

## Leaders

**Cynthia Johnson** has over 25 years experience in OD. Her career began as a psychologist in the Air Force and her most recent corporate role was as Group Manager for OD and Learning Programmes at Fonterra where she led the employee engagement work and developed and led all the leadership and professional development programmes. She also has experience in selection, competency frameworks and high potential programmes. Most recently she has been involved in resilience training and in identifying and developing business acumen. She has won the HRINZ award for the leadership programmes she developed and has published in the ROI field.

**Rob Bialostocki** has over 25 years experience in professional communication, project management and corporate HR & OD roles. He has held national level management roles as well as external consulting roles. He works with major corporate clients in dairy, banking, insurance and professional services. Rob co-developed and currently runs the Fonterra programme iLead which focuses on leading through influence while initiating change and business improvement work.

For more  
information contact

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## Monday@8

A coaching programme  
for HR and OD  
professionals

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**Monday@8** is a programme for HR people tasked with developing and implementing an Organisational Development project. The programme offers expert technical guidance and coaching. It offers companies best practice references, comparisons and learning from other organisations, the wisdom of experience, risk minimisation and employee up-skilling.

### Price

The programme costs \$2600 +GST per participant. This represents \$200 per hour.

### Suitability

The programme is suitable for HR generalists and OD specialists.

Participants need an OD project. Suitable projects include: designing a leadership programme; development centres; employee engagement programmes; learning and development strategy; competency frameworks; succession planning and high potential programmes.

### Structure

Each cohort consists of four to six people from different organisations. Each two and a half hour session focuses on the OD initiative of two companies. Technical advice related to the topic is offered and where required, there will be technical teaching vignettes.

The success of OD initiatives depends on both the initiative itself and the ability to influence key people to support and adopt it. **Monday@8** will enhance influence by offering perspective, challenge and coaching in key, practical areas. These will include building gravitational pull with stakeholders, increasing command and presence, improving clarity and persuasion, and enhancing rapport and credibility.

Each session is a mix of discussion, technical and professional coaching and teaching sessions. Review sessions are also included. Participants receive learning and coaching not only for their own project but will also add to their know-how through the experiences of others.

