



Unlock the best in your people
Build Resilient High Performing Teams

Who We Are

FrontTier exists to unlock the best in people. We believe that performance and wellbeing are not competing priorities but mutually reinforcing foundations of success. Our mission is to enable individuals and teams to thrive – not just during peak moments, but consistently over time.

We are a collective of facilitators, coaches, and practitioners with deep expertise in leadership, resilience, coaching, and organisational development. Together, we've worked with businesses across New Zealand and internationally, supporting leaders, teams, and organisations to grow in capability and confidence.

What makes us different is not just what we deliver, but how we deliver it: through authentic connection, practical insights, and lasting impact.

[Meet Our Team](#)

Our Approach

Our process is simple, collaborative, and designed to fit your organisation. We don't arrive with a "one-size-fits-all" program — we co-create solutions that matter.

Connect → Discover → Align → Deliver → Outcomes

Connect – We begin by listening. Understanding your organisation's goals, context, and culture.

Discover – Together we identify opportunities and challenges that shape the path forward.

Align – We co-design a tailored proposal that addresses real needs.

Deliver – We bring the program to life through engaging sessions, workshops, and coaching.

Outcomes – Every engagement is measured against the outcomes that matter most to you.

This collaborative cycle ensures you know what to expect and can see tangible results, quickly.



We focus on the areas that most powerfully shape people and organisations. These can be delivered as standalone workshops, immersive talks, or long-term programs — always tailored to your context.

Leadership Development

- Strong leadership sets the tone for the entire organisation. Our leadership programs help leaders at every level build clarity, capability, and confidence.
- Transition programs for new leaders stepping into management roles.
- Advanced programs for senior leaders focused on vision, influence, and decision-making.
- Practical frameworks that combine theory with lived experience, so leaders can immediately apply what they learn.
- Coaching add-ons to deepen reflection and embed change.

Team Resilience & Wellbeing

- Teams that are resilient adapt faster, recover stronger, and perform more sustainably. Our resilience and wellbeing sessions are not about buzzwords or surface-level fixes. They are designed to build teams that support each other, stay motivated under pressure, and protect their long-term energy.
- Core resilience workshops that build mental and emotional tools for navigating uncertainty.
- Wellbeing programs that integrate personal health with professional performance.
- Strategies for managing stress and workload without sacrificing quality or connection.

"You get to set the agenda... Working with FrontTier is very flexible and a joint effort, as the client you get to set the agenda."

Simon Woodhams - CEO

PFI

Psychological Safety & Culture

- Innovation and collaboration thrive in environments where people feel safe to contribute and challenge ideas. We help organisations build cultures of trust, openness, and shared responsibility.
- Workshops to introduce psychological safety and why it matters.
- Practical tools for leaders to model vulnerability and build trust.
- Organisation-wide programs to embed cultural shifts that encourage contribution at all levels.
- Measurement tools and surveys that track progress over time.

High-Performance Collaboration

- Performance is no longer about individual excellence alone — it's about how teams work together. We deliver sessions that improve how groups communicate, solve problems, and drive results collectively.
- Collaboration workshops for cross-functional and remote teams.
- Tools to align team purpose with measurable outcomes.
- Experiential exercises that strengthen trust and problem-solving.
- Long-term programs that develop "team of teams" collaboration across large organisations.

Every organisation is different, but the outcomes we consistently deliver include:

Stronger leaders – confident decision-makers who inspire trust and accountability.

Resilient teams – groups that adapt to change and sustain performance under pressure.

Healthier culture – workplaces where people feel safe, valued, and motivated.

Practical impact – frameworks and tools that teams actually use in their day-to-day work.

Measurable change – improvements you can feel in engagement and see in performance.

Our goal is not to create a “nice workshop day,” but to embed long-term capability and confidence across your organisation.

Every time, the FrontTier team has delivered something that really gets us. That is the fundamental element of why we continue to work with FrontTier.”

Lucy Ryan, Director of People and Culture

Buddle Findlay

How We Work Together

Working with FrontTier is a partnership. We bring expertise, but we meet you where you are. That means:

Flexibility in format — from one-off sessions to comprehensive multi-month programs.

Co-design — every engagement is tailored to your people and your context.

Collaboration — we act as an extension of your team, not an external add-on.

Follow-through — we ensure momentum continues after each session through tools, coaching, and check-ins.

Final Note

At FrontTier, everything comes back to one simple goal: helping people show up as their best selves. Whether it's equipping a senior leadership team, building resilience across frontline staff, or creating a culture of trust in a growing organisation, we are here to enable your people to thrive.

We'd love to explore how we can support your goals and partner with you on the journey ahead.

For further details or discussion regarding the advancement of your firm's capabilities, please feel free to contact

Michelle Meyer

Head of Sales

+64 220281379

mmeyer@fronttier.co.nz

We look forward to partnering with you.