



Join-the-SHIFT!

SHIFT Executive Coaching | Leadership Programs | Org Transformation

Proven fast-track to develop advanced leadership capacity to the later stage of Strategist!

Lead the evolution to an empowering, inspiring, organic, adaptive, Teal organization!

Cut through complexity, thrive at the edge of chaos and flourish in disruption!

It's time to EVOLVE ...

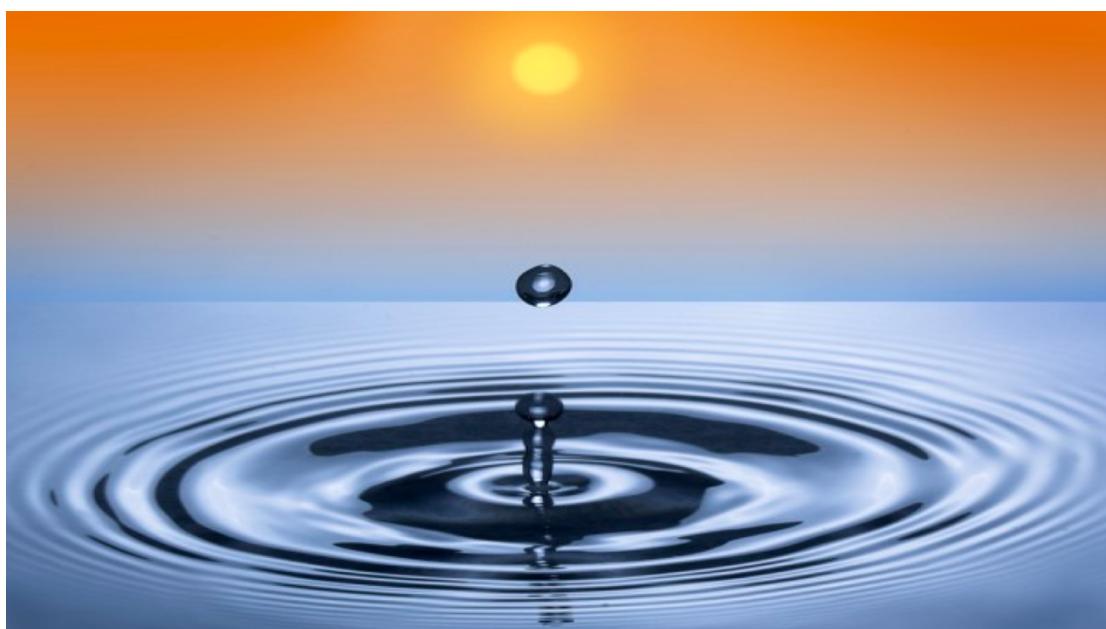
To thrive and flourish in today's VUCA world – one that is volatile, uncertain, complex and ambiguous, executive leaders must rise above the chaos and **co-create the future** with insight and courage. Rather than finding a way to survive in today's competitive marketplace, they must create new more eco-centric, sustainable and innovative ways of doing business to thrive and flourish.

This demands a **vertical step-up** to later stages of leadership capacity and the organizational agility to transcend the turmoil, embrace change as constructive and renew strategic purpose, direction and culture. New more liberating and empowering business structures, processes and practices ignite and support increased accountability, leadership, innovation, vitality and empowerment.

The release of precious energy moves **from internal combat to external impact**. Rather than vying for positional power, leaders develop their authentic power to inspire and engage others, and then learn to collaborate widely and navigate conflict and complexity with ease and confidence.

Top-down Vision-based Conventional - Orange	Peer-oriented Values-based In Transition - Green	Distributed Purpose-led Postconventional - Teal
The Organization is a Predictable Machine	The Organization is Emerging with Conscious Awareness	The Organization is an Organic Complex Adaptive Living System
Leaders are Agile, Creative, High Performing Leaders	Leaders are Authentic, Caring, Engaging, Redefining Leaders	Leaders are Adaptive, Transforming Collaborative, Quantum Leaders

The Holistic Evolution of Organizations – Build on the strengths of each to evolve!



VERTICAL leadership development to **Strategist** enables Senior Executives to liberate human potential.

This is essential for organizations to evolve to **Teal** and thrive and flourish in the VUCA world.

The Stages of Leadership Transformation

Based on the science of developmental psychology, executives can continue to develop their leadership capacity beyond the conventional high performing **Achiever**. As executives develop, they become more authentic, purposeful and collaborative leaders at **Strategist**. The expansion in conscious awareness and synergistic power enables Strategists to lead in a continuously changing complex adaptive environment to solve wicked problems, transcend disruptive change and expedite business transformation.



