



Performance

without Compromise.



Unlock the best in your people.
Build resilient, high-performing teams.

YOUR PARTNER IN PROFESSIONAL GROWTH

THE POWER OF

Possibility

Imagine a world where every individual and team operates at their full potential. Where resilience meets innovation, and collaboration drives success. At FrontTier, we believe in creating that world, one conversation, one workshop, one breakthrough at a time.

This is your invitation to step into a space where growth is limitless, challenges become opportunities, and success is redefined. Together, let's unlock the power of possibility. Together, let's build a legacy of excellence and trust.

This isn't a quick fix or a box-ticking exercise. We're here to help you spark lasting transformation, measured in growth you can see, feel, and sustain.





At Frontier,
we
champion
strong,
resilient
teams

Our approach blends cutting-edge research from psychology, neuroscience, and organisational development with creative, real-world strategies for the legal and professional sectors.

Partner with us to build a culture where leadership and wellbeing go hand in hand, resilience is a daily habit, and your people shape a legacy of excellence and trust.

Where humanity meets **high** **performance**

**How might your
actions motivate
your team to thrive?**

At FrontTier, we create the space for lawyers, leaders, and professionals in the professional services sector to strengthen self-knowledge, break unhelpful patterns, and lead with purpose, even in the most demanding settings.

Our mission? To ignite confidence and equip you with the tools to excel, both as professionals and as people, so you can make positive waves across your practice, your organisation, and your community.





Evidence-based, always practical

Every programme is grounded in the latest science and designed for immediate real-world application.

What sets us **apart**



Industry experience meets creative flair

We know the high-pressure world of law and professional services. Our workshops are tailored, interactive, and anything but dull.



Impact beyond the classroom

We measure change, encourage self-leadership, and build skills that last.

We take the work seriously, but not ourselves. At FrontTier, curiosity and challenge go hand in hand. This is where bold ideas meet proven strategies in an environment built for real growth.

Frameworks for a new frontier

Leadership Development

Become the leader you wish you'd had. Our tailored pathways help business partners, managers, and rising talent to make confident decisions, inspire their teams, and handle challenging conversations with skill. 93% of past participants reported improved leadership confidence and stronger team outcomes.

Team Resilience & Wellbeing

Resilient teams outperform the rest, especially in high-stress environments. Our workshops build practical tools for stress management, mental agility, and wellbeing. In a recent survey, 89% of attendees reported they felt better equipped to manage heavy workloads and tight deadlines after completing our programme.

High-Performance Collaboration

Collaboration drives results in complex legal and professional settings. Our programmes sharpen how teams tackle problems, hold each other accountable, and deliver excellence together, regardless of whether your people are in the office or across courtrooms and continents.

Culture & Trust-rich Environments

Innovation and trust begin with psychological safety. We specialise in creating environments where people feel comfortable speaking up, asking questions, and sharing new ideas without fear. One of our recent legal sector clients saw a 70% increase in team members rating their workplace as 'safe to challenge and contribute.'

Real-world Scenario

A national law firm partnered with us to transform their new partner onboarding. Within six months, new leaders reported:



-40%
in adjustment
time



+ higher scores
in engagement across
their teams

Programmes designed for impact. Shaped by you, backed by evidence.

AI is already in your firm. The question is whether anyone knows how to use it properly.

Courts in Australia, the UK, US, and Canada are sanctioning lawyers for incompetent AI use. In *Re Dayal*, in Australia, a lawyer lost the right to practise as a principal, handle trust money, or run his own practice, and was placed under two years of supervised practice with quarterly Board reporting. In *Murray v Victoria*, unverified AI output derailed proceedings and cost the firm money.

Meanwhile, 82% of New Zealanders are using AI — but in law, just 31% use it personally and 25% across firms. The technology isn't the problem. The training gap is.

As Barrister at Richmond Chambers, Josh McBride puts it:

“ Here’s what I’m seeing now: lawyers struggling to integrate AI into their workflows without addressing this foundational problem - digital workspace management - and then complaining that the results aren’t as good as expected. ”



This course closes the gap

giving you the practical skills to integrate AI confidently, competently, and within your professional obligations from day one.

POWERED BY



What You'll Learn

Module 1 — Introduction to AI in Legal Practice

How generative AI actually works (and why it fails). Your professional obligations under the NZ Client Care Rules. A practical Safe Use Framework for deciding when — and when not — to use AI.

Module 2 — AI Risk & Hallucination Management

How to detect fabricated cases, invented quotes, and "almost right" errors. A step-by-step verification protocol using AustLII, NZLII, and LexisNexis. Risk assessment frameworks and defensive practices that protect your career.

