

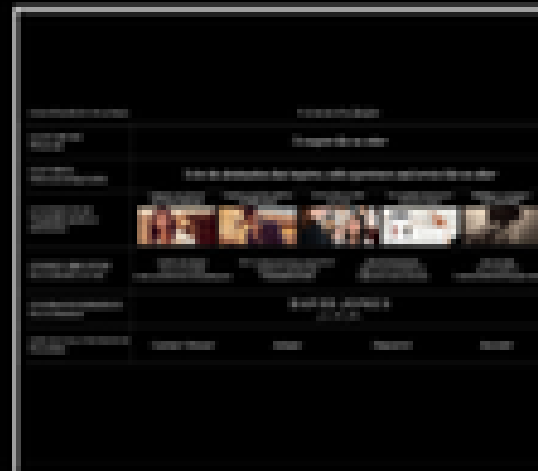


DAVID JONES

OUR WHY - *The Caterpillar*



*Where we have
come from*



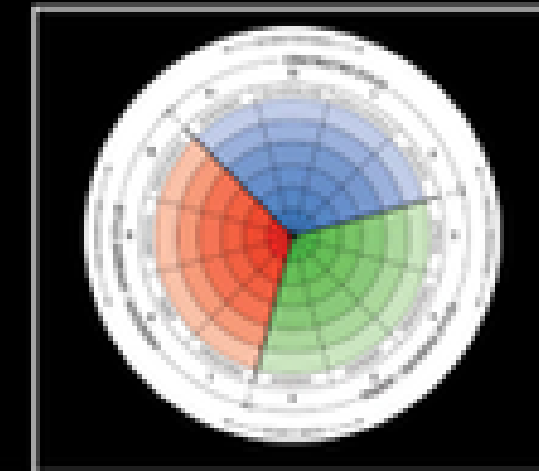
VISION 2025+
STRATEGY



CULTURAL
FOUNDATIONS



LEADERSHIP
FOCUS

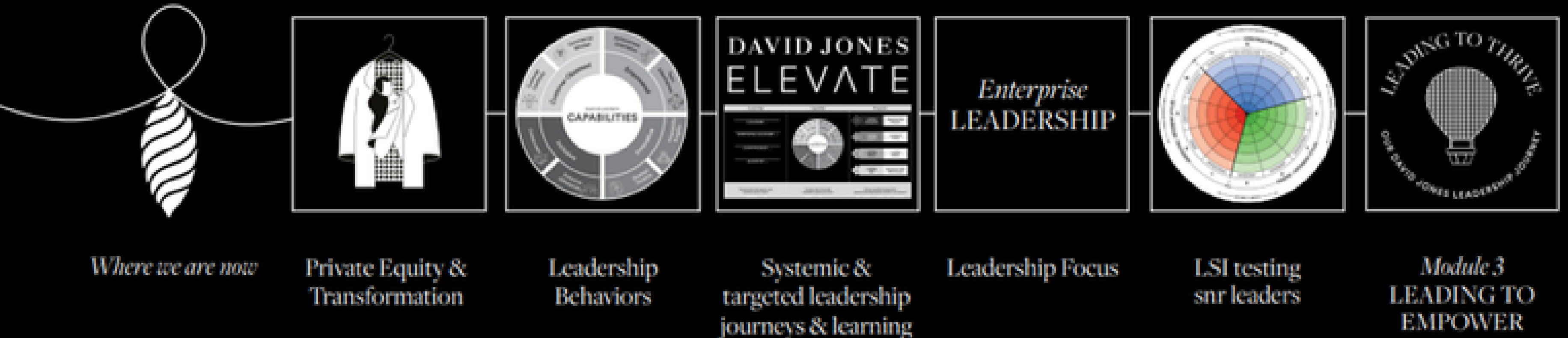


LSI TESTING
SENIOR LEADERS

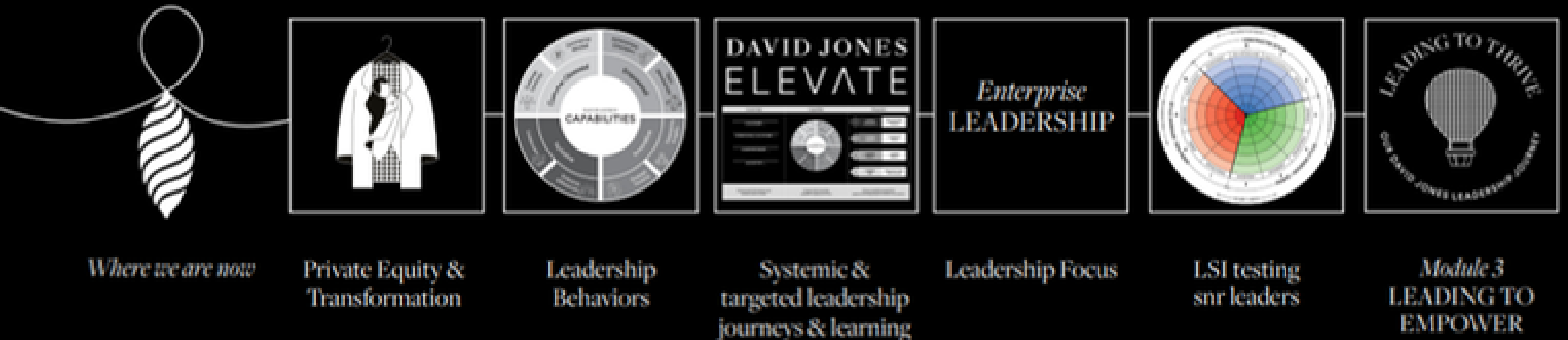


*Module 1 -
LEADING TO
THRIVE
&
Module 2 -
LEADING TO
ACHIEVE*

OUR WHY - *Chrysalis*



OUR WHY - *Chrysalis*



Our CHALLENGES
& LESSONS

TOOLS – *S+T=R Model*

$$S + T = R$$

STIMULUS / SITUATION

*What has been going on
for you in the past 6-12 months?*

THINKING

*How have you been
thinking about this?*

RESPONSE

*How did your thinking
influence your behavior,
did you react or respond?*

CHALLENGES – LESSONS

No Framework – Build as we go

S + T = R

STIMULUS / SITUATION



THINKING

RESPONSE

Transfer of Ownership
- No leadership frameworks

How have you been
thinking about this?

How did your thinking
