

# FACTORY FORWARD™

TURNING CHALLENGES INTO  
OPPORTUNITIES



**Positive  
Leaders Group**

# The Leadership Reality

If you're reading this, you already know:

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Global HQ is demanding more with less.



Talent is harder to keep. Your best people have options.



Margins are shrinking while costs climb.



Silos slow execution and projects stall.



These pressures don't just create stress. They silently cost millions in wasted time, lost opportunities, and eroded credibility with HQ and the Board.

The good news? Every one of these pressures can be reframed into an opportunity if you have the right process, the right alignment, and the right leadership capability.

**THAT IS WHY WE CREATED  
FACTORY FORWARD™.**

# Why Positive Leaders Group

We are **Positive Leaders Group**, founded by **Paris Cutler** and **Sandra Duarte**.

Between us, we have built global businesses, led complex transformations, and sat in your chair. We know the weight of accountability and what it takes to deliver results. Together, we bring over 60 years of real experience.

Our role is not to overwhelm you with theory. It is to give you proof first, then help you scale transformation in practical, measurable steps.



AND HERE IS OUR PROMISE:

**IF WE DO NOT PROVE OUR VALUE IN THE FIRST ENGAGEMENT, WE WALK AWAY.**



## What we do

At Positive Leaders Group, we're small enough to truly care about you and your people, but experienced enough to lead you through the big challenges.

We know that running a business and leading people isn't easy. That's why we focus on the things that matter most: creating clarity, building strong leaders, and helping your teams perform at their best.

Our work is about transforming the way leaders show up, the way teams connect, and the way businesses grow.

## How we do it

We don't believe in cookie-cutter solutions. We get to know your business, your goals, and your people and then build something that works for you.

That might look like a tailored leadership program, a practical roadmap for change, or one-on-one coaching for your managers. Whatever the format, our approach is always hands-on, practical, and focused on creating real impact straight away.

We're not just here to give advice. We're here to stand alongside you, roll up our sleeves, and help your leaders and teams succeed.

## Why we're different

We believe leadership is the heartbeat of every business. Get it right, and everything else - culture, performance, growth falls into place.

When you work with us, you're not handed off to juniors or career consultants. You get two experienced business and industry leaders, each with over 30 years of hands-on experience.

We've been in the trenches ourselves - leading businesses, managing teams, navigating setbacks, and celebrating wins. We carry the battle scars, but also the lessons and the victories that come from decades of real-world leadership.

That's why we do this work. Because your success is our success. We're passionate about transforming the leadership landscape so more leaders, teams, and businesses don't just survive - they thrive.

## What inspires us

The world is changing, and businesses everywhere are feeling the pressure. We know because we've been there ourselves - through tough markets, hard decisions, and moments when the future felt uncertain.

What drives us now is using that experience, knowledge, skills, and wisdom to help other leaders navigate their own journey. Nothing inspires us more than seeing a leader step into their confidence, a team pull together around a shared vision, or a business push through the challenges and start to thrive again.

Your goals, your challenges, and your vision fuel our work. We're here because we believe every leader deserves the chance to fulfil their vision and reach the success they've worked so hard for.

# The Factory Forward™ Flow

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Alignment



Partnership



Heat Map



Global Scale



Roadmap



Reset



Each stage builds on the last. Each stage strengthens leadership capability, organisational alignment, and Board/HQ confidence.



# Leadership Coaching

Strengthening the leader strengthens the entire organisation.

Leadership Coaching is a high value service for CEOs, executives and emerging leaders who want clarity, confidence and consistent performance. Leaders carry responsibility that is often unseen. Coaching provides a confidential space to refine decisions, improve communication and stay steady under pressure.

Our approach develops the whole leader. We combine practical tools with behavioural and emotional insight so that change is sustainable and visible across the organisation.