At **Conformist**, we obey the rules and comply with authority. We identify with our own clique and reject others. This is the final stage of the conventional Collective where authority rules and others conform. Conformists prefer to follow instructions and take zero risk.

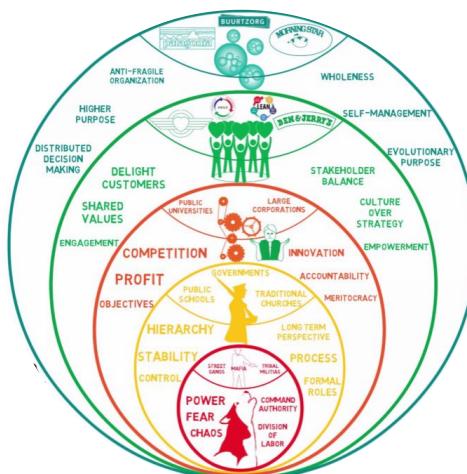
At the shift to **Specialist**, we individuate to harness our own strengths and talents and focus on learning to do things well. We dive into our craft or area of expertise and continuously improve our processes and approach. Specialists tend to become perfectionists and are micro-managers.

At the next stage of **Achiever**, we become more pragmatic and ensure what we do is fit-for-purpose for our customers. We make plans, set priorities, deliver on deadlines and achieve goals over a 3-5-year time horizon. Achievers can be high performers and enjoy teamwork.

While statistics vary, an estimate of 15% of Executives join the shift to **Catalyst** (Individualist), a step into engaging with self-awareness, courageous authenticity, genuine respect for others, an appreciation of diversity and desire for mutual understanding and collaboration. Catalysts are intuitive, inclusive and enjoy high levels of engagement to foster genuine change.

As we shift into **Strategist**, estimated at 5% of the executive population, we begin to transcend and transform the previous conventional Collective to generate new more sustainable and equitable outcomes. **Strategists** are comfortable with ambiguity and unpredictability and flourish in transforming complex adaptive systems. Later stage leaders at **Strategist** are essential to guide and lead organizations to transform to Teal (Laloux, 2014) and become organic, transforming enterprises.

Only 1% of executives hold the later MetAware perspective, including SHIFT's lead Coaches.

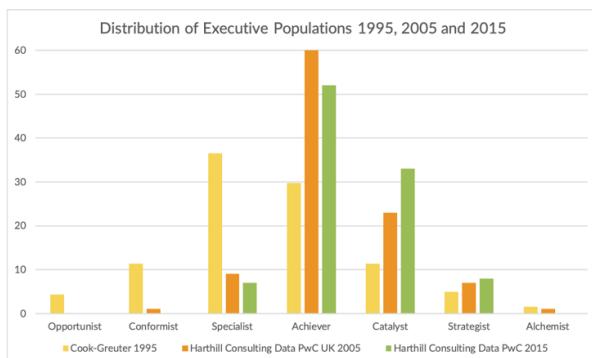


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Later Stage Leaders are Exponentially More Effective!

Only **Strategists** are able to lead and sustain transformational change through chaos and disruption!

While the proportion of authentic leaders at the prior stage of **Catalyst** has increased by 11% in each of the last two decades, the percentage of inspiring **Strategists** has stalled at 7-8%. This is largely because:



1. Most leadership programs are isolated from strategic OD initiatives to transform conventional systems and processes;
2. Most leadership programs do not facilitate the resolution of embedded shadow dynamics that then derail growth; and
3. Most executive coaches and facilitators of leadership programs are not at Strategist and beyond to guide the development of this breakthrough leadership capacity.

The Proven SHIFT Outcomes!

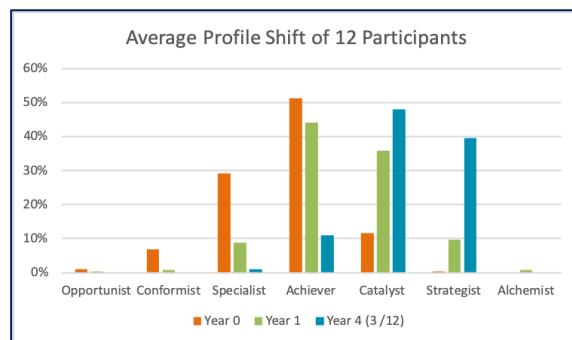
SHIFT takes a **proven fast-track** integral approach to executive coaching, leadership programs and organizational transformation. SHIFT Solutions have been proven to generate rapid results!

SHIFT Coaching realizes **extraordinary outcomes** in one-to-one coaching. In a PhD Research Study, 9 of the 12 Senior Executives shifted from **Achiever** to **Catalyst** (75%) and three made a double shift to **Strategist** (25%) **in just 12-months**, plus more advanced to **Strategist** 3 years later. This is in direct contrast to other programs where only 25% of a cohort make a single stage shift in vertical leadership development.

