



---

Business Psychology Services

CULTURE | COACHING | DEVELOPMENT





# HELLO

MEET BEC	4
HOW CAN ON SIXTH HELP YOU?	6-11
· CULTURE	6
· COACHING	8
· DEVELOPMENT	10
WHAT IS ON SIXTH ALL ABOUT?	12
ON SIXTH MISSION, VISION, & VALUES	13
CASE STUDY	14
CLIENT LIST & TESTIMONIALS	15
CONTACT DETAILS	16





## BEC MAHONY

*On Sixth Director | Psychologist  
Lead Facilitator & Coach*

Bec Mahony is an innovative, workplace culture practitioner with a reputation for developing leaders at all levels of business and high-performance teams.

Bec is known for her strength in **building leadership capability in business**, with a particular **focus on what works practically in 'real life'**. She pairs her 20+ years of expertise as a psychologist with her passion for learning and development.

As a result, she delivers initiatives that truly enable robust and sustainable behaviour change on an individual, team, and organisational level.

In addition, **Bec radiates high energy and enthusiasm** which will be evident from your first meeting. She prides herself on **trusting relationships that include clear communication and engagement from the onset to conclusion of any project**. Bec's work allows businesses to reach and exceed targets regarding safety, productivity and performance.

## CREATE A SAFE AND NURTURED WORKFORCE THAT ENCOURAGES A SENSE OF BELONGING.

On Sixth is a **psychological consultancy and development service** that uses a combination of evidence-based psychological practices, with an engaging facilitation style to create the right outcome for your business.

**On Sixth has been making a difference since 2019.** Using 20+ years experience in psychology and workplace development that specialises in working across a range of industries including mining, resources, construction, government and healthcare.





# HOW CAN ON SIXTH HELP YOU?

**On Sixth** works in 3 core areas: **CULTURE**, Coaching, and Professional Development.



## CULTURE:

### Team Culture and Performance Services

On Sixth specialise in supporting business to create high performance teams. Our focus is the development and maintenance of robust team culture, which enables high morale, safe and productive outcomes.

Whether taking a highly effective team to the next level, or working remedially with a team that may be struggling to deliver on expectations, we can work with you to determine the best approach. Initiatives in the team culture and performance space generally fall into the following areas, but often a combination are required to achieve best practice outcomes:

### Culture Creation

**Our culture creation service sees the establishment of team culture via the development of vision, values and behaviors;** in essence giving teams a sense of ‘how our team works’. This also enables the team to understand and agree on a set of behaviours that are acceptable or ‘above the line’ with regard to how they treat one another and other teams or departments within your business. This can be a useful proactive activity for new teams, or for use in a remedial setting when teams need to optimise how they work together.

### Planning Services

**Teams perform most effectively with quality leadership and the clear sense of plan,** with actionable items that they can be held accountable for. Similar to strategic planning, yet on an operational level our team planning services support business to ensure that teams deliver what is expected of them and that their outcomes are aligned to the overarching organisational objectives. **On Sixth can assist you with the facilitation of planning days** and provide quality action plans at the conclusion of your session, ripe for implementation. These days are ideally run on a bi-annual basis to allow for an intensive planning session and then a session to assess progress and tweak the plan as required.

### Team Building

On Sixth holds a strong belief that team building is not about go-karting or heading out for a lunch. These are team bonding activities, for teams that are highly effective and generally enjoy each others company. But let’s face it, people don’t always get along so when we think about ‘real’ team building, we consider innovative and fun methods of bringing people together to achieve common goals. This also includes **enhancing their understanding of how they can work together more effectively and kick some goals as a team.** Team building generally works best with a half or full day as this allows for activities and discussion regarding how the team learning can be applied. Team profiling could also be used to scientifically examine how the team works together.

### Team Profiling

**On Sixth use a variety of evidence based, psychometric tools** that are useful for individual work, team building and for team profiling. Whether it’s the exploration of a newly formed team on ‘how we work’, or a senior leadership team examining how they can derail one another, we will help you determine which assessment will most effectively help you to achieve your aims. We then facilitate challenging and engaging workshops designed to enhance the team’s understanding of how they can optimise their performance.

# HOW CAN ON SIXTH HELP YOU?

On Sixth's coaching services:



## COACHING:

### Coaching Services

Effective leadership helps to influence performance, grow your business and is vital to achieving success, no matter how you measure it. So how do you ensure that your leaders are getting the development that they need and that is tailored to their needs? That's where coaching with On Sixth Business Psychology Services can be of benefit.

