



# Relational leadership & people-centred organisational support

*Middle managers shape the pace and culture of your organisation. Founded by Brooke Baxter, collabbWAY supports leaders with the skills, clarity and confidence to lead well.*

## Leadership Coaching

I work with emerging leaders, middle managers and senior staff who are navigating complexity, pressure and competing demands. Coaching focuses on real situations you're dealing with right now, building confidence, communication and decision-making without adding more to the workload. Your leaders walk away clearer, steadier and better equipped to lead people, not just manage tasks.

## Workshop and Team Days

I design and facilitate workshops that help teams reset, reconnect and work through tension safely and productively. These sessions create space for honest conversation, shared clarity and practical agreements so people can move forward together. The focus is on reducing friction, strengthening trust and helping teams focus on the work, not the strain around it.

## Organisational Consultancy

I partner with organisations navigating change, service redesign, pressure or cultural strain to uncover what's happening beneath the surface, across people and systems. This work helps understand service models, workflows, team dynamics and system stress, then design and implement practical service and organisational solutions that matter. The result is clearer ways of working, stronger leadership, healthier teams and manageable change.

## About collabbWAY

collabbWAY is a Barwon South West-based leadership and organisational development practice that strengthens the people who hold your culture together, often middle managers. With 20 years of experience working in complex community service systems, I understand the pressure many teams face. The focus is practical, people-centred support that helps your people build confidence, communicate clearly and work well together.

## Why collabbWAY

collabbWAY works because we meet your people where they're at and help organisations design ways of working that bring clarity to roles, decisions and service delivery. With a deep understanding of the pressure and stretch middle managers face, support is tailored to day-to-day realities, including how roles, services and decisions are structured. The approach is straightforward, people-centred and focused on capability and systems that become part of how work gets done, not development that disappears as soon as things get busy.