influence your behavior,
did you react or respond?

THE DJ'S LEADERSHIP WAY...

STRATEGY

CULTURE

LEADERSHIP

CAPABILITY

OUR STRATEGY FOR 2025	
OUR VISION To inspire like no other	VISIONS 2025
OUR MISSION To be the destination that inspires, with experience and wonder like no other	
OUR PURPOSE To inspire like no other	
OUR VALUES To inspire like no other	
OUR LEADERSHIP To inspire like no other	
OUR CULTURE To inspire like no other	
OUR CAPABILITY To inspire like no other	



*Our LEADERS create a
THRIVING CULTURE
where team members
are EMPOWERED
enabling our business
to ACHIEVE and
INSPIRE like no other*



To INSPIRE like no other..

Our Culture must THRIVE

Our Leadership is key...

*Our leadership capabilities
required for success*

DAVID JONES ELEVATE

OUR DAVID JONES LEADERSHIP PROGRAMS

LEADERSHIP PROGRAMS



LEADERSHIP LEGACY



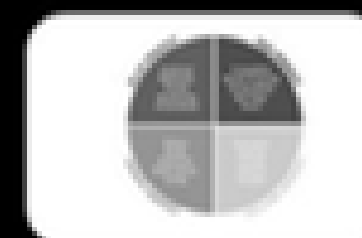
LEADING TO THRIVE



LEADING OTHERS



LEADERSHIP SITES



TEAM EFFECTIVENESS (VBL)