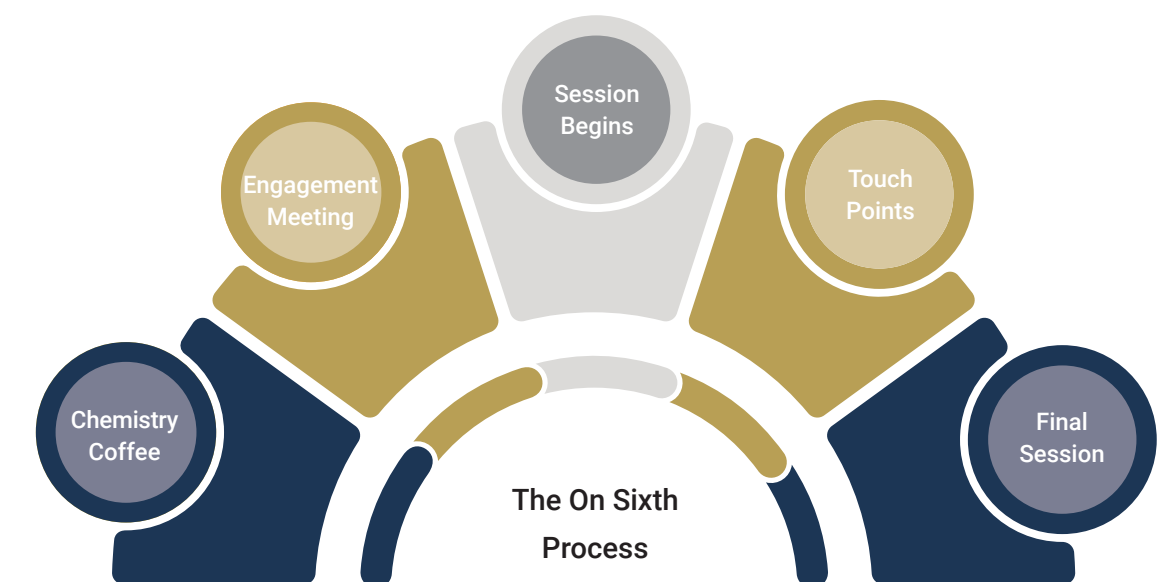
Whether you have emerging, high potential or high performance leaders who are already deemed successful, we can tailor a coaching program to take their effectiveness to the next level and deal with the 'real' issues that they may face. Whether implementing a restructure, succession planning, increasing their self awareness, enhancing their interpersonal skills, managing a fast expansion or undergoing a significant business change, On Sixth is here to help.

### On Sixth Approach

Bec uses her 20+ years of experience in both clinical and organisational psychology to build a trusting relationship with those she coaches, as well as their manager where appropriate. This is paramount and allows all parties to gain clarity around individual needs and the business outcomes expected at the conclusion of the process. We use a solution focused approach, but never ignore the significant role that history can play on why and how we do the things we do.

### Common topics tackled during coaching can include:

- Influencing others and negotiating
- Emotional intelligence and leadership
- Political astuteness
- Credibility and impression management
- Business change
- Resilience and mindfulness
- Interpersonal effectiveness and communication
- Ethical decision making
- Client relationship management
- Systems thinking and strategic business planning
- Leadership approaches – models and practical application



The first contact is an opportunity to meet Bec and discuss the expected focus areas or concerns. It's also critical to ensure that all parties feel that they can connect and are a good match to set up a coaching relationship.

This meeting is an opportunity for all parties to clearly outline the outcomes and expected objectives for the program. At the conclusion of this meeting Bec formulates a coaching plan with potential psychometric assessments, recommended duration and touch points for the process.

Bec will meet regularly with the participant; preferably face to face, however phone or Skype/Teams can also be arranged.

Touch points are opportunities within the program for Bec to connect in with both the individual and their manager to discuss progress and ensure that sessions are keeping on track. These generally occur mid-way through the program and at the conclusion.

Goals and objectives are reviewed. A touch point can also be scheduled to run immediately following this session where appropriate.



# HOW CAN ON SIXTH HELP YOU?

On Sixth's Development programmes:



## DEVELOPMENT:

### Development Programs and Workshops

On Sixth have developed a deep understanding of the creation and delivery of robust, evidence-based, programs, and workshops. Our strength lies in our 20+ years, cross-industry experience and our ability to create products that are interactive, engaging and practically focused in nature.

**On Sixth believe that training needs to be sustainable beyond the classroom** and this is vitally important in how we offer our services. We understand this can be a complex matter and we will work with you closely whether the program is 5 hours or 5 days, to determine how best to achieve this outcome.

**Although we can provide off-the-shelf programs, our preference is to partner with you to develop something based on your business need.** Every organisation is different, even those within the same sector and as a result, tailoring a package with you and your end outcome in mind, will allow for the better transfer of learning.

A range of topics are on offer with a focus on leadership, from emerging talent to senior management level; effective teams, relationships and communication.

