

Driving joy, connection and  
exceptional performance in the  
pursuit of what's possible



LiveUnbound

# LiveUnbound

## IS A LEADERSHIP, PERFORMANCE & TEAM DEVELOPMENT CONSULTANCY

**Our Belief** is that each and every person and team has incredible untapped potential.

**Our Purpose** is to help organisations unleash this potential, building a competitive advantage and increasing Psychological Safety leading to a more enjoyable, efficient and effective working environment.

We achieve this through excellence in **Performance Coaching** and the development of **Resilient Employees, Transformational Leaders & Winning Teams**. We expand Leaders & Teams impact for themselves, their organisations and the world.



## OUR APPROACH



### 1 Develop the context

Each partner is completely unique. No one size fits all, context is king. Our experience and expertise allows us to assimilate the context fast and determine where to direct our attention. We learn about your business challenges and where you/your people/your organisation may need help.



### 2 Solution Design

No one knows your organisation better than you. That's why we design our programmes in close partnership with you, making sure that they are addressing all your training, leadership and development needs and fit into your organisational culture.



### 3 Solution Implementation

We implement with high quality consultants and facilitators, working with your people to achieve outstanding results.



### 4 Accountability and Measuring Impact

There's nothing more important, or satisfying, than seeing a clear impact. We set out clear KPI's at the start of the programme and then provide you with data pre and post development and training to demonstrate the shift in your people's behaviour.

OUR CORE VALUES: INTEGRITY COMPASSION INNOVATION SERVICE EXCELLENCE ENJOYMENT

# Lifting Leaders & Teams who Lift the World

No matter how much or how quickly the world changes - how automated or disrupted work and life become - one constant and absolute fact remains - outstanding leaders and teams create a positive path forward for us all.

We work and partner with ambitious leaders, teams and organisations to achieve:

WINNING TEAMS

PSYCHOLOGICAL SAFETY

TRANSFORMATIONAL LEADERSHIP

HIGH-PERFORMANCE ORGANISATIONS

## Our Team

At LiveUnbound we understand that leadership, team & performance improvement requires the right team of specialists to expertly diagnose issues and generate a valued impact for clients.

Our Team of associates led by our Managing Consultant & Coach Stephen McDonnell has been curated to offer a fine blend of experience and insight which, when combined, forms the foundations of our immersive and rigorous approach to invigorating organisations and empowering individuals. Members of the LiveUnbound team have operated as a US Navy SEAL on six of the seven continents and captained elite sports teams. They have inspired Olympians to achieve Gold, consulted to global multinational companies and led cross-functional business teams.



# Our Work



## Some clients:

**VHI Health & Wellbeing** - Coaching Leaders & Teams at Swiftcare Facilities. Creating Psychological Safety.

**Extern Group** - Executive Top Team Coaching & Strategy Execution, Cultural Change, Project Team Coaching

**Everseen** - Global Team Development, Strategy Execution & High Performance Top Team Coaching. CEO Coaching  
Creating Psychological Safety

**Irish Management Institute** - Leadership Development, Team Coaching, Resilience & High Performance Organisations

**Eli Lilly** - Performance 1 to 1 & Project Team Coaching  
Resilience, Leadership, Connection & Psychological Safety  
Program – Sitewide roll out to over 1000 employees

## Client feedback:

“I’ve never seen this team so committed to this stuff, I didn’t know they had it in them”,  
“You’re are exactly what we need, the team are really relating well to you, the approach is spot on. We didn’t realise how important team culture is to achieving the strategic business goals. This is the best thing we have ever done!!”

“From my own experience of working with Stephen on a one to one basis as CEO, I have increased my Leadership capacity, Performance levels, Wellbeing and personal effectiveness in all areas of my life. He makes things happen and gets results. He brings out the best in people and is extremely effective in understanding what makes them tick and what matters to them. A pleasure to work with”

“As an organisation we went from 300 to 700 staff and turnover of €9million euro to €30million in the space of 2.5 years, it’s no coincidence that Stephen started working with our teams then and still to this day. The Team Coaching has been key to our growth from the UK to Ireland and now globally. We have surpassed our strategy and in doing so also became closer as a Senior Leadership Team which enables the day to day business thrive”

“Stephen McDonnell is a true leader with a performance-driven philosophy that creates a culture of excellence. Having worked with Stephen, I have witnessed how he not only lives world-class performance, but inspires it from those around him. Stephen is strategic thinking, a world-class motivator and a pioneering thought leader in the performance space. Stephen has pushed the high performance boundaries to create a team environment where people have the potential to be world-leading every day”

The following references are provided for further inquiry into LiveUnbounds & Stephens quality and track record:

**Extern Group**  
Charlie Mack  
Chief Executive Officer (Former)  
cjmack27@gmail.com



**Eli Lilly**  
David White  
Senior Director, Finance  
white\_david\_j@lilly.com



# Executive Coaching

## Inspiring Powerful Leadership, Resilience & Exceptional Performance in all areas of life.

A crucial quality of leaders and high performers is a commitment to continuing personal and professional development and a humbleness to understand there is always room to be better. Executive coaching, in particular, unlocks leaders' potential to maximise their performance and that of their organisation. At LiveUnbound, we help to identify and develop the competencies and behaviours needed for organisational success. We develop tailored coaching programmes, to assist you to develop leaders and your teams to be "the best they can be", working together effectively in a positive environment, delivering productivity and profitability. We give people the tools to reveal and engineer themselves to be their very best every day — at work, at home, with colleagues, with family and friends and in society. We are at all times professional, ethical and confidential and work with people and companies in a caring, supportive but challenging way.