GRADUATE PROGRAM

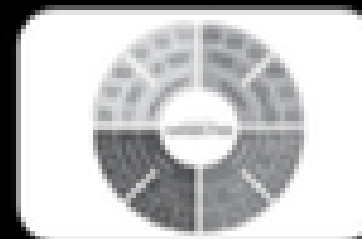
LEADERSHIP SUPPORT



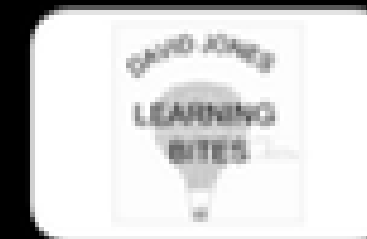
SENIOR LEADERSHIP TEAM



DJ ELEVATE LEARNING HUB



DJ LEADERSHIP CAPABILITIES



DJ LEARNING SITES

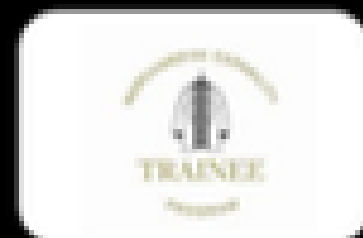


INDUCTION

TECHNICAL PROGRAMS



RETAIL LEADERSHIP PROGRAM



MERCHANDISE CAPABILITY PROGRAM



MERCHANDISE FOUNDATIONS PROGRAM



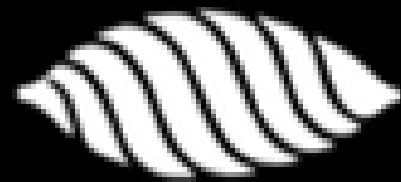
PERSONAL SAFETY PROGRAM

CHALLENGES – LESSONS

It's not the right time – It's exactly the right time

S + T = R

STIMULUS / SITUATION



*Senior Leaders focused
on Transformation
- Pressure, uncomfortable,
uncertain (covered in acid)*

THINKING

*How have you been
thinking about this?*

RESPONSE

*How did your thinking
influence your behavior,
did you react or respond?*

LEADING TO THRIVE PROGRAM JOURNEY

PROGRAM LEARNING OBJECTIVES

A leadership program for senior leaders to enhance leadership effectiveness by fostering constructive practices using the LSI tool. Anchored in our four cultural foundations, the program empowers leaders to reflect on their personal leadership style, deepen their understanding of others and drive positive cultural and business outcomes.

FOR WHOM & WHEN?

Leading Leaders
(SLT; Heads of; Regional Managers;
Store Managers)

TOOLS

- LSI 1 & 2 completed before Module 1
- Coaching Session after Module 1
- LSI retest completed before Module 3
- Coaching Session after Module 3

PROGRAM STRUCTURE & CONTENT

MODULE 1

Leading to THRIVE

Explores the link between leadership, culture and business results, using the LSI tool to reflect on leadership effectiveness while leveraging the INCLUSIVE cultural foundation.

MODULE 2

Leading to ACHIEVE

Deep dives into the EMPOWER cultural foundation and its impact on Team Achievement. Uses the LSI tool to understand strategies to empower your people to achieve.

MODULE 3

Leading to EMPOWER

Brings to life the cultural foundations and the role of the leader to evolve our culture. Builds understanding of the LSI tool and how this can be used to EMPOWER yourself & others to thrive

