

LEARN. APPLY. REFLECT. IMPROVE.

CHANGE AGENT MANAGER ACCELERATION PROGRAM 2027

Become the manager people can rely on – without having to do everything yourself.

GREATER PEOPLE.
STRONGER TEAMS.
A BRIGHTER FUTURE.

*A higher
standard
for managers.*



MARCH - OCTOBER
2027 · PERTH



WORKSHOPS
VIRTUAL SESSIONS + COACHING



REAL BUSINESS
IMPROVEMENT OR PERSONAL
GROWTH



SUPPORTED BY
NAVICOACH

**A DEVELOPMENT SYSTEM
THAT MOVES WITH YOU.**

FOR INDIVIDUALS. FOR TEAMS. FOR A STRONGER TOMORROW.
ENGINE ROOM BUSINESS INNOVATION

2027

PROGRAM GUIDE

FROM DOING TO LEADING IMPACT.

The development shift.

Good managers solve problems. Great managers build capability and create impact through others. Change Agent is built to make that shift happen in the business you already run.

THE DEVELOPMENT SHIFT



Good managers solve problems. Great managers build capability and create impact through others.

ENGINE ROOM
BUSINESS
INNOVATION

A COMPLETE DEVELOPMENT SYSTEM

MORE THAN A COURSE. A JOURNEY.

- EIGHT IN-PERSON WORKSHOPS**
Half-days in Perth with managers from other businesses.
- TWO VIRTUAL SESSIONS**
Welcome on 10 March - Time Management on 7 April.
- ONE-TO-ONE COACHING**
Six two-hour sessions: 12 core hours, plus up to four more by agreement.
- BIP OR PDP**
A Business Improvement Project, or a Personal Development Plan with two of your team members.
- THREE ONLINE SYSTEMS MODULES**
Systems and process improvement, released through the year.
- CLIFTONSTRENGTHS® 34 + NAVICOACH**
Know your strengths. Every Engine Room tool, resource and workflow in one place, between sessions.

REAL RESULTS IN THE REAL WORLD

Participants don't just learn. They deliver: more confident managers, higher team engagement and improvements a sponsor can see.

WHO IT IS FOR

Team leaders, managers and high-potentials in growing, owner-led businesses — set up to build capability in the people who matter most.

WHO SENDS THEM

Owners, GMs and directors who want less dependence on themselves.

\$10,000 + GST

per participant - instalments available



THE CHANGE AGENT DEVELOPMENT SYSTEM

EDUCATION. COACHING. TOOLS. APPLICATION. RESULTS.

More than a program: a complete development system — education, coaching, tools, application and results — built around one person and the business they work in.



"People development is business development."

SPONSORS ARE PART OF THE PROGRAM

A 30–45 minute development conversation after each milestone is all it takes to keep the learning pointed at the business. **Not spectators – partners.**

A SYSTEM DESIGNED FOR REAL IMPACT



PRACTICAL

Tools you can use immediately



APPLIED

Learning that creates results



SUPPORTED

Coaching and sponsor guidance



MEASURABLE

Real improvements for the business

People development is business development.

ENGINE ROOM BUSINESS INNOVATION

ONE PROGRAM. TWO PATHWAYS.

Every participant applies the program to real work: improve the business, or grow two of the people in it. You choose the pathway that creates the most value — agreed with the sponsor and coach after the first workshops.

PATHWAY A

BUSINESS IMPROVEMENT PROJECT (BIP)

Drive real business impact.



Identify, plan and implement a real improvement in your business. Apply the learning to a live opportunity, with structured tools and coaching, and deliver a measurable result.



IDENTIFY

the right opportunity



PLAN

scope and goals



IMPLEMENT

with support



MEASURE

results and value

OR

PATHWAY B

PERSONAL DEVELOPMENT PLAN (PDP)

Grow the people in your team.



Build a Personal Development Plan with two of your team members. Unlike an appraisal, this is regular time spent on their growth. Most leaders never make that time — then wonder why their people aren't growing. With coaching throughout, you learn to develop others while you develop yourself.



CHOOSE

two team members



PLAN

agree goals with each



COACH

regular development conversations



REVIEW

progress and what's next

EXAMPLE PROJECTS

- ✓ Production efficiency
- ✓ Cost and waste
- ✓ Customer experience
- ✓ Systems and processes



**REAL
IMPROVEMENTS.
REAL RESULTS.**

EXAMPLE DEVELOPMENT AREAS

- ✓ Leading people
- ✓ Communication and influence
- ✓ Time and energy
- ✓ Strategic thinking



**GROW YOUR
PEOPLE.
MULTIPLY YOUR
IMPACT.**

BOTH PATHWAYS. ONE POWERFUL OUTCOME.

Whichever you choose, you gain the skills, support and structure to make a real difference — for yourself, your team and your business.

WHAT WE ASK OF SPONSORS

- ✓ Agree the application focus before March.
- ✓ Protect 30–45 minutes after each milestone.
- ✓ Read the plan before the one-to-one.

