

SYMESGROUP
PTY LTD



SYMES GROUP PEOPLE SOLUTIONS

Celebrating 15 years in Business
People are at the heart of our offering





COMPANY PROFILE

Evidence based people solutions grounded in coaching psychology and the science of personality to realise potential.

Evidence Based People Solutions Powered by



Symes Group provides evidence-based people solutions that enable organisations to select the right people, develop key talent, build collaborative and creative teams, promote key leadership capabilities, and foster positive purposeful, thriving cultures.

About Symes Group

Established in 2009, Symes Group has been designing and delivering people solutions that inspire, engage and foster development in their clients for over fifteen years. Symes Group's unique approach to learning is focused on realising potential through building confidence, self-awareness and capability building in individuals, teams, cohorts, and organisations.

Symes Group have been a trusted learning provider since 2009 working across multiple industries and sectors with one common goal, to develop people and realise potential. We offer people solutions and learning and development offerings and interventions that are results driven, and skills based, accessible, and relatable. Our learning design is grounded in evidence-based research and our delivery is engaging, interactive, practical, and creative. Symes Group produces expert people solutions and consultation that works collaboratively with organisations to compliment people and learning strategies and objectives, ensuring success at all levels.

Our solutions are evidence based and supported by science for the implementation of behaviour change, goal attainment, self-awareness and performance enhancement. Symes Group's solutions are grounded in Facet5, the leading suite of personality driven tools to enhance the validity and measurable success of people development interventions.

Symes Group uses Facet5 to enhance the support to our clients in the full life cycle from recruitment and selection, individual, team and leadership development.



WHAT WE DO

The Symes Group Offerings and Solutions

Executive Coaching

Symes Group's Coaching practice is grounded in evidence based coaching psychology and best practice. Jessica has over a decade of experience and has delivered coaching programs and engagements with Senior Executives from a range of different industries with a range of different goals and needs.

People Development Programs

Symes Group offers proven professional development programs that put your people at the heart of the learning. We collaboratively assess capability, learning and development objectives to create strategic interventions that inspire, motivate and engage.

Symes Group has been a trusted advisor and learning and development designer for and with organisations for over fifteen years.

Symes Group designs and delivers;

- Early Career and Graduate Development Programs
- Mid-Career Leadership and Stepping into Management Programs
- C- Suite Executive Leadership and Executive Coaching Programs
- Team Development Programs
- Women's Leadership Programs
- Creativity and Innovation Series

Our Core Programs

All our programs are grounded in the science of personality, evidence based coaching psychology, the principals of creativity and performance as well as career and leadership development to realise potential. Our Programs are delivered by Masters-level qualified executive, career and leadership coach Jessica Symes Toomey.



Stepping into Leadership

The essential and foundation skills and capabilities for all embarking on the role of people management, supervision, and leadership.

Early to Mid-Career level

1 Day Face to Face or 2 x ½ day virtual sessions

Presenting and Communicating with Impact

The practical approach to presenting authentically, with gravitas and impact.

Early, mid-career and senior level

1 Day Face to Face or 2 x ½ day virtual sessions

Career Confidence

Jessica's signature program that she has been successfully training people in for 15 years to unlock purpose, strengths and career plan to energise, empower and empower.

Early to mid-career level

Cohorts can be mixed gender or female specific.

2 Days Face to Face or 4 x ½ day virtual sessions

Facet5 Teamscape

The highly successful team building and performance enhancing teaming session that is grounded in science and data to produce valuable and accurate results, fast.

All Career Levels

1 Day Face to Face or 2 x ½ day virtual sessions

Women in Leadership

As organisations move towards gender equality, the value of quality, evidence-based Women's Leadership Programs are evident and providing measurable, results driven outcomes for individuals careers, leadership capabilities, diversity and inclusion and gender equality and equality. Symes Group has been designing and delivering Women's Leadership Programs for over 15 years and it remains one of our signature offerings of expertise and we pride ourselves on being a trusted advisor in this space and experts in this field.

Mid to senior level

2 Days Face to Face or 4 x ½ day virtual sessions



The Thrill of Creative and Inspirational Leadership

The thriving leader of today is both creative and inspirational, revelling in the thrill of the journey of leadership in a thrilling journey of self-discovery and mind bending, expansive growth that has both commercial success and people results for all who embrace the ride! This is the space in which Symes group excels and is the leader in the field of combining science, psychology, and creativity into a state-of-the-art leadership program to challenge your leaders in a way that no other program can.

Senior Level

2 Days Face to Face or 4 x ½ day virtual sessions

The Art and Science of Business Creativity

Never has creativity, creativity and collaboration skills been more important for innovation and commercial success. Creativity has a formula, is measurable, is teachable and able to learn and is like a muscle that can be exercised. Symes Group are leaders in the field of business creativity and our passion to teach, imbed and foster into cultures that thrive, play, have fun, explore, and discover. This program is a must for all who want to embrace thinking laterally and creatively and to create teams that can work together to embrace change and be the change.

All Career Levels

1 Day Face to Face or 2 x ½ day virtual sessions

Assessment and data are always at the heart of our learning programs and Facet5 is the leading assessment and development tool that we use to support the validity and measurability of our interventions.

Facet5 Assessment and Development

Symes Group is powered by the science of personality to realise potential. Symes Group's solutions are grounded in Facet5, the leading suite of personality driven tools to enhance the validity and measurable success of people development interventions. Symes Group has a range and variety of science driven reports and tools to enhance self-awareness, capabilities, and skills. Symes Group uses Facet5 to enhance the support to our clients in the full life cycle from recruitment and selection, individual, team and leadership development.





WHO WE ARE

Symes Group Company Director

Jessica Symes Toomey

MSc (CoachPsync)

Career, Communication and Personality Expert

Executive and Leadership Coach

Speaker and Presenter

Jessica is a leader and expert voice in the fields of career, communication, and personality in a professional and workplace context. Jessica is a highly sought after executive coach and leadership consultant who regularly speaks in the media on career, employability, and workplace matters. Jessica is a trusted advisor and consultant with two decades of corporate learning and development experience.

Testimonial

“ Symes Group is one of the most forward thinking and integral consultancies I know! The founder Jessica Symes, has helped me through executive coaching, keeping me accountable for my business strategy, as well as developing my leadership skills. She has also encouraged me to step out of my comfort zone and gain wider skills and knowledge. Jessica and the team have developed some fantastic workshops to gain self-confidence, improve on leadership and presentation skills as well as to guide you through your career progression. I would recommend Jessica and the team to anyone looking to be inspired! ”

Hanna Thomas

Mint Talent

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