MODULE 4

Leading to INSPIRE

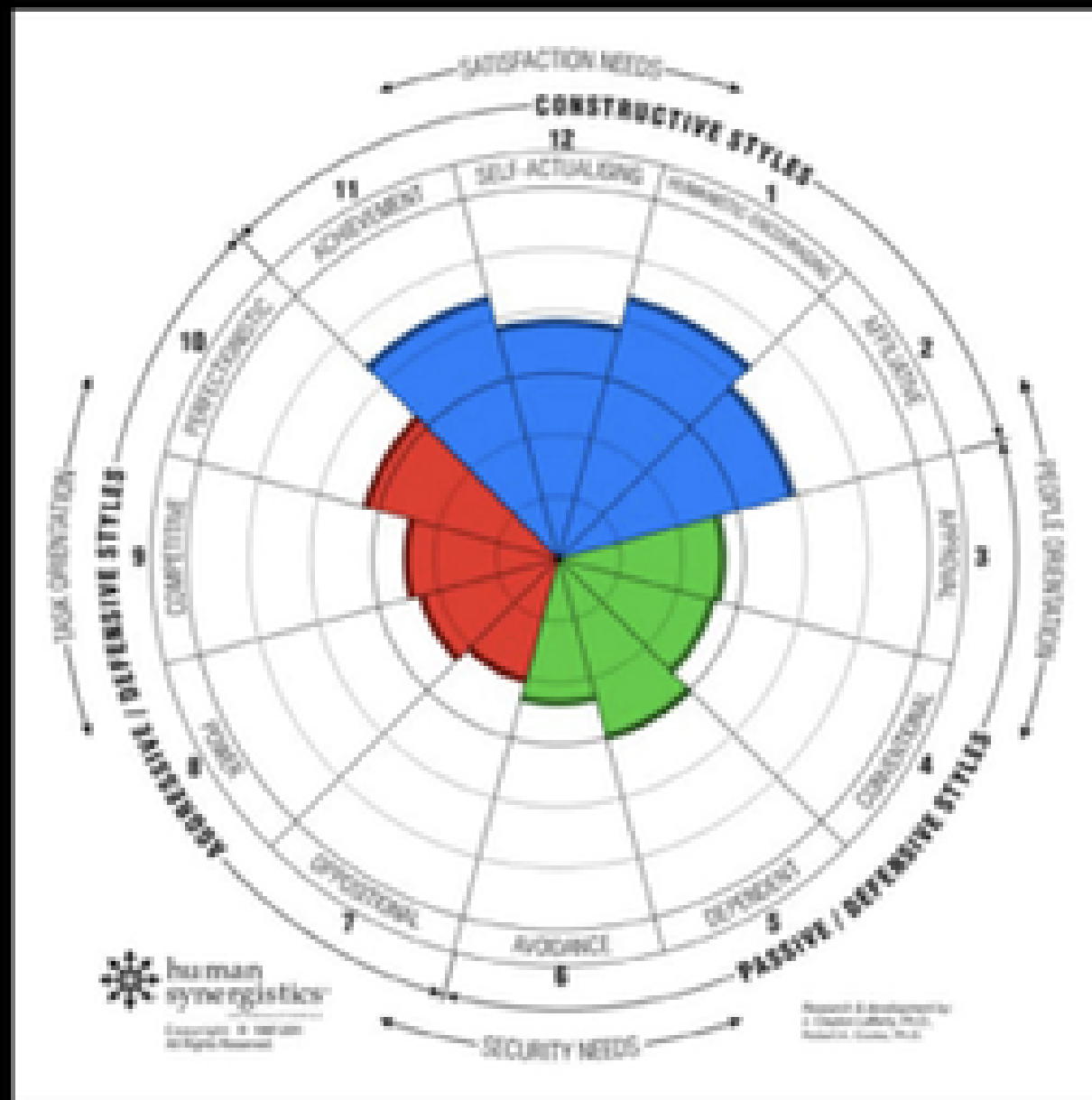
Explores the INNOVATIVE and INCLUSIVE cultural foundations and how constructive leadership can guide the business through transformation, embracing digital technologies while fostering self-care.