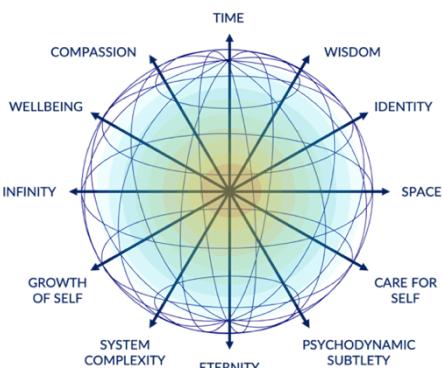
Transformation and Leadership Programs have led to:

+30% People Engagement of 1,000 FTE in 6-months

+12.5% Leadership Effectiveness of Top 75 Senior Leaders in 12-months



Proven Fast-Track Integral Approach to Later Stage Leadership Capacity!



The SHIFT Sphere of Stage Development

SHIFT Coaches and Consultants provide the guidance and proven frameworks and processes that enable senior executives to uplift their leadership capacity to become more strategic, inspiring, collaborative and adaptive transforming leaders at **Strategist**.

As coachees focus on cultivating identity and wellbeing, they learn more about the subtleties of psychodynamics and system complexity and expand their leadership capacity in all directions to embrace more diversity and liberate latent human potential.

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The Drivers in Stage Leadership Development to Strategist!

Research findings identified 8 key drivers and 8 key shifts in perception that facilitated the shift from Achiever to Catalyst and Strategist, over the course of an average of 8*90-min executive coaching sessions.

SELF	INTRAPERSONAL	INTERPERSONAL
HOLISTIC	Set Evolutionary Personal Aspirations	Exercise Positive Open Mindfulness
STRATEGIC	Release Shadow Psychodynamics	Hold Courageous Caring Conversations
A Unique Signature Living Presentation	Proactive Synergistic Wide Collaboration	

The 8 Proven Drivers to Strategist!

SHIFT Executive Coaching interweaves the 8 drivers while responding to the specific needs and challenges of the executive coachee to enable them to swiftly develop and embody the later leadership stage of **Strategist**.

SHIFT Leadership Programs enable senior leaders to advance their leadership to **Catalyst** and **Strategist**. They are customized to the organization blending the 8 key drivers with reflective inquiry and strategic assignments.

SHIFT Executive Team Strategic Offsites facilitate the development of Strategic Direction including Purpose, Vision & Values, Strategic Performance & Culture Shifts, and the orchestration of a Dynamic Operating System that interweaves the engagement of all stakeholders.

The 8 proven drivers bridge the knowing-doing gap to facilitate strategic direction, self-awareness, authentic leadership and experiential learning through the four quadrants of the Integral Model of Transformation.

1. Set Clear Purposeful Strategic Direction

How to co-create an evolutionary purpose, visionary outcomes, growth values and EQUIP measures and targets for their division and/or region to articulate strategic performance and culture shifts over a period of five years.

2. Distribute Time to Generate Flow

A dynamic operating rhythm with liberating meeting agendas to orchestrate engagement with their team, individual team members and other stakeholders to leverage neuroscience and generate a sense of highly creative flow.

3. Set Evolutionary Personal Aspirations

An aspirational leadership brand that sets their radar on becoming more of the type of leader they aspire to be. This involves strengths and talents, goals and legacy.

4. Exercise Positive Open Mindfulness

Positive psychology including wellbeing, kindness, relationships and language, a growth mindset, conscious mindfulness and openness to new possibilities.

5. Release Shadow Psychodynamics

A review of recurring reactive patterns and transference to take a broader perspective, reframe story-telling and eliminate emotional dramas and triggers.



6. Hold Courageous Caring Conversations

How to negotiate standards, boundaries and priorities effectively and openly with others in sensitive conflict-ridden situations involving power dynamics.

7. A Unique Signature Living Presentation

12 P's that widen their perspective across stakeholders and time, and invites the articulation of the unique role they and their organization play in serving society.

