



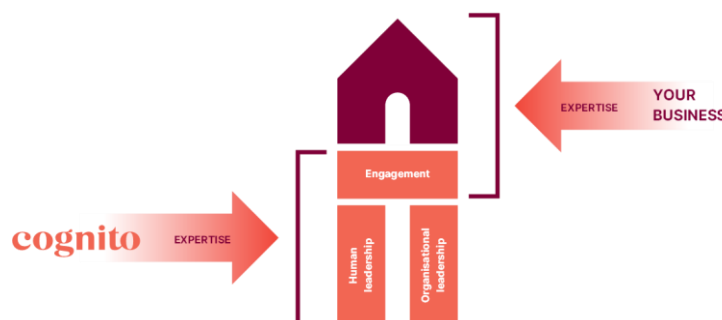
Cognito helps leaders create highly productive, high performing and harmonious workplaces.

We are specialists in the development of high impact leaders and delivery of optimised organisational design to unlock time, purpose, profit and respect TPR®.

We are experts in teaching, training, coaching and mentoring people to lead with high levels of influence and impact, achieve optimal organisational performance and unleash the multiplier of effective teams.

Who needs Cognito?

Business owners and executive leaders who are specialist in their profession. Leaders who have built/building a successful organisation and have reached a point where the needs of the organisation has reached a roadblock be it organisational design, leaders' skills/desires or both.



Executive leaders who believe they are being held back from thriving and freedom by how they/their leaders lead, levels of engagement, self-regulation or the organisation design and culture.

Leaders who feel they are not unlocking the freedom, financial payback or purpose they desire from the teams and organisations they lead.

Lifelong learners who lead complex living business systems and want to grow in their system leading thinking and leading skills.

Learning leaders who desire deeper organisational thinking knowledge and have realised the most powerfully learning and improvement comes from explicit expert guided coaching in the context of the organisation itself where the leader leads and learns by doing in collaboration with others.

Cognito is for leaders who know culture is more than just how we do things here and there is something missing in their "culture". Leaders who have a passion to build on the mindsets we all bring that create and interpret how we do things here.

Leaders who embrace the reality that culture is the lived experience of being here by those who are here, and desire to align the 3 areas of leadership required to have a purposeful thriving culture that is alive, engaging and evolves.



Who COGNITO do not match with!

We are not for those who just want to put staff through a course or have a speaker at a conference that everyone enjoys then goes away and no impact on engagement is made. That's not us.

We are not for those who value pop biz culture, social media sound bites and don't value research driven, tacit proven continual improvement process that have high impact outcomes.

We are not for those who want long term retainers with "leadership coaches" who keep charging and don't deliver independence.

We are certainly not for those who accept the coaching and mentoring from "want to be" coaches who have a certificate but have never led large successful multimillion dollar organisations and gone through the pain of failure and the glory of success and consistently delivered proven capacity outcomes for others.

How we do it at COGNITO.

We align the 3 areas that direct a leader's impact and influence to give them the time, purpose, profit and respect TPPR® they deserve.

We align self-leadership, leading others and organisational design in the interdependent complex environment of an organisational system. Cognito utilises specialist diagnostic tools, executive coaching, leading teams' workshops supported by mentoring and coaching to turn learning into practice as well as organisational design alignment.

What will we deliver.

Analysis, training, coaching and mentoring to increase a leader's influence, organisational design and impact to unlock time, purpose, profit and respect. TPPR®

- Identification of the interdependent issues.
- Implementation of plan via: I Do, We Do or You Do.
- Expert Coaching, Mentoring, Teaching and Training.
- Continual review cycles for organisational led dynamic improvement.
- Inclusion into a network of leader learners.
- We then leave as friends, and you get on with your professional magic.

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**Specialist in leadership
and organisational design**