OUR LSI JOURNEY

LSI Test & Re test

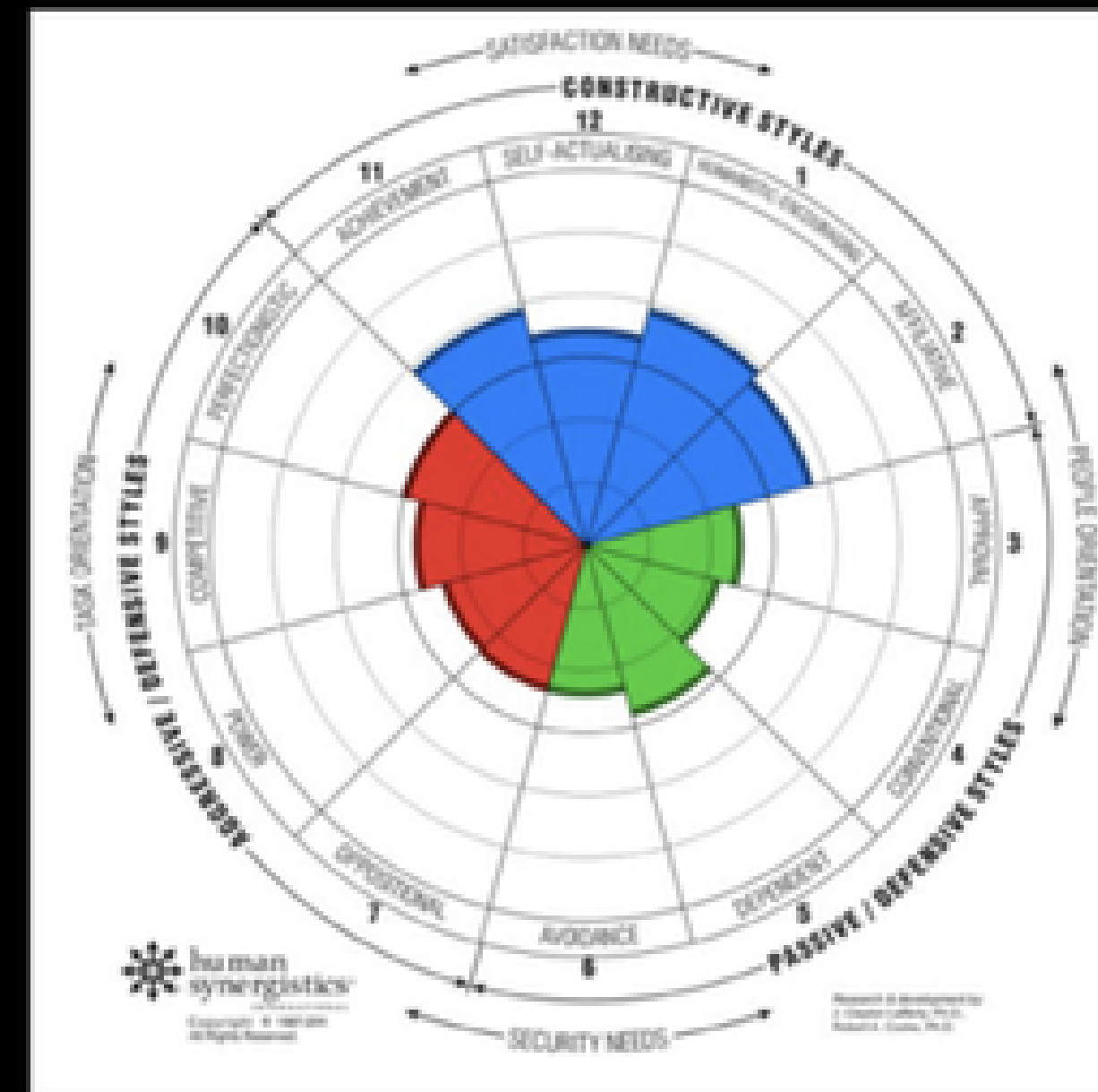
LSI – 2022/2023

Description-by-Others Composite
217 Respondants describing 35 Focal Individuals



LSI – 2025

Description-by-Others Composite
261 Respondants describing 40 Focal Individuals

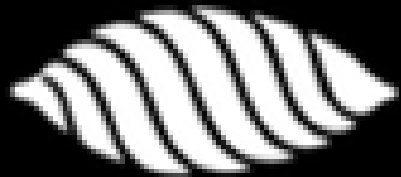


CHALLENGES – LESSONS

I can't fix this – I can give you the tools

S + T = R

STIMULUS / SITUATION



*Module 3 – Leading to
Empower Workshop
- Create an environment
where leaders can have open,
honest conversations*