8. Proactive Synergistic Wide Collaboration

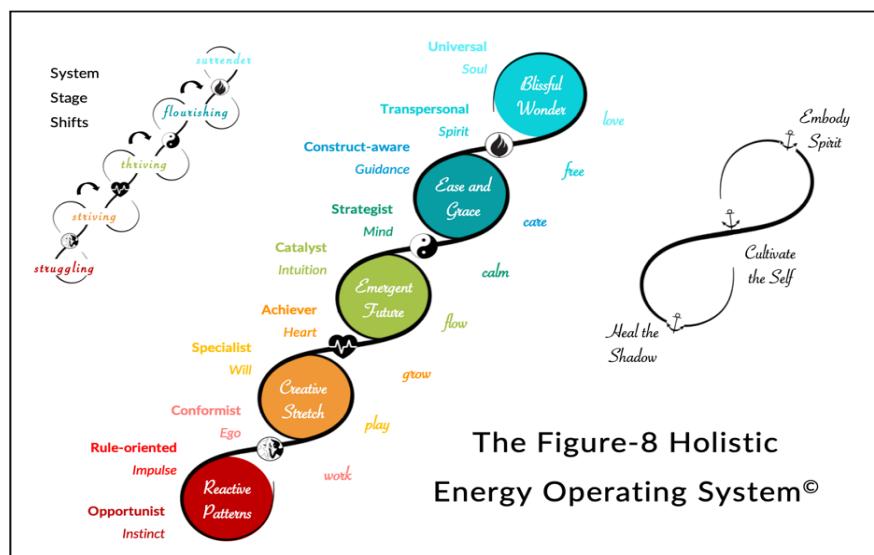
Orchestrated stakeholder mapping and engagement over time to air grievances, overcome conflict and unite a diversity of views for mutual long-term benefit.

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The Dynamics in Stage Leadership Development to Strategist!

Stage leadership development is not a linear process! The research study identified a System Stage Shift that involved cultivating the self, embodying spirit and healing shadow. By combining all three strategies, executives were able to release issues that held them back, become more aware of interpersonal dynamics, and move towards aspirations that were uniquely meaningful to them.

The 'system' is a Figure-8 operating system around a person's centre of gravity or anchoring point. It is impossible to anchor at the intervening stages as they are individuation stages in contrast to stages of consolidation. As the shadow of earlier stages is integrated and healed, and the person leans into their new centre of gravity – two stages hence - they are able to effectively navigate a system stage shift to Strategist!



Hypothetically, the stages in leadership development are symbolic of the human faculties that flourish at each of the chakras in the Eastern system of consciousness development. To shift to later stages from the vantage point of the Achiever, it is essential to open the Heart to heal the past, tune into one's intuition and move into the flow of emergence.

The preoccupation with mindfulness is a precursor to consolidation at Strategist when the Mind is calm, clear and open due to the integration of identities that are discovered within. This makes it possible to leverage complex system dynamics and exercise quantum leadership alongside spiritual intelligence.

Shifts in leadership capacity are also reflected in the energy fields of a person's life experience symbolised by the Figure-8 operating system. The life experience of the **Conformist** anchored in the Ego is largely made up of **struggling** (Reactive Patterns) and **striving** (Creative Stretch). The life experience of the **Achiever** anchored in the Heart shifts to **striving** and **thriving** (Emergent Future) while that of the **Strategist** anchored in the Mind is largely composed of **thriving** and **flourishing** (Ease & Grace).

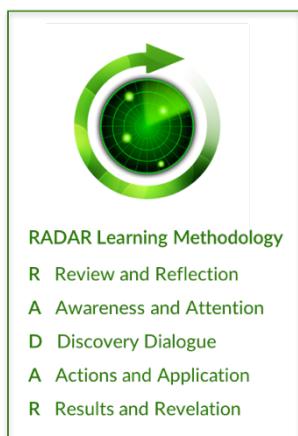
The dynamics of this System Stage Shift cannot be underestimated. Without shadow resolution, forward momentum is continuously sabotaged by emotional triggers. While self-regulation can contain a person's response repertoire, only healing past ego wounds eliminates the trigger points held in the subconscious.

Life is a Movie ... a Projection of the Conscious Mind ... Live the Dream ...

Life is a Mirror ... a Reflection of the Subconscious Mind ... Love the Drama ...

Life is a-Mazing ... a Connection with the Cosmic Mind ... Learn to Dance ...

SHIFT Executive Coaching & Leadership Programs

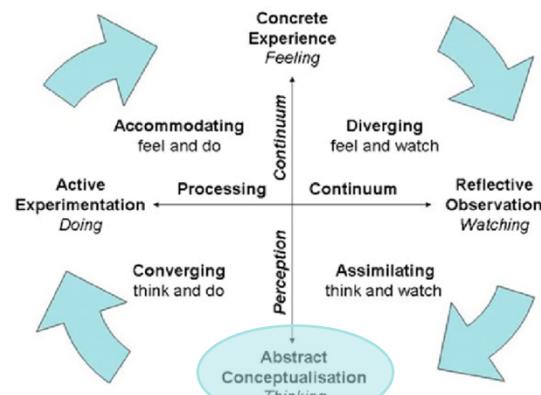


The **RADAR Learning Methodology** symbolizes the attention given to what is on the coachee's radar – the subject to which they give their mindful intention during and between coaching sessions.