WHAT SPONSORS SEE

- ✓ Where the participant is in the journey.
- ✓ Whether the project has a clear next step and evidence.
- ✓ The one barrier that needs attention now.

YOUR 2027 PROGRAM JOURNEY

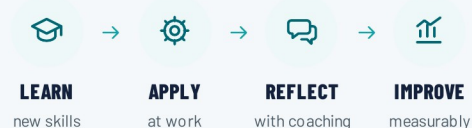
Eleven Wednesdays, March to October. Coaching and sponsor conversations run between the dates.

10 MAR	Welcome + Program Introduction Meet, connect and set the frame for the year.	Virtual
17 MAR	Energy + Mindset Build energy, resilience and a growth mindset.	In person
07 APR	Time Management Essentials Focus, priorities and getting more done.	Virtual
28 APR	Impactful Communication Communicate with clarity and influence.	In person
12 MAY	Value-Driven Thinking Make better decisions for greater impact.	In person
09 JUN	Leadership + Change Management Lead through change and bring others with you.	In person
21 JUL	Driving a High-Performing Team Capability, collaboration and accountability.	In person
11 AUG	Meetings + Financial Dashboards Run effective meetings and read the dials.	In person
08 SEP	Influencing Others Turn your learning into a compelling story.	In person
22 SEP	Future-Ready Thinking Prepare for what is next.	In person
20 OCT	Presentations + Celebration Share your journey and results.	Finale

● In person — Perth, venue to be confirmed ● Virtual — Microsoft Teams
Times confirmed with enrolled participants.



MORE THAN A COURSE — A JOURNEY



A WORKSHOP WEDNESDAY
Half a day in the room in Perth. One theme, worked on your real situation, with a tool to take back.

BETWEEN WEDNESDAYS
Six two-hour coaching sessions, three online modules, sponsor check-ins and NaviCoach — around the work, not on top of it.

THE WORKLOAD, HONESTLY
Eleven half-days, coaching, and a project the business already needs done. It needs protected time.



SECURE YOUR PLACE IN 2027

Places are limited to keep coaching personal.

Talk with Michelle: **0458 691 299**



engine room
business innovation
for growing businesses

GREATER PEOPLE.
STRONGER TEAMS.
A BRIGHTER FUTURE.

*A higher standard
for managers.*

READY TO ACCELERATE?

Build your capability. Lead your team. Deliver real impact.

Change Agent gives your emerging and developing managers the tools, support and structure to grow – and the confidence to make a real difference.

MEET MICHELLE AND GLENN



CO-FOUNDER · DIRECTOR · COACH AND FACILITATOR

MICHELLE CHAFIN

Michelle coaches and facilitates the programs. Her career spans tourism and marketing, leadership development consulting, business ownership and community leadership. She has designed management and business growth programs for universities, and created Change Agent, Change Leader and Lead to Scale.

A Gallup-Certified CliftonStrengths® Coach, she also designed NaviCoach, the platform that puts every Engine Room tool, resource and workflow in one place. BComm (Management and Marketing), Adv Dip Social Science.



CO-FOUNDER · PROGRAM DESIGNER AND MENTOR

GLENN TAYLOR

Glenn designs the program. An Air Force engineer who led teams before moving into management, he has spent thirty years working with business owners, CEOs, GMs and leaders in medium to large businesses and corporates – much of it in manufacturing – helping them move from growth to scale.

He brings an engineering and management perspective to leadership, systems and commercial thinking, and mentors senior leaders in Lead to Scale. BEng (Aero), PGDipMgmt, GAICD.

“

I watched our team leader change over the program. He stopped taking work back and started coaching his people through it. Conversations he used to avoid, he now has early. His thinking was challenged – he came back each time clearer about what a great leader does and what he still had to learn. It stretched him across work, life and the program, and he came out balancing all three better. It isn't another job to do. It's learning that fits into the job.

OLIVER · BRUCE ROCK ENGINEERING · CHANGE AGENT SPONSOR

PROGRAM INVESTMENT

\$10,000 + GST PER PARTICIPANT

All workshops and virtual sessions, 12 core coaching hours, CliftonStrengths® 34, three systems modules, NaviCoach within agreed terms, and the Presentations of Achievement on 20 October.

Instalments: \$2,200 + GST on enrolment, then 6 × \$1,300 + GST monthly.



DEVELOP
your people



STRENGTHEN
your business



IMPROVE
performance



CREATE
lasting impact

PROGRAM DATES

10 March – 20 October

2027

Perth + two virtual sessions

Enrolments close 10 December 2026



ENQUIRE NOW →



A STRONGER TOMORROW STARTS TODAY

Scan for the full program page, or tell Michelle about the manager you have in mind. We reply within one business day.

PEOPLE DEVELOPMENT BUILDS BRIGHTER BUSINESSES.

Let's build what's next – together.

Michelle Chafin



0458 691 299



michelle@engineeroombi.com

Glenn Taylor



0412 949 515



glenn@engineeroombi.com

