

FIREPIT

Inner Resilience Compass™

Enterprise Partnership



MANDY GIBBONS

THE RESILIENCE AND ANTI-FRAGILITY CONSULTANT AND COACH

FIREPIT Inner Resilience Compass™

Enterprise Partnership

Helping create stronger leaders, stronger teams and stronger organisations by building internal capability.

Overview

The FIREPIT Inner Resilience Compass™ Enterprise Partnership is a long-term implementation model designed for organisations that want to build internal capability through the FIREPIT Inner Resilience Compass™.

Every Enterprise Partnership is individually scoped to reflect the organisation's goals, size and implementation requirements.

Each partnership follows the same Enterprise Partnership Pathway while being tailored to the organisation's priorities, people and long-term objectives.

Who I Love Partnering With

I partner with organisations that recognise their people are their greatest asset and are committed to strengthening the way their leaders and teams communicate, make decisions and choose to operate.

The organisations I enjoy working alongside value:

- Integrity.
- Personal responsibility.
- Initiative.
- Self-awareness.
- Curiosity.
- Collaboration.
- Creativity.
- Respect.
- Joy.
- Continuous learning.

About the FIREPIT Inner Resilience Compass™

The FIREPIT Inner Resilience Compass™ is a practical self-leadership framework designed to help individuals, leaders, teams and organisations strengthen resilience, anti-fragility, self-trust and decision-making by creating and consistently operating from their own FIREPIT Inner Resilience Compass™.

Through practical implementation, structured learning and real-world application, participants strengthen the way they communicate, make decisions, navigate challenges and choose to operate, helping create greater alignment between who they choose to be and how they show up every day.

As individuals strengthen internally, organisations naturally benefit through stronger leadership, healthier communication, clearer decision-making, greater personal responsibility and increased trust.

The Enterprise Partnership Philosophy

The purpose of the Enterprise Partnership is to help organisations build the internal capability to confidently implement and lead the FIREPIT Inner Resilience Compass™ throughout the organisation.

Rather than relying solely on external support, the Enterprise Partnership helps organisations develop the knowledge, confidence and capability to continue strengthening leadership, decision-making and the way people choose to operate from within.

Every Enterprise Partnership follows the same five-phase Enterprise Partnership Pathway. While the scope of each partnership is tailored to the organisation, the philosophy remains the same: to help create a self-sustaining organisation with the internal capability to continue implementing the FIREPIT Inner Resilience Compass™ for years to come.

What the FIREPIT Inner Resilience Compass™ Is Designed to Help Strengthen

The FIREPIT Inner Resilience Compass™ provides organisations with a practical framework that helps leaders and teams become more intentional about the way they communicate, make decisions and choose to operate.

When consistently implemented, the FIREPIT Inner Resilience Compass™ is designed to help strengthen many of the qualities that contribute to healthy leadership, strong teams and thriving organisations. Every organisation is different. The examples below illustrate some of the areas the FIREPIT Inner Resilience Compass™ is designed to support over time.

Better Decision-Making

Strong decision-making is about helping leaders make thoughtful decisions they can confidently explain, stand behind and learn from.

The FIREPIT Inner Resilience Compass™ provides a practical framework that helps leaders consistently refer back to the values, principles and standards they have consciously chosen to operate by when navigating uncertainty, competing priorities and difficult decisions.

Over time, this can help strengthen confidence, reduce unnecessary second-guessing and create greater consistency in the way decisions are made across leadership teams.

Stronger Leadership

The FIREPIT Inner Resilience Compass™ provides leaders with a practical framework for developing greater self-awareness, strengthening self-trust and making decisions that are aligned with the values, principles and standards they have consciously chosen to operate by.

Rather than relying solely on instinct, external opinions or organisational pressure, leaders are encouraged to consistently refer back to their own FIREPIT Inner Resilience Compass™ when navigating challenges, making decisions and leading others.

As leaders become more intentional and consistent in the way they choose to operate, they help create greater confidence, stability and consistency for the people they lead.

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Stronger Communication

The way people communicate influences every relationship, every team and every organisation.