### Our Executive Coaching Philosophy

- Our coaching model focuses holistically on increasing self-awareness, changing mindsets and frameworks for action and fostering sustainable behavioral shifts. Our highly applied action learning model uses real-time client challenges to place the individual client in the specific systemic context in which they operate.
- People already have skills, gifts and abilities necessary to improve performance in a significant way. We are a catalyst for implementing the changes which enable clients to realise this potential.
- A trusting, open, honest and mutually respectful relationship between client and coach provides the foundation for a successful coaching outcome.
- All our Coaching programmes are designed to achieve specific, identifiable results which we define with the client and monitor constantly throughout the programme.
- We are Coaches, Leaders and facilitators rather than advisors. Our job is to accelerate the process of positive personal change, not drive it.
- At the end of every programme our clients will know that they are the ones who made the changes and achieved the results.
- We assist clients in evolving and enhancing their professional & personal development and effectiveness on-the-job and personally.
- We are high performance and mental toughness experts and our work fosters High-Performance and mental toughness habits.
- Our context-specific coaching engagements work through a 5 mountain training plan, comprising a Mental, Physical, Emotional, Intuition & Spiritual paradigm for optimum effectiveness and accelerated development as a whole person.

# Executive Coaching

The personalised performance coaching may incorporate the following topics:

Agree the Coaching Contract	What development outcome is important to you
Leading & Managing Change	Challenging the status quo
Leading and Managing Teams	Building and being part of a high performing team
Your Vision and Strategy	Inspiring a shared vision
Your Communication effectiveness	Engaging the organisation
Your Leadership and impact on others	Modelling the Way
Holistic Integrated Development across the 5 Mountains	Physically, Mentally, Emotionally, Intuitively & Spiritually
Forge Resilience and increase your mental toughness	Tap into your inner mental toughness
Key Stakeholder Relationships	Developing excellent stakeholder relationships with vhi colleagues and clients
Performance Management	Enabling others to act
Coaching & gaining the most from 1-2-1 s	Moving performance on!
Making the most of Team Meetings	Alignment, action delivery
Motivating the Team	Encouraging the heart
Managing life Balance	Enjoy life!
Activating your potential	Push the boundaries of your performance
Unearth your Purpose	Connect to what moves you at a deeper
Tapping into your Flow State	Learn from the worlds best performers

PHYSICAL

ACCELERATED DEVELOPMENT AS A WHOLE PERSON

KOKORO SPIRIT

INTUITION

CONSCIOUS

# Team Coaching

## Working as One

**Team effectiveness & transformation** is at the heart of what we do. Utilising best practice team diagnostics and team effectiveness tools, we work with teams to help them get really clear and aligned on purpose, identify the collective results they want to create and then understand how they need to work together to achieve them. This sets up the team to make high-quality decisions and take action which serves the wider purpose of the organisation.

We work with a range of teams; Leadership Teams, Newly formed Teams, Project Teams, Remote Teams and Systemic Teams. We build trust, work on tricky and sticky issues in manageable ways, and help people utilise the fullness of their talents and passions towards shared goals. The impact of our team partnering is: teams are surpassing and executing their strategy with excellence, connected to a compelling strategic purpose, clear about accountabilities and ownership and are highly engaged leaders empowering the organisations people throughout. The team is more connected and trustworthy of each other and the work of the team is an enjoyable journey for all team members. The team understands that the power of the collective unlocks an ability to achieve beyond previous held limits and member satisfaction, learning & growth is accelerated.

## Developing High Performing Teams and Organisations

LiveUnbound provides a tried and tested approach that transforms team performance and delivers a step-change in results for organisations.

### Assess --> Build --> Coach Model

The Assess --> Build --> Coach model provides a flexible, modular approach to intervening in & supporting teams. Teams can incrementally work through each phase step-by-step or commit up front to a full 6-month or year long transformational process.

In the **Assess** phase the team is assessed on its current state of development, health and effectiveness. The assessment is typically done through interviews as well as through the use of a validated psychometric tool (e.g. Harvard Team Diagnostic Survey, Team Emotional Intelligence Survey).

In the **Build** phase the team focuses on setting the foundational structure and conditions for team effectiveness and high performance to exist and flourish that is unique to the team. The team's empowering culture, effectiveness and unique ways of working are formulated and a coaching plan is devised to hold the team accountable for achieving mission critical goals.