### Areas of strength include but are not limited to:

- Leadership development (emerging leaders to senior level)
- Workplace Culture
- Mindfulness and its practical application to safety
- Effective communication across all levels in business
- High performance teams
- Emotional intelligence
- Influence, credibility & impression management
- Understanding and managing change
- Effective conflict resolution and organisational conflict escalation
- Leaders as Coach
- Workplace management of alcohol or other drug issues/Fitness for Duty
- Mental health and psychological injury management & many more
- Integrating Empathy into Leadership
- Cross Team Collaboration

### On Sixth preferred psychometrics:











## BEC MAHONY

*On Sixth Director | Psychologist  
Lead Facilitator & Coach*

## ABOUT BEC

*Over 20 years of clinical  
and organisational psychology  
has enabled Bec to be an  
innovative workplace culture  
practitioner with a reputation  
for developing leaders and  
high-performance teams.*

*Bec combines her  
psychology qualifications with  
a lifelong love for learning.  
Bec is able to deliver initiatives  
that truly enable sustainable  
behaviour change at every  
organisational level.*

## WHAT IS ON SIXTH ALL ABOUT?

**On Sixth is where I live and is my workplace.** It is where I belong and where I am protected. It is where I am confident and at my best.

**I want to create that feeling in other business workplaces; where leaders and employees physically and psychologically belong, are secure, and as a consequence are able to develop and perform at the highest levels possible.**

## THAT IS ACHIEVED BY:

### BEING EASY TO COMMUNICATE WITH

I am **no nonsense and straight to the point.** I understand everyone has a job to do; time isn't wasted and I am committed to ensuring clarity on the issue and its associated solution.

### RELEVANT AND PRACTICAL

With **extensive experience across a range of industries.** I know what works and use the theory and its associated evidence to deliver a service that is targeted to your business needs. You will always walk away with a sense of how to apply what was discussed and/or learned on the day.

### ETHICAL

I offer **a solution-focused approach and as a result create genuine value** for business. I will let you know what kinds of outcomes to expect from our services and will be honest with you if I believe a request you have made will not deliver a high impact result.

*"Bec, your facilitation skills are outstanding. Challenging commentary was dealt with articulately. We definitely got what we needed and now have a solid focus on our performance expectations and how we can get the right culture too. Thank you."*

*- Executive General Manager, Operations, Multinational mining business*

## OUR CLIENTS:



## WHAT OUR CLIENTS SAY:

*"The course was a great success and the guys were highly praiseworthy of the invaluable contribution that Rebecca made to the process. They highlighted her enthusiasm, knowledge and engagement as well as her professional skills."*

*- General Manager, Earthmover tyre management business*

*"Everyone who attended your seminar seemed to take away many good ideas and were particularly impressed by your knowledge, professionalism and willingness to answer questions as they arose. It's also worth noting that everyone who attended your training completed an evaluation form – a rarity from past experience!"*

*- Human Resources Manager, Multinational resources business*

*"The course appears to have went really well, I've spoken to a few so far, Rebecca has been in touch to give me some feedback also. A lot of positive comments received ie. great course, very enjoyable and a lot of positives on Rebecca as a very good facilitator."*

*- Learning and Development Manager, Multinational mining business*

*"I hope there may be opportunities to work together again in the future, as you do have excellent psychology-based training resources and your skills as a presenter are outstanding. In the two years we have been having you present, I have had nothing but excellent feedback from participants who have attended your sessions. Good on you Bec!"*

*- General Manager, From a peak body in health services*

*"All the peers who spoke to me were impressed with her presentation. Bec related very well to the peers. Each person had to give a rundown as to their motivation for peer service, their brigade and time in while she stood in front of them. This simple act made it much more personal. She then used people's names regularly during the session. There was no power dressing, no overheads, no power point and no ducking and diving during questioning. She knew her subject well and moved amongst the peers during the presentation. She also recognised the skill level already in the room and welcomed comments, stories and opinions. Overall, an excellent effort."*

*- Peer Support Manager, From an Australian regional fire service*

*I have been an officer for nearly 20 years and have been on at least four previous courses relating to this material. The presentation you gave was "spot on" and by far the best one given in my memory in that it was pitched at the right audience level and dealt directly with issues not previously acknowledged."*

*- General Manager, From a federal government service*

*"Probably one of the most beneficial and proactive mental health presentations I have seen to date."*

*- Health and Safety Manager, Utility Provider*





---

Business Psychology Services

### NEXT STEPS:

If you need engaging, trusted solutions for your productivity, performance, and/or safety issues in your place of work then get in touch. Arrange a no-obligation free appointment to see how On Sixth can help you.

### CONTACT BEC TODAY:

**Bec.Mahony@onsixth.com.au | 0402 264 233 | [www.onsixth.com.au](http://www.onsixth.com.au)**