Why This Course

- ✓ **4 hours CPD** when both Modules are completed
- ✓ **Proven** — built from real workshops delivered at Sydney universities and NZ law firms
- ✓ **Sense-checked** by lawyers in top-tier innovation teams and partners deploying AI firm-wide
- ✓ **Tool-agnostic** — works with any AI tool you or your firm is using
- ✓ Use AI in your practice with **confidence from day one**
- ✓ Join a **community of learners** across Australia and New Zealand

Course Directors



Chantal McNaught — Director of Ethics and AI Practices, 43° Below

Chantal is a legal AI specialist at the intersection of law, ethics, risk management and process design, and practical technology adoption. In 2024, she led the NZ rollout of legal AI for a major legaltech company and has presented internationally on the impacts of AI on legal practice. Currently completing a PhD in Law at Bond University (navigating the conflicts between law as a profession and law as a business), she is a recognised commentator on legal AI (NZ Breakfast News), sits on the Technology and Law Committee at the Law Association of New Zealand, and is a founding member of the AI Assembly, a not-for-profit focused on ethical AI use. An Australian lawyer with law practice experience, she brings over 15 years of deep expertise in legal practice, technology, and professional ethics.



Wenee Yap — Director of AI Literacy, 43° Below

Wenee is at the forefront of empowering lawyers to thrive in the AI era, delivering training that enables legal professionals to harness AI safely, effectively, and ethically — with a focus on eliminating hallucinations and integrating AI into practice. In 2025, she pioneered AI literacy at UTS Faculty of Law, led the Australian rollout of legal AI for a major legaltech company, and has consulted for leading AI innovators. A qualified Australian lawyer (LLB First Class Hons), award-winning lecturer, and co-author of *Riding the Unicorn*, she has deep expertise in commercially relevant, practice-first education in the tech space.

Collaborative Approach

Step 1: Engage



We begin by listening to understand your unique context, culture, and goals.

Step 2: Explore



Together, we identify the challenges and opportunities that will shape the path forward.

Step 3: Establish



We co-design a tailored proposal that addresses your organisation's real needs.

Step 4: Execute



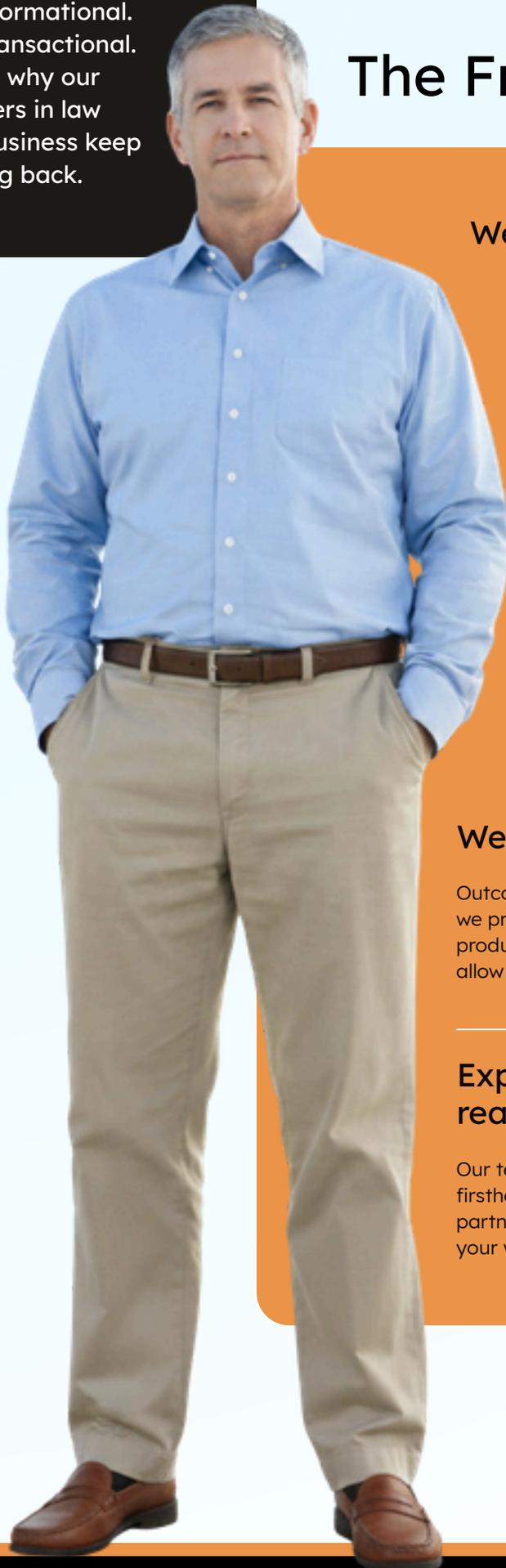
We bring the programme to life through engaging, interactive sessions with your team.

Step 5: Evaluate



We deliver tangible impact and results that you can not only feel but also measure.

Transformational.
Not transactional.
Here's why our
partners in law
and business keep
coming back.