SHIFT Coaching integrates breadth of perspective with depth of awareness to **intentionally facilitate** new altitudes of complex meaning-making, aspirational wellbeing and purposeful endeavour.

While all individual and group Executive Coaching in groups of 8 responds precisely to what is top of mind and emerging for the coachee(s), the 8 drivers and 8 shifts in perception are interwoven into the RADAR coaching process.

In terms of **Kolb's Learning Cycle**, the later advanced stage of the coach intervenes during the *thinking* phase of Abstract Conceptualisation. The later stage coach is able to provide a more open emergent space to allow leading questions and revelatory insights to arise in the spirit of a mutual dialogical inquiry seeking understanding and meaning of life's events. This closely reflects Stelter's 3rd generation coaching approach.



Stages International Assessment



Antoinette Braks is a Certified Practitioner Partner with the world's leading stage assessment methodology enriched by Terri O'Fallon's new Tiers of Development.

The assessment involves completing 36 prompts such as: "A career is ..." during 60-90 mins. These sentence completions are then analysed in person by highly educated and trained scorers who provide each person with custom feedback within an elegant and comprehensive 36-page report.

Customized SHIFT Coaching & Consulting Services & Solutions

- Individual **Executive Coaching** for Senior Executives – annual programs of 10 sessions pa
- **Small Group** Executive Coaching for Senior Leaders – annual programs of 4*2-day sessions pa, with 4 individual coaching sessions pp, one initial debrief and between each of the 2-day events
- Large Group Plenary Coaching Sessions to develop self-awareness and apply **Corporate Values**
- Executive Team **Strategic Offsites** to generate **Cascading Team Charters** across the organization
- Talent and Teal OD **Consulting Services** to bridge the transition from set roles to more agile participation in cross-boundary strategic initiatives and develop a corporate **Coaching Culture**.

SHIFT Coaches & Consultants

Founder of SHIFT Coaching & Consulting Ltd

Antoinette J Braks

PhD(c) MBA,LBS MA LLB(Hons) BA DipIntl.Mktg(Hons)



Antoinette Braks is an Executive Coach and Management Consultant in Leadership and Organizational Transformation. She has delivered over 2,500 one-to-one coaching hours with more than 250 senior executives and 1,000 group coaching hours with small to large groups of senior leaders over ten years. She has also led more than 50 strategic offsites for senior executive teams and undertaken 500+ assessments of senior executives. Her application as a Master Coach is in process with the EMCC.

Her education includes an MBA at London Business School, a PhD in Developmental Psychology & Executive Coaching, and an MA in Management Research where she won two University Prizes. She is also completing the Advanced Diploma in Professional Coaching Supervision at Oxford Brookes University. After graduating Law, Antoinette built her career leading People and Culture with Shell and energy infrastructure company Vector. She has since worked across multiple business and govt sectors.



During 2019, Antoinette presented at the EMCC Conference, the EMCC Research Conference, the British Psychological Institute Coaching Psychology Conference and the Integral Conference. Her book, Executive Coaching for Senior Executives, will be published by McGraw Hill in 2020.

<https://au.linkedin.com/in/antoinettebraks>



Colin Wood, SHIFT Coach & Consultant

Colin Wood has 25 years' experience in consulting, management, leadership and coaching across many industries including deep IT sector experience. He holds two masters' degrees, one in coaching and mentoring and an MBA. He has a great passion for understanding and facilitating the vertical growth of people as they experience the phenomenon of change and assimilate the impulse to evolve. He is a master in the purposeful emergent process of gaining developmental altitude and everything integral.

Heather Monro, SHIFT Coach & Consultant

Heather Monro is an executive coach with a passion for helping leaders to think differently, bring fresh ideas to life, grow and thrive. She spent 10 years as a medal winning athlete on the world stage, followed by a 3rd sector leadership role focused on developing people. In the last 10 years she has been executive coaching, supporting and encouraging clients to perform to their highest level. Heather's wide-ranging experience includes global multinationals, corporate, education and healthcare.

All SHIFT Coaches & Consultants

SHIFT Coaches & Consultants lead with a Transpersonal or Strategist perspective i.e. from Turquoise or Teal. They therefore have perspective on perspective, awareness of awareness, and can act skilfully in the moment to illuminate concerns, unveil hidden psychodynamics and hold the space for the emergence of revelations and extraordinary insights that are not generally accessible.

While they all follow the SHIFT structural drivers and dynamics proven to expedite and accelerate leadership and organizational transformation to Strategist and Teal, they also bring their own unique approach and experiences to individual and group coaching and consulting initiatives. The speed of trust and emergence of ideas arising from these encounters is quite amazing to experience.