In the **Coach** phase the team is supported to maintain its trajectory as well as to accelerate learning and performance both collectively as a team and individually as leaders. A number of relevant and context specific focus areas are covered in this phase.



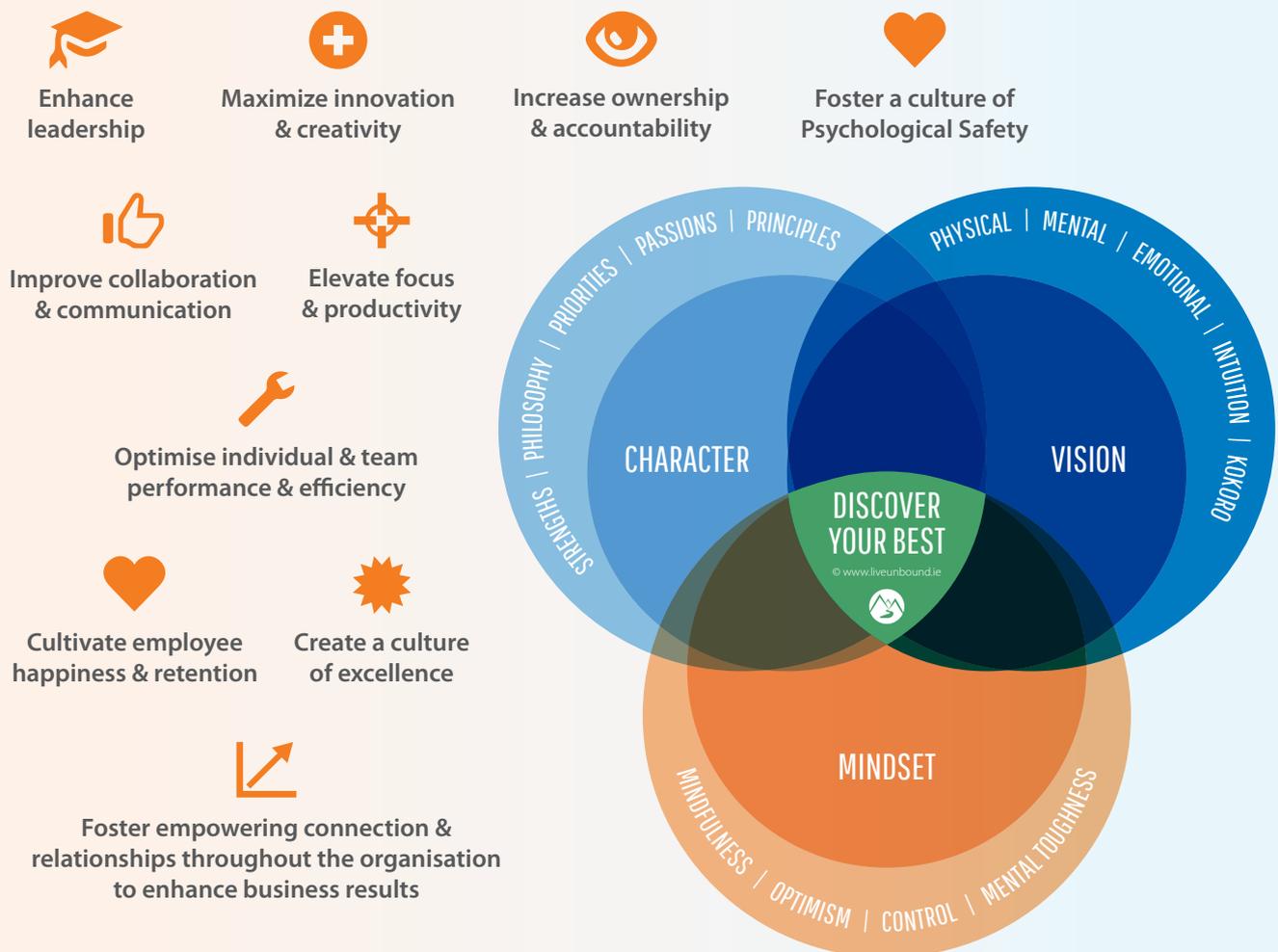
# Tailored Development Solutions

## Cultivate Excellence

World-class content, real-life application, measurable impact: these are the tenets of our development programs and the keys to helping your people grow into value-driven leaders. We recognise that every organisation is unique, so we offer comprehensive, context specific **Leadership, Performance, Resilience & Employee Connection** services that drive leader effectiveness for individuals, teams and the organisation and increase Psychological Safety within the workplace leading to a more enjoyable, efficient and effective working environment.

## Organisational Positive Impact

Improve performance & leadership levels within your organisation by training your employees and your team with our exclusive and custom built transformational programme.



# Best Practice Accreditations



Winning Teams  
Psychological Safety  
Transformational Leaders  
High Performance Organisations



LiveUnbound

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