## WHAT IS INCLUDED:

- One to one leadership coaching
- Communication and influence support
- Behavioural and performance insight
- Leadership identity development
- Human leadership support for stress and difficult conversations

## HOW WE COACH:

- Identify strengths, blind spots and patterns
- Build emotional regulation during pressure
- Create clarity around priorities and expectations
- Strengthen communication, influence and presence
- Support leaders as they grow into expanded roles



## BUSINESS OUTCOMES:

- More confident and capable leaders
- Faster and clearer decision making
- Stronger and more stable leadership presence
- Improved communication and team trust
- Higher alignment and accountability

**LEADERSHIP COACHING CAN BE ENGAGED AS A STAND-ALONE SERVICE OR INTEGRATED INTO YOUR BROADER LEADERSHIP JOURNEY.**

# OUR SERVICES

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Practical leadership and organisational solutions

Positive Leaders Group delivers a complete suite of services that strengthen capability, alignment and performance. Each service can stand alone or combine to create structured transformation.



## FUTURE ADVANTAGE STRATEGY SESSION

A high value diagnostic that clarifies pressures, risks and strategic opportunities.



## EMPOWERED LEADERS WORKSHOPS

A practical session that builds insight, communication and trust across leadership teams.



## LEADERSHIP RESET DAYS

Quarterly recalibration sessions that maintain alignment and momentum.



## VISION7 AND LEADER7 PROGRAMS

A structured twelve week transformation process with a three to five year actionable vision.



## CULTURE AND CAPABILITY DIAGNOSTICS

Tools that map leadership strengths, communication patterns and cultural pressures.



## MICROLEARNING PROGRAMS

Short, practical development modules for busy teams.



## GLOBAL LEADERSHIP ROLLOUTS

Consistent leadership and culture programs delivered across regions and business units.



## LEADERSHIP COACHING

One to one coaching that strengthens capability, communication and emotional resilience.

# STEP 1

## Future Advantage Strategy Session

### THE FIRST STEP

We do not believe in selling big programs up front. Instead, we start with the **Future Advantage Strategy Session**. This is a high-impact diagnostic designed to give you clarity and proof.



#### What Happens:

- We meet with you (and your leadership team if you choose).
- We scan the **7 key pressures** in your organisation.
- We uncover bottlenecks, inefficiencies, and risks.
- We highlight immediate opportunities for competitive advantage.
- We deliver the **Future Advantage Report**, including a **Leadership Heat Map** showing where you are strong, where you are leaking, and where to focus first.



#### Business Outcomes:

- A **board-ready report** within days.
- A clear Heat Map of your leadership and operational pressures.
- Insight into how well your team is aligned.
- Confidence in the next move.



#### The Cost of Doing Nothing

- Strategic blind spots turn into crises.
- Competitors move faster while you debate.
- Millions quietly lost in wasted time and capital



#### Investment level:

Typically a low five-figure engagement.

# STEP 2

## Empowered Leaders Workshop

### THE ALIGNMENT BREAKTHROUGH

Leaders cannot drive transformation if they do not understand each other or you.

The **Empowered Leaders Workshop** reveals leadership styles, resets trust, and aligns the team.



#### What Happens:

- Pre-work self-assessment surveys.
- A full day of facilitated insight, candid conversations, and practical exercises.
- Team vision mapping that reframes collaboration.



#### Business Outcomes:

- Executives finally understand each other at a deeper level.
- Communication improves immediately.
- A cohesive, self-aware, motivated team aligned to your vision.



#### The Cost of Doing Nothing

- Silos deepen, projects slow.
- Strategy stalls from lack of buy-in.
- High-value leaders disengage or leave.



#### Investment level:

Comparable to the cost of a single executive hire mistake.

# STEP 3

## Leadership Reset Days

### THE INSURANCE POLICY

Transformation fades without reinforcement. That is why we run **quarterly Reset Days**. Every 90 days we facilitate a proven reset process with your leadership team.



#### Business Outcomes:

- Keeps leaders aligned on priorities.
- Prevents drift back into silos and turf wars.
- Ensures accountability for results.