TESTIMONIALS

TRANSFORMATION PROGRAMS WITH ORGANIZATIONS

Antoinette instigated a terrific collaboration with us by leading a Strategic Off-Site for our new Executive Team. It was an invigorating and extremely productive two-day session to set our strategic direction and the leadership culture we wanted. We ran a values program around CONFIDENT Leaders designed and led by Antoinette that enabled the top 75 leaders become more self-aware and develop the courageous authenticity and team accountability we needed to uplift our performance. Antoinette's broad strategic perspective and deep insights into mindfulness, emotional intelligence and personal power stimulated a significant shift in our capacity to collaborate with our business partners to build a thriving sustainable agricultural sector in NSW." ~ Michael Bullen DDG DPI Agriculture



Antoinette's Program is unique in that it takes a holistic approach to transformation. She is a collaborative intuitive whose depth of knowledge in leadership development is unsurpassed. In a short period of time she has galvanized the organisation in a way that is remarkable due to her ability to engage with and understand how people operate. She has clear insight into what drives different behaviours that are manifested in the workplace and how to make momentous changes in perspective. Her strong strategic focus, business acumen and gracious understanding of people mean that you will gain far more than you may expect. Did I say there was a whiff of culture change in the air? Well I mean there is a gale force wind blowing and the organization and its people are the ultimate winners." ~ Anne Cosgrove ED People & Culture at FACS | Services NSW



Antoinette was an engaging, skilful, intelligent, challenging and enthusiastic person to work with. She integrated many new initiatives to transform our culture creating momentum from which results soon flowed. The terrific speed of success was due to her great ability to engage with the leaders and ensure that the adopted strategies were well understood and effectively implemented to drive toward the desired outcomes. She was a vital source of energy and inspiration in setting our new course and getting us going! ~ Pat Richards, CEO Businesslink



"It is rare to come across someone as dedicated and passionate about her work as Antoinette is. I worked closely with Antoinette in a culture change program and learned immeasurably from the experience. Antoinette's ability to manage multiple projects and tasks whilst skilfully leading a company-wide transformation program was a pleasure to watch and be a part of. I truly miss her verve and enthusiasm and would recommend her to any organisation who is looking for a dedicated and passionate change leader." ~ Phillip Richards, Coach Businesslink



While working with the Board and Management Team, Antoinette helped us to turnaround our national member Association. Her commitment to bringing our vision to life and focus on results, inspired us to achieve more than we thought was possible. Her style is fast-paced, insightful, strategic, always positive and encouraging. Her high energy level literally 'swept us up' and moved us along. Together we re-ignited our organization to achieve audacious goals, develop a national profile and become a significant influencer of government policy. ~ Judith Speight, former Chairman TUANZ

MANAGEMENT ASSESSMENT & DEVELOPMENT PROGRAMS

It has been really lovely working with you this past 2 weeks ... I am not the only person to have noticed your high intellect and ability to get to the core of things quickly, underpinned by a generosity of spirit in giving support to those who were not able to absorb everything so quickly. ~ Christine Broad, Senior Consultant, Hudson Talent Management



I found your latest proposal so good that I have communicated it widely to our Management Assessment dedicated consultants in Europe, suggesting that they use part of it for future proposals and presentations. Congratulations on this very professional document reflecting a deep understanding of our integrated leadership capital solutions! ~ Marc Swaels, Executive Director Europe, Korn Ferry International



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EXECUTIVE COACHING IN STRATEGIC HOLISTIC LEADERSHIP WITH SENIOR EXECUTIVES

Occasionally we meet folks who bring a unique perspective to strategic conversations, creating new thoughts, ideas and innovative thinking. Antoinette is one such person, drawing on a wonderful knowledge and understanding in so many aspects of life and business. ~ Richard Boggon, Regional Director Transport Infrastructure Services, Parsons Brinckerhoff



I enjoy my coaching meetings with Antoinette principally because I find myself uncomfortable. She continually challenges my normalized way of thinking. The coaching is not a linear process. It's emergent, disruptive and even disconcerting - that's where the magic is. Antoinette considers things from a deeper dynamic perspective. Her focus on embracing our uniqueness is inspiring and amazingly effective. ~ Greg Ellis EGM Opal, Transport for NSW

Antoinette is a master of motivation and spiritual wizardry! After every session, I leave feeling inspired and motivated with a sense of awe and wonder of my own unlimited potential. Her exuberant energy and zest for life is contagious yet she provides an architectural framework providing structure and support. How refreshing to have been blessed to have her as my executive coach and to share our life experience in the transformation of the soul. ~ Anne Tucker, Manager HSE, Sydney Trains



