or who may want to better understand the key motivators and satisfiers for them at work.

**Logistics Manager – Food Industry - NSW**

I used Peter to conduct the Hermann Brain Dominance Instrument (HBDI) on myself, my three accountants and an administrator. The questionnaire was easy to complete the results provided powerful insights on how each of us like to work. We gained a much better understanding of our strengths and weaknesses as individuals and as a group. It explained how our communication can break down and why some projects are easy to implement while others are never completed. As the owner of the business I am now aware of which tasks and levels of responsibility are suitable for each of my staff. Thank you Peter and Dom.

**Matthew Lee - Lee & Alexander Chartered Accountants**

PATB were engaged in consultancy work in the area of strategic planning and marketing. Peter had excellent workshop skills that allowed the task to be completed in a timely and cost effective fashion helping our organisation identify specific needs and a working solution that could be carried out effectively by our staff. His preparation and research was thorough and follow-up prompt. He used excellent processes, working with leaders off-line as well as the whole staff on-line. His considered manner gave confidence to the group and his experience allowed him to communicate and understand issues at all levels of our organisation. As a result, we have been able to implement our

- I have got a lot out of it – I can see areas where I can develop
- I feel good – exhausted – I have learnt a lot about myself – I have got lots of questions and ideas
- What makes these programs so great is the personal interest shown in us by the facilitators – so thank you for that

**Participants on Leadership Program – IT Industry**

- I now realize, that without this course; how dire my situation was in regards to dealing and working with people in a corporate environment. That was the wakeup call. It was a light bulb moment for me
- I have committed to make an effort to change the way I lead and treat the members of my team.
- Well done on a great job. You and your team delivered the program in a very effective manner. I have certainly received value and greater insight into my own strengths and weaknesses
- I am finding both the workshops & the reading material to be both informative and insightful in what it takes to be an effective leader. I have found the strategies and the “listening more, speaking less” philosophy to be particularly useful and easy to apply back in the workplace situation
- Just a quick note to thank you for today... great session! At this point I would like to say thank you to you guys for all your support and initiatives throughout the program
- I have learnt so much and will continue to learn on the job
- Just a quick note to thank you all for your great program and guidance over the past few months. I thank you for the difference you have made in the staff and I appreciate all your efforts
- I really enjoyed last Tuesday. I really think that the sharing of experiences and the brainstorming session was very valuable
- I'm really enjoying the Program – particularly the opportunity to interact with my peers in a non-business as usual environment. I've also heard that changes in behaviour by some team leaders are being noticed and appreciated by other

coaching sessions - I couldn't have done it without you.

**Angela Andrews – Manager, Marsh Insurance**

Starting up a new business in Australia, Peter guided me through producing a strong business plan with great focus. It was an extremely valuable exercise.

**James Reid - General Sales Manager – Frese**

Peter's approach was always professional and engaging, helping me to identify the core of the issues I was facing, challenging my approach, offering practical suggestions on the best course of action, and following up with support. Peter focused me on the big picture and has been invaluable in helping me progress to Partner. Thanks Peter.

**Lester Wills – Partner – Nexia Court & Co.**

Peter helped me to get to the bottom of my issues and put real clarity around my progression goals. I found his sessions very valuable and I now have a concrete action plan regarding what I want to achieve. Thanks!

**Barbara Richmond - Senior Manager Assurance – Ernst & Young**

Hi Dom,  
I wanted to let you know that your coaching sessions really helped and I have just been promoted to executive director. Once again many thanks

**David Haynes – Executive Director Assurance – Ernst & Young**



plan and secure new business and future prospects.  
**Kerry Sterling - General Manager – Good Grief**

Hi Dom & Team,  
Thank you all so much for another great session. I appreciate your time and the insight provided.  
**Sharon Ford – Member Care Manager – CBHS Health Fund**

Looking back on the year, I want to say thank-you for your advice and mentoring over the start-up phase of my company. Your style first attracted me to coaching and I have learnt a lot about my business model from you. I would not have a clear value proposition if not for you.  
**Director – HR Industry – Victoria**

Dear Dom, please know that you are having a significant impact on our school, its performance, culture and ongoing development.  
**Steve Klipin – Co-Principal & Business Manager – Chrysalis School**

Hi Dom - really pleasing to hear the workshops are being so well received. This is a great reflection on all the effort you put into developing the material and your passion for the subject. Your understanding of our vision and what we want to deliver makes my job so much easier - how on earth do we keep delivering at this standard! Guttled the Workshops are so full and I won't get to participate...  
**Tessa Chirnside - Partnerships Support Manager – Australian Institute of Company Directors**

staff. I'm reviewing the material in detail and carrying around cheat sheets to various meetings to remind myself of what I should be doing

- I just want to say first a big thank you, as I am learning so much and taking it all on board. I am not only learning, but actually enjoying and implementing the programme into working life
- Thank you all so much for another great session  
**Participants on leadership program – CBHS Health Fund**

- Great to meet you today. Loved the session and thanks for inspiring me ... Based on the hints and tips you gave us, I handled a tricky staff issue a little differently, and it had an immediate positive effect on his outlook! So thanks.  
**Michelle Melbourne – Co-Founder & Executive Director - Intelledox**

- Hi Dom. So great to meet you this morning. Thank you for the valuable information that you offered, it was spot-on-time and deeply encouraging.  
**Anita Lincolne-Lomax – Founder & Director – Babes In Arms**

- Hi Dom. Just wanted to say thanks for the insights you provided on Friday to the audit team. I've already been putting them into practice and seeing results. Looking forward to our next session.
- Hi Dom. Thanks for your thought-provoking and mind-expanding session this morning, which I found very interesting.  
**Participants on HBDI & Resilience Programs – Nexia International**

Thanks Dom,  
These sessions have been very helpful and I feel positive about the progress to date and future ahead.  
**David Delaney – NSW Manager – Marsh Insurance**

I loved the course and found it very useful – particularly the HBDI stuff and the EI session. I've been using these techniques in my work life as well as my personal life to solve problems and get better outcomes from difficult situations  
**Marketing Manager – CBHS Health Fund**

Magic. Thanks Dom.  
**Head of Sales – Health Industry**

Thoroughly enjoyable, challenging and self-reflective. Both Peter and Dom demonstrated they were highly engaged by their commitment, passion, dedication and energy.  
**Sales Officer – Health Industry**