The FIREPIT Inner Resilience Compass™ helps people become more intentional about how they choose to communicate and the standards they want to uphold, particularly when opinions differ, expectations aren't met or difficult conversations need to be had.

Over time, this can help create communication that is clearer, more respectful and more constructive across the organisation.

Greater Personal Responsibility

Personal responsibility begins with recognising that, while we can't always control our circumstances, we can choose how we respond to them.

The FIREPIT Inner Resilience Compass™ encourages participants to take ownership of the way they choose to operate by reflecting on the values, principles and standards they want to uphold, regardless of the situation.

This can help strengthen accountability, initiative and a greater willingness to contribute solutions rather than simply identifying problems.

Greater Consistency

One of the strengths of the FIREPIT Inner Resilience Compass™ is that every participant creates their own personal Compass.

While every Compass is unique, the framework provides a consistent process for helping people identify the values, principles and standards they want to operate by.

This shared approach can help create greater consistency in leadership, communication and decision-making while still respecting each individual's uniqueness.

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Stronger Trust

Trust develops over time through consistent actions.

As leaders become increasingly intentional in the way they communicate, make decisions and choose to operate, the FIREPIT Inner Resilience Compass™ can help strengthen trust within leadership teams and across the wider organisation.

A Stronger Organisational Culture

Culture is influenced by the choices people make every day.

The FIREPIT Inner Resilience Compass™ provides a practical framework that helps individuals become more intentional about those choices.

As more leaders and teams consistently apply the framework, organisations may begin to notice a culture increasingly characterised by integrity, initiative, personal responsibility, thoughtful decision-making and trust.



The FIREPIT INNER RESILIENCE COMPASS™ ENTERPRISE PARTNERSHIP PATHWAY

A practical implementation model that builds internal capability and creates a self-sustaining organisation.



PHASE ONE

Executive Partnership

We begin by working with the CEO and executive leadership team to confirm the implementation plan, identify participants, establish priorities, and prepare the organisation for implementation.

BY THE END OF THIS PHASE:

- ✓ Implementation plan confirmed
- ✓ Leadership participants identified
- ✓ Organisational priorities confirmed
- ✓ Rollout ready to commence

PHASE TWO

Leadership Team Implementation

The leadership team is guided through the **FIREPIT INNER RESILIENCE COMPASS™** Framework, creating and implementing their own personal Compass.

Throughout the implementation, each leader applies their Compass to the real conversations, decisions and challenges they face.

BY THE END OF THIS PHASE:

- ✓ Every participant creates their own personal Compass
- ✓ Every participant begins implementing and living from their Compass
- ✓ Greater consistency in leadership, communication and decision-making
- ✓ Weekly implementation and personalised guidance

PHASE THREE

Internal Practitioner Certification

Selected leaders complete the **FIREPIT INNER RESILIENCE COMPASS™** Practitioner Certification and become licensed to facilitate future **FIREPIT INNER RESILIENCE COMPASS™** implementations within the organisation, guiding future participants as they create and implement their own personal Compasses.

BY THE END OF THIS PHASE:

- ✓ Internal practitioners certified and licensed
- ✓ Internal implementation capability established
- ✓ Knowledge and experience transferred into the organisation
- ✓ Reduced reliance on external implementation

PHASE FOUR

Organisation-wide Integration

Implementation continues internally through your certified FIREPIT Practitioners, who guide additional leaders and teams through the framework. As implementation expands, the **FIREPIT INNER RESILIENCE COMPASS™** becomes embedded in everyday conversations, decision-making and leadership throughout the organisation.

BY THE END OF THIS PHASE:

- ✓ In-house practitioner-led implementation
- ✓ Additional leaders and teams supported
- ✓ Organisation-wide consistency
- ✓ The framework becomes embedded across the organisation

PHASE FIVE

A Self-Sustaining Organisation

The organisation now has the internal capability to continue implementing the **FIREPIT INNER RESILIENCE COMPASS™** for future leaders and teams. As the framework becomes part of everyday leadership, it continues helping create stronger individuals, stronger leadership and a stronger organisation.