Antoinette is a sensitive, creative and highly gifted coach. Her ability to coach senior leaders through the strategic maze of government while they balance their personal development is her strength. She is an Executive Coach of the highest calibre. ~ Jane Simmons, Executive Director of Public Schools



Antoinette was exactly what I needed during 2016 - someone who had the vision and clarity to challenge, encourage and support my planning and preparation for the next step in my career. It was great to have someone with honesty, integrity as well as exceptional emotional intelligence and useful practical tools to help me on the journey." ~ Guy Collishaw, Program Director Transport

Antoinette is an extraordinary leadership coach who truly 'listens' from multiple levels. Her commitment to her own evolution and growth and her innate ability to access her vast inner wisdom and bring that forth into form to guide others is a beautiful and powerful gift. Couple this with her extensive knowledge and an established (and tried and tested) suite of leadership development tools and approaches – and the result can only be WOW! Antoinette's MAGIC formula has become the backbone of my own daily focus and intention, creating a passionate and powerful direction for the next part of my journey. She holds a nourishing space from which I have been able to reflect, rewind, rehearse and evolve. Antoinette, thank you for shining so brightly!" ~ Nicola Vague, GM Org Culture, Diversity & Inclusion at City West Water VIC



I took up coaching with Antoinette to become more strategic and confident. Her fast-paced approach mixing theory and practical advice was extremely helpful. She is a challenging and energetic coach who held me to account in the nicest possible way. I always looked forward to our meetings because I knew that I would learn something new and useful. I now have a framework to approach strategic issues and many tools and techniques to draw on so I can hold my own in a senior executive environment. I would not have thought this possible a few years ago." ~ John Langron, Group Executive Director HSE



Working with Antoinette was an enriching learning experience, and the outcomes were fantastic! She impressed as an expert in leadership and the development of personal power. Her style is thought provoking and challenging, yet informal, adaptable, encouraging and fun! Whilst I thought some of her ideas were outside the box, Antoinette's guiding questions and insights helped me to find my "voice". The fluidity of our conversations sparked off many new ideas and paths to follow. It was a truly fulfilling experience. ~ JB, Managing Director, Client Credit, Societe Generale International Investment Bank



I had the privilege of Antoinette supporting me recently in my goals to advance my career and was extremely impressed. Her ability to provide constructive feedback was invaluable and insightful from the first meeting. Our interactions allowed me to reflect on my purpose and consider a more holistic appreciation of the impact of my body and verbal language in the C-suite environment. She really invested in my success and I recommend her to others focused on extending themselves to realise their career aspirations. ~ Craig Chambers EGM Strategy, Portfolio and Innovation Energy QLD



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Antoinette's style and approach allowed us to be able to focus on what was top of mind. She asks the right questions that leads to very thought provoking and at times, confronting decisions, however this is what really helped me both personally and professionally. She provided me with tips and ideas on how to manage and lead more effectively and strategically, which has been so important to ensure I remained focused on my leadership impact. A big thank you to Antoinette for your unwavering support, advice and mentorship; you are a real treasure and I can't thank you enough!" ~ Elisa Recchi, Head of Risk Business Management HSBC Australia



Antoinette and I focussed on many aspects of leadership and personal development. She is extremely insightful and ask questions that fundamentally shift the way I see myself and others. As an outcome of coaching by Antoinette, I have seen improvements in many different parts of my life including a recent significant work promotion. I would recommend Antoinette to anyone looking to challenge themselves, gain a wider perspective on the world and grow as an individual. ~ Tony Eames, General Manager Strategic Development, RPS Advisory Services Australia



My time with Antoinette will forever have a positive impact on my approach to leadership. I found her perspectives to be thoughtful and insightful, and her connection with mind, body, spirit revolutionized my thinking and, most importantly, my actions. Antoinette helped me strengthen my ability to deliver a consistent vision personally and professionally; to drive growth and development through people; encourage risk taking and accountability, and nurture self-awareness and reflective practice. Antoinette has a unique ability to recognize, understand and explain complex leadership issues. Her mentoring makes me a better person every day, both at work and at home. Attuning my inner self and harnessing my authenticity to be more innovative and strategic brought me unique opportunities as an Executive Director working in government and awoke the inner warrior in me to lead my organization to success." ~ Gary Groves Regional Executive Director FACS



When I first saw Antoinette, I was fatigued, stressed at work and not enjoying life. In the very first meeting, the underlying issues were exposed. Antoinette shed light on my life and revealed things that I simply had not seen or understood. She had a positive, forward-looking approach that made me feel optimistic. Antoinette helped me work through changes in my org structure to enable me to focus on the higher strategic issues I enjoy. And most importantly, she addressed my whole-of-life progression, not just my work-life. ~ Richard Host CIO at Fire & Rescue | Finance & Services NSW | Transport NSW