#### The Cost of Doing Nothing

- Old habits return and momentum is lost.
- Projects stall and deadlines are missed.
- Leaders forced to re-explain priorities instead of moving forward.



#### Investment level:

A quarterly engagement, often packaged with broader programs.

# STEP 4

## 12-Week Transformation Diagnostic

### THE VISION SHIFT

This is where transformation accelerates. Through our **Vision7 Program** and **Leader7 Program**, we guide you and your executives to build a **3-5 year actionable vision**.



#### What Happens:

- Full **Team X-Ray Diagnostic** (baseline data).
- **Vision7 Program**: senior leader sets a compelling 3-5 year vision, broken into strategic pillars and phases.
- **Leader7 Program**: executives align, collaborate, and lead with confidence against that vision.
- Deliverable: **3-5 Year Actionable Vision Report** with strategic pillars, phases, and quick wins.



#### Business Outcomes:

- Data-backed clarity across the leadership team.
- A unifying vision that addresses today's pressures and drives tomorrow's growth.
- A Board/HQ-ready roadmap that secures credibility.



#### The Cost of Doing Nothing

- Remaining reactive year to year.
- Talent leaves because they do not see a future.
- HQ or Board doubts local leadership strength.



#### Investment level:

A six-figure program designed to return multiples in efficiency, retention, and growth.

# STEP 5

## Executive Partnership

### THE VISION SHIFT

For leaders ready to embed change, the **Executive Partnership** delivers 12 months of mentoring, workshops, diagnostics, and facilitation.



#### Business Outcomes:

- Cultural transformation anchored in daily practice.
- Measurable productivity and retention gains.
- Elevated credibility with HQ and the Board.



#### The Cost of Doing Nothing

- Superficial change that does not stick.
- Leadership capability plateaus.
- Reputation stalls while competitors surge.



#### Investment level:

Comparable to one senior executive salary per year.

# STEP 6

## Expansion & Global Scale

### THE VISION SHIFT

In year two and beyond, we roll transformation out across geographies and functions.



- **Skills7 Programs:** Future skills for next-gen leaders.
- **Team7 Intensives:** Accelerate performance.
- **Global rollouts (APAC/EU/US):** Embed consistency.
- **Executive personal branding:** Elevate visibility and HQ influence.



#### Business Outcomes:

- Consistent leadership culture across subsidiaries.
- A pipeline of future-ready leaders.
- Stronger reputation and influence with HQ.



#### The Cost of Doing Nothing

- Fragmented leadership cultures across regions.
- Missed opportunity to shape HQ's global agenda.
- Rising leaders unprepared for future challenges.



#### Investment level:

Large-scale rollouts can range into high six figures, depending on scope.

# MEASURABLE OUTCOMES

+ Call to Action



## The Business Outcomes Leaders Buy:

- Strategic clarity: 3–5 year roadmaps.
- 10–20% faster decision-making.
- \$2–5M annual efficiency gains.
- 15–25% reduction in turnover.
- Elevated HQ and Board credibility.



## The Cost of Doing Nothing

5–10% profit erosion every year from inefficiency, disengagement, and leadership churn.

## YOUR NEXT STEP

Every journey begins with the Future Advantage Strategy Session.

In days, you will have: \_\_\_\_\_

- A Future Advantage Report.
- A Leadership Heat Map showing pressures, risks, and opportunities.
- Board-ready clarity without wasted time.



“ Tailored to your business -  
pricing available on request

## GET TO KNOW US

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If you've read this far, you'll already have a sense of who we are and what we offer.

The next step doesn't need to be complicated - it's simply a conversation. We'd love to hear your story and understand the challenges and opportunities in front of you.

Whether it's over a quick call or a coffee, let's connect and explore what's possible for your leadership, your team, and your business.

Every great business transformation starts with a single conversation.

To your leadership and success!

**Paris Cutler & Sandra Duarte**

Founders, Positive Leaders Group

# Contact Us

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