The FrontTier **Difference**

We're bespoke by design.

No two law firms, accounting practices, or organisations are the same. We adapt to your priorities, whether that's leadership for high potentials, resilience for practice groups, or aligning culture across international offices.

We build trust and real dialogue.

Professionals are often experts at debate but sharing feedback or asking for help can still be tough. We nurture environments where honesty and learning go hand in hand; over 90% of participants say they feel comfortable raising tough issues after our sessions.

We deliver you the data.

Outcomes matter: from pre- to post-programme, we provide tangible metrics, like engagement, productivity, stress resilience, and communication, that allow you to prove the impact to senior leadership.

Expert facilitators, real-world savvy.

Our team blends clinical expertise, business insight, and firsthand legal sector know-how. Whether you're a law partner, general counsel, or HR lead, our training 'gets' your world.

THE IMPACT

We Deliver

Measurable Change

Tangible improvements you can see in performance and feel in engagement.

Healthier Culture

A workplace where people feel safe, valued, motivated, and empowered to contribute.

Resilient Teams

Teams that adapt to change and sustain high performance, even under pressure.

Stronger Leaders

Leaders who are confident, capable, and inspire trust and accountability.



The People Driving Your Success



Steven Colligan | Leadership Coach & Organisational Development Specialist

Steven specialises in leadership coaching, resilience, and performance. With over 20 years of experience, he has worked globally across sectors like law, education, and government, helping leaders and teams achieve transformational growth.



Glenys Gwynne | Executive Coach & Adult Development Specialist

Glenys brings over 30 years of expertise in leadership coaching and change management. She is known for designing bespoke programmes that foster sustainable wellbeing and performance.



Matt Fenn | Wellbeing & Performance Specialist

Matt enables teams and their leaders to unlock sustainable high performance by translating insights from performance psychology and behavioural science into practical action. His extraordinary endurance feats advocating for mental health give him a unique perspective on resilience and human potential.



Robyn Hill | Mediator & Difficult Conversation Coach

Robyn empowers leaders and teams to navigate conflict with confidence and composure. With over 25 years of experience, she transforms challenges into opportunities for growth and collaboration.



Sam Shosanya | Business Leader & Executive Coach

Sam is a seasoned CEO, executive coach, and qualified accountant with extensive experience in governance and growth. He provides coaching and consulting to help leaders and organisations thrive.



Karen Murphy | Administrator & Programme Coordinator

Karen ensures seamless programme delivery, supporting clients and facilitators with care and precision. Her diverse background spans education and media, fostering excellence in every detail.



Kathy Harding | Psychologist & Wellbeing Specialist

Kathy designs research-based programmes grounded in neuroscience and psychology. She is passionate about equipping educators and leaders with strategies for resilience and mental health.



Michelle Meyer | Sales Manager & Client Partner

Michelle thrives on building relationships that drive lasting growth. With over 20 years of experience, she collaborates with clients to shape impactful learning programmes.

See what our clients in law and business say about FrontTier

"We saw a marked difference in team connections after just three sessions. Our people at every level now have tools to express concerns, build trust, and ultimately deliver better to clients."

Lucy Ryan,
Director of People and Culture, Buddle Findlay

"Workloads can be overwhelming. FrontTier helped our legal team build genuine strategies for resilience and self-management - this translates directly to better client outcomes."

Anna Moodie, Partner, Meredith Connell

"Steven ran an impactful session on constructive feedback. Months later, we still use the tools, and our engagement scores have never been higher."

Lisa Walker, Senior Legal Counsel, NZ Customs Service

"The feedback from the senior leadership group last year had been very positive, and when I asked the team if they wanted to finish the workshops, letting them know we could if they wanted, everyone was adamant we should not only keep the workshops but roll it out through the rest of the business."

Simon Woodhams, CEO, PFI

Real Results.
Secure, sustainable change.

FAQs

Are your programmes CPD accredited?

Yes, most sessions count towards Continuing Professional Development requirements.

How are sessions delivered?

Online, on-site, or at our venues in Auckland/Wellington; whichever works for you.

What is the typical duration/cost?

Programmes are customisable to fit your schedule and budget; contact us for a quote.

Let's unlock the very best in your people—**together.**

Whether you want to boost leadership capability, build a more resilient team, or shape an inclusive, high trust culture, FrontTier is ready to partner with you.

Your Journey Starts Here

Every great achievement begins with a single step. Whether you're a leader, a team member, or an organisation ready to grow, FrontTier is here to guide you.

With evidence-based strategies, authentic connection, and a commitment to lasting impact, we'll help you navigate the path to your best self and your best work.

The journey to transformation starts now.
Are you ready to take the first step?





Take the next step

Contact Us

For a confidential discussion about how we can advance your organisation's capabilities, reach out today.

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