

We build teams that deliver.

No matter what the world throws at them.

By the time CEOs or leaders call us, they've already tried the offsite. The strategy refresh. The new structure. The expensive hire. None of it moved the needle because the real constraint wasn't any of those things. It was the room where decisions get made.

We fix the room.

THE PROBLEM.

What CEOs and senior leaders say before they call us:

The Decision Loop

"We're very aligned. On the need to discuss it further."

Siloed Leadership

"Individually, they're all brilliant. Together, they're somehow not."

Stalled Numbers

"We've optimised everything except the actual outcomes."

Change Paralysis

"The dust has settled. Unfortunately, so has everyone else."

The AI Lag

"We gave everyone AI. They're now producing the wrong outputs twice as fast."

The measurable impact of a **poorly performing** leadership team:

29%

reduction in **productivity** from ineffective leadership experience.¹

\$175k

AUD **lost per year**² for every single ineffective leader.

7%

total **revenue lost**, on average, to poor leadership.³

WHY BEACON.

We've spent years inside the rooms where leadership teams aren't working.

The patterns are remarkably consistent. The causes are almost always findable. The fixes are almost always possible.

What's rarer is a firm that **stays long enough to see the fix through.**

The big firms leave you a deck.

We leave you a different team.

WHAT WE'RE NOT

- A two-day offsite with a rope course.
- A 200-slide deck your PA will format for the board.
- 23-year-old MBAs doing the work while the partner plays golf.

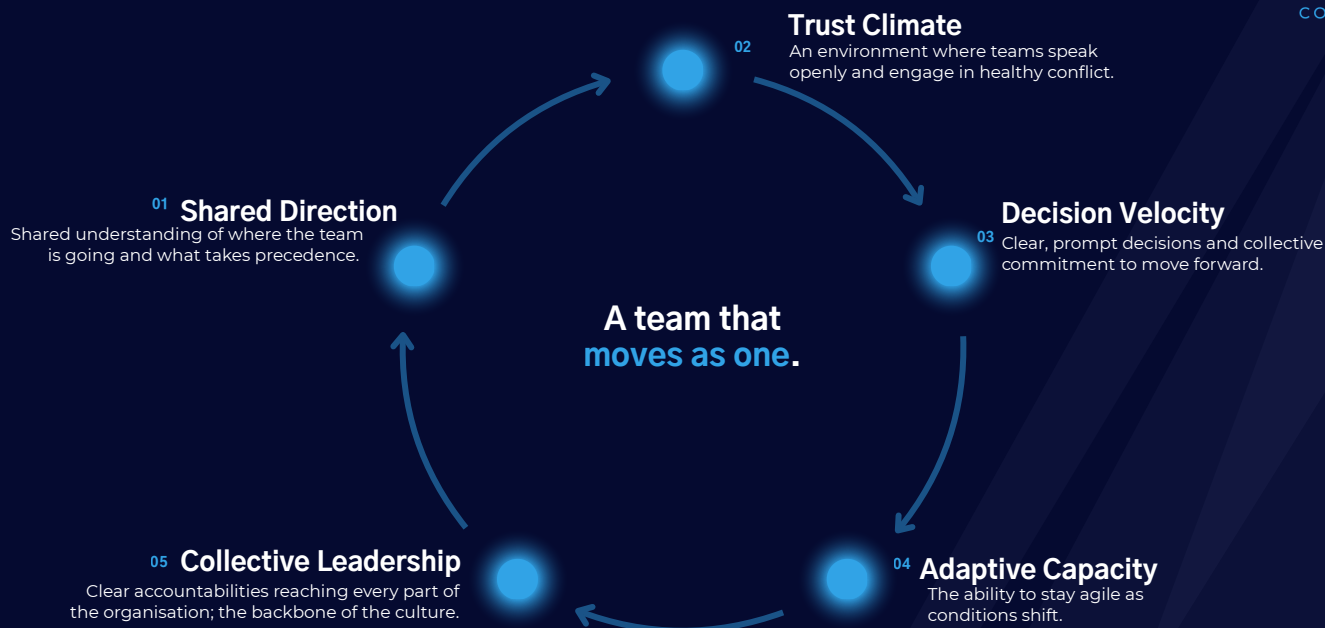
The senior who sells this engagement is the person who runs it.

¹. Center for Creative Leadership, CCL, (2015).

². Development Dimensions International, (2023), *Global Leadership Forecast 2023*, <https://www.ddi.com/global-leadership-forecast-2023/>

³. PwC Saratoga, (2024-2025), *2025 Saratoga Annual Benchmarking Survey Results*, PwC.

The Leading Lights Model.



TESTIMONIAL



"From being the consultant who re-designed our operating model, to being an adviser and coach to me and my leadership team, we've delivered results based on Mark's consulting that we never thought possible."

Mark Johnson, Managing Director
Natrio Asia Pacific



HOW WE WORK.

No unnecessary processes. No consulting theatre.



STEP 01

Understand.

Finding the real root causes – not just the symptoms the team is comfortable naming.



STEP 02

Change.

A program built on what's actually happening – not a template pulled off of a shelf.



STEP 03

Sustain.

Embedded into your existing rhythms so the change holds after we leave.

THE ENTRY POINT

To get things rolling: the 1–2 week Leading Lights Diagnostic.

\$12,500

Fee fully credited toward full engagement if you proceed.

01

Discovery Survey

Calibrate scope, surface starting hypotheses.

02

6–8 Leadership Interviews

One-on-ones with the executive team.

03

Desktop Research

Challenge hypotheses with data.

04

Exec Deep Dive Workshop

Test findings live with the team.

05

Comprehensive Insights Report

Evidence, root causes, recommendations.

NEXT STEP

It's time to align the lights.

Schedule a 30-minute introductory briefing to discuss what we can do for your team.

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