BYRON SHIRE COUNCIL

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hello people co.

STAY HUMAN.

A local government-informed approach to leadership and team development

PREPARED FOR:

BYRON SHIRE COUNCIL

Hello Vicki + P&C team

Being an ex-Council employee myself, I understand that Byron Shire operates in a complex, high-accountability environment - balancing community expectations, operational delivery, political context and the realities of leading people through constant change.

Before founding Hello People Co, I worked as a HR Manager in local government, supporting executives, people leaders and front-line teams across the full employee life cycle. That experience continues to shape how I work today - practical, grounded, and deeply aware of the unique challenges Council leaders and teams face.

For the past five years, I've partnered with Councils across Australia to design and deliver in-house leadership programs and bespoke team workshops, supporting:

- Council-wide leadership cohorts (CEO, Directors, Managers and Supervisors)
- Operations and front-line leadership teams
- Finance, HR and corporate services teams
- People & Culture teams building leadership capability internally

Using DISC ADVANCED® profiling, my work helps leaders and teams develop a shared language around communication, behaviour and performance - supporting clearer conversations, stronger relationships and more confident leadership.

I'll be based in the Byron Shire this March and have availability to deliver either a **1-day team workshop or a 2-day leadership intensive** with Council. I would love the opportunity to talk to you about how we can tailor a workshop specifically for one of your teams!

yours sincerely,

Julz Parkin
Founder - Hello People Co
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About Hello People Co.

To put it simply - I help build confident people leaders and connected teams.

There's no copy-paste formula here. Every team I work with is different, so I take the time to understand **your goals**, **your people**, and the challenges that get in the way.

With 15+ years in People & Culture roles across both small and large organisations and specialising in local government, I know that working with people - colleagues, clients, and ratepayers - can be the hardest part of any role. And when honest conversations or tricky dynamics show up, most of us haven't been taught how to handle them.

When teams learn how to understand themselves and each other on a deeper level, and play to their unique strengths (you know, what makes you still - human) you'd be surprised how quickly performance increases.

That's what the **Authentic Teams + Leadership Workshops** are all about. Using DISC Advanced profiling, I help your team uncover how each person communicates, what drives them, and how to navigate differences with confidence and empathy.

You'll leave with a shared language, practical tools for having real conversations, and a stronger sense of connection as a team - so you can get on with doing your best work, together.

Option A: 2-day leadership in local government intensive

Suitable for:
Emerging, aspiring and front-line leaders across Council - including supervisors, coordinators and managers.

Includes:

- DISC ADVANCED® Leadership Assessment for each participant
- 2 days of in-person facilitation
- Leadership tools and course materials
- 45-minute 1:1 coaching call with each participant

Core modules:

- Understanding Self: conscious and unconscious leadership behaviours, communication style, strengths and stress responses
- Understanding Others: using DISC ADVANCED® to lead people with clarity, empathy and confidence

Optional modules (select 4):

- Honest conversations
- Communicating with confidence
- Giving and receiving feedback
- Managing performance
- The 5 C's of Leadership
- Building mental fitness
- Leading humans in the age of AI

Investment: $7,500 per 2-day program (up to 12 participants) + DISC ADVANCED® Leadership Assessment $255 per person (GST-free)

Option B: 1-day Authentic Teams Workshop

Suitable for:
Any Council team - including P&C, Finance, Operations, Community or cross-functional teams wanting to strengthen communication, collaboration and performance.

Includes:

- DISC ADVANCED® Standard Profiling for each participant (+ Leadership Assessment for the Supervisor)
- 1 full day of in-person facilitation, includes travel
- All course materials and team insights

Core focus areas:

- Understanding individual communication styles and behavioural preferences
- Recognising stress responses and pressure points in the workplace
- Improving collaboration and reducing friction
- Creating shared language and agreed ways of working

Optional focus areas (select 2):

- Honest conversations
- Agreed team behaviours
- Our values in action
- Understanding stakeholders and customers through a DISC lens

This workshop supports teams to work more effectively together and have clearer, more productive conversations.

Investment: $4,700 per session (up to 12 participants) + DISC ADVANCED® standard Assessment $200 per person (GST-free)

What they said...

“The investment spent with Julz is worth its weight in gold. Our team is **more connected**, **understanding of each other**, willing to work with each other, have the harder conversations (kindly), and are all round more cohesive and ***empowered*** since our coaching sessions. Managing people is hard and doesn't come naturally to most. Julz' makes it feel comfortable, doable, and empowers our team with tangible, realistic, real-life and everyday lessons. Julz' expertise is obvious. She is approachable, warm, engaging, and time spent in her workshops are interactive and motivating.”

"Julz made everyone feel comfortable to share their experiences. Her style was very open, she asks lots of questions, rather than just delivering information. I found her sessions **engaging, thought-provoking** and really **enjoyable**."

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BYRON SHIRE COUNCIL × hello people co. STAY HUMAN.

Designed for local government.
Delivered in-house.
Built for real work.

Available in the Byron Shire – March 2026

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