CAREER COACHING

Antoinette is a delight to partner with in strategically thinking about and reaching your next career level! I have appreciated her commitment to providing relevant and impactful Executive Coaching and her dedication to leading-edge thinking in the field of Executive Leadership. Her expertise combined with her personal qualities are unique in this professional space. Antoinette, your invaluable insights, wisdom and holistic approach helped me to focus and to think strategically about my career. Your system is engaging, comprehensive and personal to my aspirations and experiences. ~ Retha Howard



Antoinette has helped me remodel how I write, talk and feel about myself and my skills, enhancing my strategic expression and guiding me through a career transformation! I have found her to be an inspiring, knowledgeable and captivating Executive Coach. I would highly recommend her to anyone seeking clarity, new direction and heightened courage! ~ Deb Hailstones, Director Horticulture R&D



Antoinette was recommended to me as I was preparing for the next step in my career. She helped me greatly to recognise and harness my strategic abilities, to rethink my approach to some work challenges and brought a positive, energising presence to all of our meetings. I would gladly recommend her as an highly effective Executive Coach. ~ Sue Nelson, Head Communications & Media

I worked with Antoinette when I was preparing my application for my current CEO role. Antoinette brought energy, clarity, focus, new perspectives and ideas, and significant business acumen to the process, assisting me to shape my CV, value statement and prepare for the multiple interviews. She was dedicated to the goal, running this as a project to be successfully delivered - and it was! It felt like she was really partnering with me in this important process, and that was enormously valuable. ~ Elisabeth Shaw, CEO Relationships Australia NSW



Join-the-SHIFT!

GROUP COACHING

BEST facilitator. Excellent knowledge particularly in relation to the psychological area!

I loved your passion for training, sharing and facilitating.

Program was very enlightening and educational.

It was more than I expected, and opens the door to further self-development, not just in the context of work, but knowledge and belief in self.

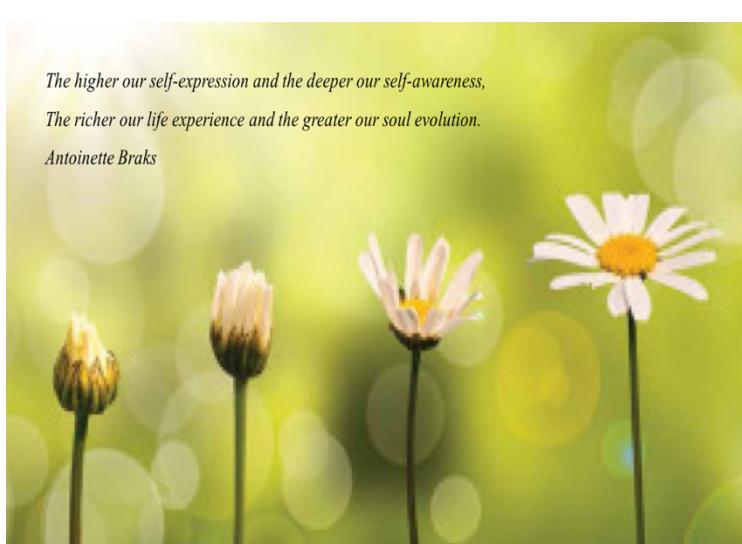
Honestly one of, if not the best facilitator I have ever had. Really knowledgeable and positive with lots of theoretical background (really got into the "why"). Very inclusive, warm and open.

Love the neuropsychology theory built into this training course – I really feel I will go away and remember a lot of it ☺

The higher our self-expression and the deeper our self-awareness,

The richer our life experience and the greater our soul evolution.

Antoinette Braks



CONFERENCE PRESENTATIONS

Antoinette's depth of knowledge was clear with detailed linking to relevant related research.

Totally impressed with your knowledge in this space Antoinette!! Thanks for helping in my understanding.

Totally awesome - by far the most exciting topic I've ever seen at an EMCC conference. MORE of this stuff please.

Really great session, highly relevant and useful content to help me to reflect on my coaching, my clients and my own development.

Great tools for shift and experience with different tools explained.

Very interesting. One of the only sessions where I can say I learnt something completely new.

Brilliant, confident, bold, generous.

Pace was fast but done in service to audience questions.

Engaging, conveyed a deep understanding of her subject in a practical and applied way.

Impressive command of subject.



We look forward to the opportunity to work with you!

Antoinette J Braks

Executive Coach & Transformation Consultant

SHIFT Coaching & Consulting Services Ltd

+44 78 2118 5739