

COACHING PROFESSIONALS WITH DISABILITY FOR ORGANISATIONAL EXCELLENCE

Transforming Potential into Performance

Equipped for Action is not just another coaching service. We are an industry leader in inclusive coaching and organisational development, with a unique approach that sets us apart. Our proven track record of empowering professionals with disability to achieve their career aspirations is a testament to our innovative methods. We collaborate with forward-thinking companies to drive performance, innovation, and inclusion. Our approach is uniquely tailored to align individual strengths and aspirations with organisational goals, fostering sustainable growth for both employees and the business.

Equipped for Action offers unparalleled expertise in disability advocacy, inclusive coaching, and organisational design. Led by Paralympian, author and occupational therapist Dr Lisa Chaffey, our programs are backed by decades of experience fostering inclusion and driving systemic change. Our tailored solutions ensure that every participant thrives, contributing to a culture of innovation and equity within your organisation.

Why Supporting Employees with Disability is Crucial

Many organisations invest significant resources in recruiting talented individuals with disability, making providing the necessary support to retain and develop them even more critical. Organisations that actively support their employees with disability are not only fulfilling ethical and legal responsibilities but also unlocking a wealth of untapped potential. Employees with disability bring unique perspectives, resilience, and problem-solving skills that enhance innovation and drive better decision-making. By investing in tailored coaching and inclusive development programs, companies create a culture of belonging, which boosts employee morale, reduces turnover, and improves productivity.

Inclusion also directly impacts business outcomes. Studies show that diverse workplaces are more adaptable, outperform competitors, and attract top talent. Supporting employees with disability fosters a reputation for equity and innovation, positioning your organisation as a leader in the modern business landscape.

Coaching Frameworks: Built for Impact

Equipped for Action's coaching methodology is designed to create lasting change. Our programs integrate the **GROW Model** (Goal, Reality, Options, Way Forward) with the **Organizational Architecture Domains** framework to deliver participants a holistic and transformative experience.

The GROW Model - We guide participants through structured conversations to define clear objectives, assess their current situation, explore innovative strategies, and create actionable plans that lead to success.

Organisational Architecture Domains - This framework, developed by Equipped for Action, allows us to address key areas that influence workplace performance:

- **Person:** Focusing on individual strengths, development needs, and aspirations.
- **Environment:** Creating accessible and inclusive workplace settings.
- **Occupation:** Tailoring tasks to align with skills and ensure maximum engagement.
- **Performance:** Measuring outcomes to track progress and showcase results.



Program Highlights

Our coaching programs are not just about meeting the needs of professionals with disability; they are about exceeding expectations and achieving success. They are designed to align with organisational objectives and can be delivered online or in person, providing flexibility and convenience.

- **Initial Engagement:** We begin with a three-way consultation involving the participant, their line manager, and our coach to define development objectives and create a tailored plan.
- **Weekly Sessions:** Over 10 weeks, participants engage in hour-long, one-on-one coaching sessions. These sessions blend self-discovery, skill development, and strategic planning to address individual and organisational needs.

The frequency of meetings, length of the program, and individual or group sessions can be adjusted according to participant and organisational needs.

Incorporating Insights from "Own Your Success"

Our coaching program is enriched with practical strategies from Dr Lisa Chaffey's ebook, "Own Your Success: Thriving as a Professional with Disability." This resource provides actionable advice on career

development, self-advocacy, and overcoming workplace challenges. By integrating these insights, participants gain:

- **Enhanced Self-Advocacy Skills:** Empowering individuals to effectively communicate their needs and aspirations.
- **Resilience Building:** Developing strategies to navigate and overcome workplace challenges.
- **Career Advancement Techniques:** Identifying opportunities for growth and progression within the organisation.

These elements ensure that participants are not only equipped to excel in their current roles but are also prepared to seize future opportunities.

Measuring Success

The results we would expect from this program vary, and may include:

- Improved ability to manage team members
- Understand and increase ability to undertake required tasks
- The ability to maximise goal-setting skills to prioritise and manage time more effectively
- Increased knowledge and insight into themselves, GSA, and stakeholders, which allows them to become more flexible and versatile
- More advanced communication skills – listen, provide feedback, effectively manage frank conversations, understand, predict and alter communication patterns.

Individual development goals will be discussed in the initial meeting.

The Investment

Individual participants: 10 sessions at \$220 (+GST) per session = Total of \$2200 (+GST) per participant

Let's Drive Change Together

Partner with Equipped for Action to create an inclusive, high-performing workplace where professionals with disability thrive.

- **Website:** www.lisachaffey.com.au

Let's discuss how Equipped for Action can help your company lead in inclusion, innovation, and performance.

Dr. Lisa Chaffey

Founder, Occupational Therapist and Lead Coach, Equipped for Action