BY THE END OF THIS PHASE:

- ✓ Ongoing internal implementation
- ✓ Consistent leadership development
- ✓ Stronger decision-making and communication
- ✓ Greater personal responsibility and initiative
- ✓ A practical framework that grows with the organisation



THE RESULT:



Stronger leaders who lead themselves first



Better decisions and clearer communication



A culture of trust, accountability and personal responsibility



Increased resilience and anti-fragility across the organisation



A sustainable way of operating that continues to grow

Phase One

Executive Partnership

Every successful implementation begins with a clear plan.

Following commencement of the partnership, we work with the CEO and executive leadership team to confirm the implementation approach, identify participants, establish priorities and prepare the organisation for rollout.

This phase ensures everyone understands how the partnership will be implemented and what success will look like before the leadership team begins creating and implementing their own FIREPIT Inner Resilience Compass™.

By the End of This Phase

- Implementation plan confirmed.
- Leadership participants identified.
- Organisational priorities confirmed.
- Rollout ready to commence.

Phase Two

Leadership Team Implementation

The leadership team is guided through the FIREPIT Inner Resilience Compass™ Framework, creating and implementing their own personal FIREPIT Inner Resilience Compass™.

Throughout the implementation, participants apply their Compass to the real decisions, conversations and leadership challenges they encounter within the organisation. Personalised implementation support helps leaders strengthen how they think, communicate, make decisions and choose to operate.

By the End of This Phase

- Every participant has created their own personal FIREPIT Inner Resilience Compass™.
- Leaders are confidently implementing their Compass in everyday leadership.
- Greater consistency in leadership, communication and decision-making.
- A stronger foundation for organisation-wide implementation.

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Phase Three

Internal Practitioner Certification

As the leadership team becomes confident using the framework, selected leaders complete the FIREPIT Inner Resilience Compass™ Practitioner Certification.

These practitioners become licensed to facilitate future implementations within the organisation, guiding other leaders and teams through the process of creating and implementing their own personal FIREPIT Inner Resilience Compass™.

Building internal capability reduces reliance on external consulting while protecting the integrity and consistency of the framework.

By the End of This Phase

- Internal practitioners certified and licensed.
- Internal implementation capability established.
- Knowledge transferred into the organisation.
- A sustainable foundation for future growth.

Phase Four

Organisation-wide Integration

With certified practitioners now leading implementation internally, the FIREPIT Inner Resilience Compass™ expands throughout the organisation.

Additional leaders and teams are guided through the framework, helping create increasing consistency in leadership, communication, decision-making and the way people choose to operate. As implementation continues, the FIREPIT Inner Resilience Compass™ becomes embedded in everyday leadership rather than existing as a standalone programme.

By the End of This Phase

- In-house practitioner-led implementation underway.
- Additional leaders and teams supported.
- Greater consistency across the organisation.
- The framework embedded into everyday leadership.

Phase Five

A Self-Sustaining Organisation

The organisation now has the internal capability to continue implementing the FIREPIT Inner Resilience Compass™ for future leaders and teams.

As new leaders join the organisation, they can also be guided through the framework by the organisation's own FIREPIT Inner Resilience Compass™ certified practitioners, helping create a consistent approach to leadership, decision-making and personal responsibility across the business.

The result is an organisation that continues strengthening from within while maintaining the flexibility to access additional support, licensing and future developments as required.

By the End of This Phase

- Ongoing internal implementation.
- Consistent leadership development.
- Stronger decision-making and communication.
- Greater personal responsibility and initiative.
- A practical framework that continues growing with the organisation.

Every Enterprise Partnership Is Different

No two organisations are the same.

Every Enterprise Partnership is individually scoped to reflect the organisation's size, structure, leadership team, implementation requirements and long-term objectives.

While every partnership follows the same Enterprise Partnership Pathway, the scale, timeframe and level of implementation vary according to each organisation's needs.

For this reason, Enterprise Partnerships are individually scoped following an initial discussion.

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