THINKING

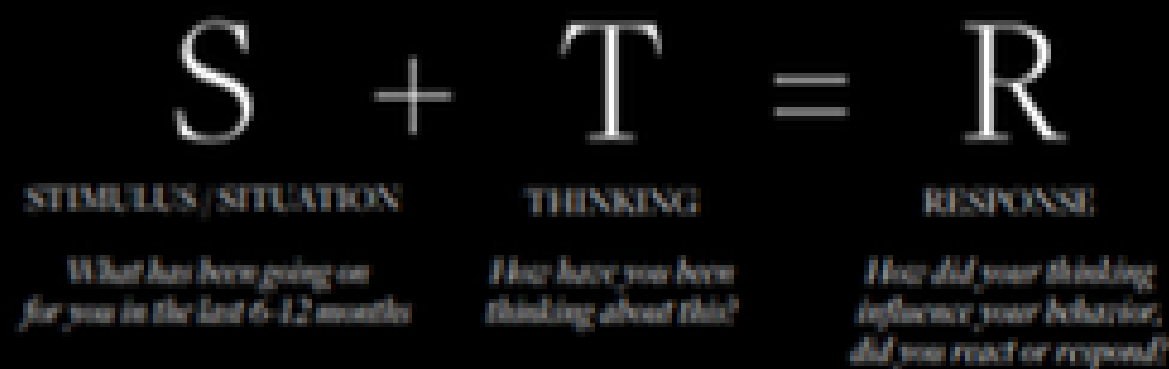
*How have you been
thinking about this?*

RESPONSE

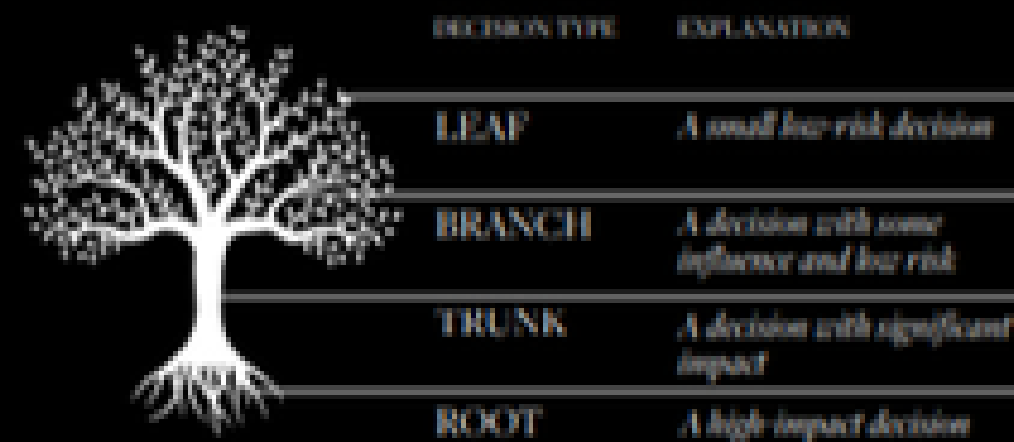
*How did your thinking
influence your behavior,
did you react or respond?*

TOOLS FOR OUR LEADERS

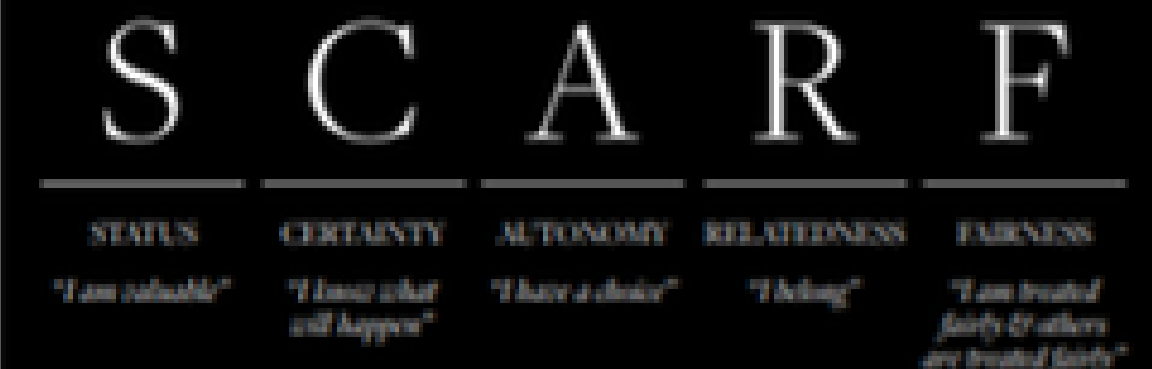
S + T = R PERSONAL MAP



THE DELEGATION DECISION TREE



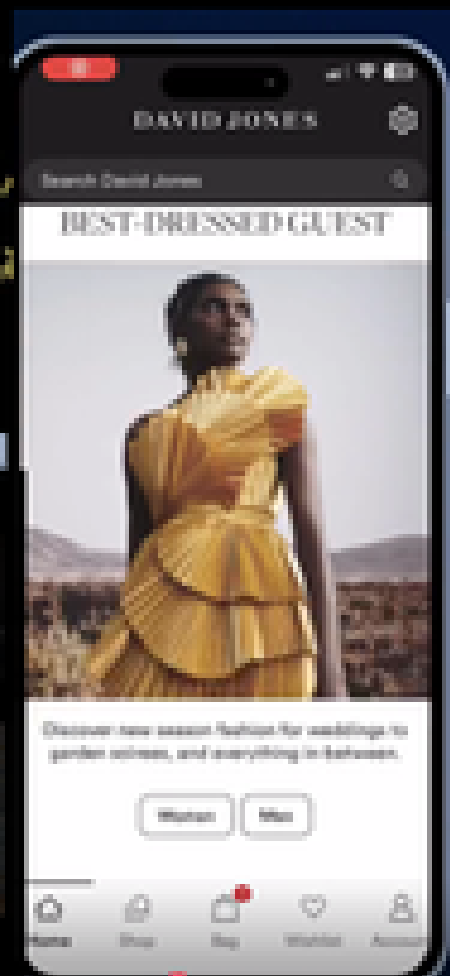
THE SCARF MODEL





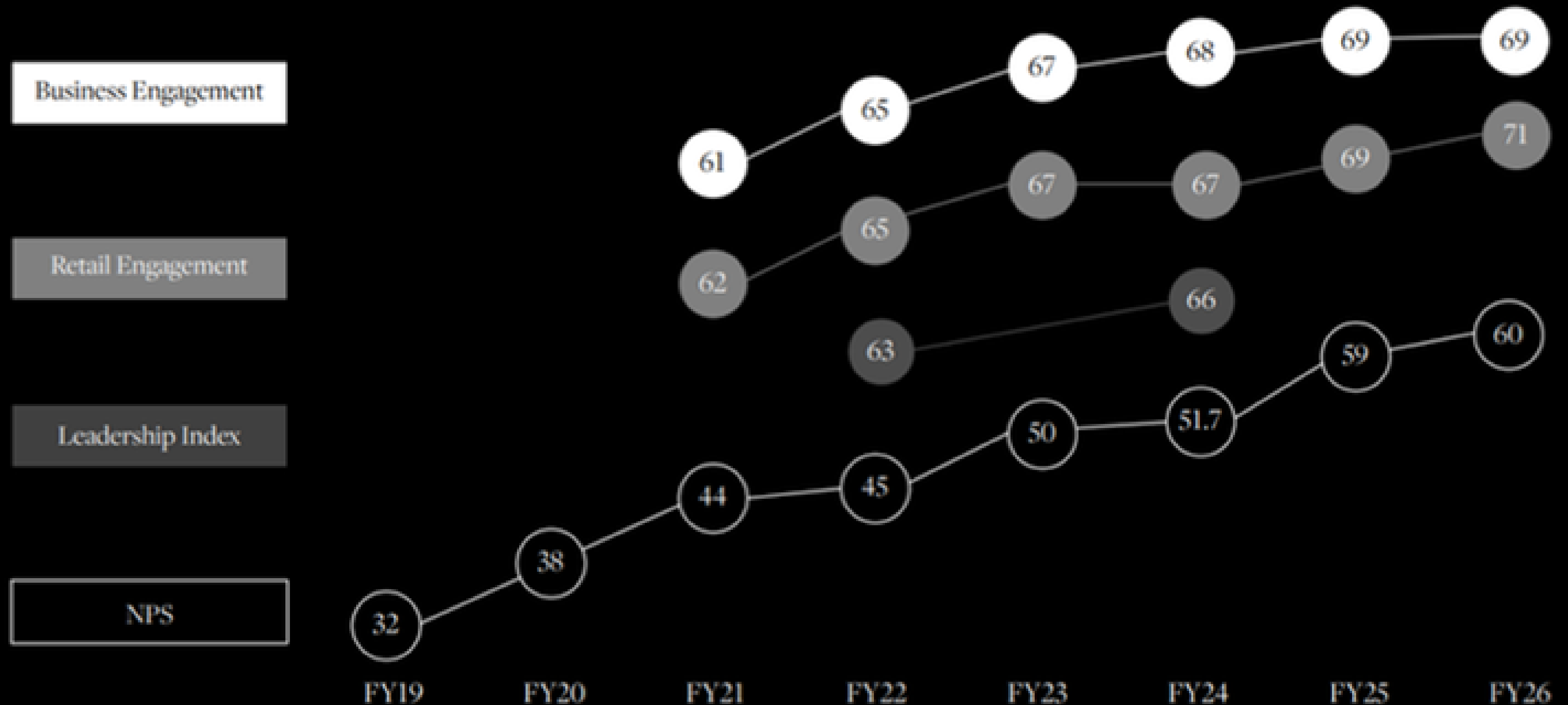
DAVID JONES

Like No Other



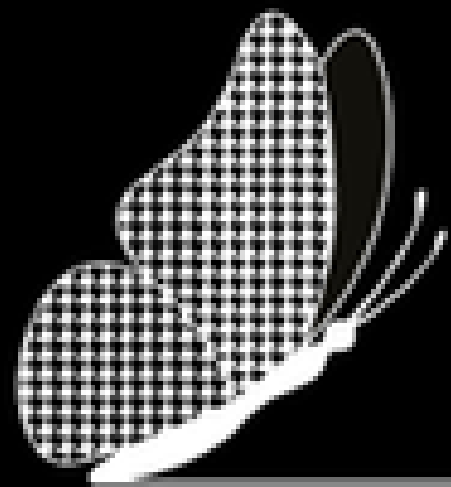
The IMPACT

OUR PEOPLE *and* CUSTOMER EXPERIENCE



WHAT'S NEXT

NEXT STEPS – *The butterfly*



*Where we are
GOING*

2030+
Strategy

2030+ Strategy

DAVID JONES
ELEVATE



Full stack dynamic
Team Member / Leaders

Behaviors;
Leadership Capabilities

Adaptive
LEADERSHIP

Leadership Focus



Module 4
LEADING TO
EMPOWER

Thank you