



Leading
Wellness
Solutions

Workplace mental
health, wellbeing &
leadership training

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Advantages of Fostering Workplace Wellbeing

As we look at how workplaces are changing nowadays, it's becoming clear that taking care of employees is crucial for an organisation to do well. Making sure employees are mentally healthy, promoting overall wellness, and providing quality leadership training isn't just the right thing to do; it's a smart investment that can help an organisation flourish.

6 Benefits of Cultivating a Mentally Healthy Workplace

1. Enhanced Productivity and Performance

- For every dollar spent on creating a mentally healthy workplace, there is a return on investment of \$2.30.
- Increased employee engagement, reduced absenteeism and presenteeism, and enhanced overall productivity.

2. Talent Attraction and Retention

- 89% of employees believe a mentally healthy workplace is important when considering a new job.
- Wellbeing initiatives create an attractive workplace culture, leading to higher retention rates and increased competitiveness in talent acquisition.

3. Reduced Mental Health-Related Costs

- Mental health conditions cost Australian businesses approximately \$12 billion annually.
- Proactive training and support in mental health, results in decreased costs associated with absenteeism, presenteeism, and compensation claims.

4. Positive Impact on Leadership Effectiveness

- The development of emotionally intelligent leaders who can effectively manage stress, inspire teams, and create a positive work environment.
- A mentally healthy leadership team sets a precedent for the rest of the organisation, fostering a culture of empathy, resilience, and adaptability.

5. Legal and Ethical Compliance

- The Work Health and Safety Act in Australia requires organisations to ensure the health and safety of their employees, including mental health.
- Demonstrates a commitment to fulfilling legal responsibilities, reducing the risk of legal and reputational issues.

6. Fostering Innovation and Creativity

- Wellbeing initiatives contribute to a positive work culture that encourages innovation and creativity.
- Employees who feel supported in their mental health are more likely to be creative, solve problems effectively, and contribute to innovation.

About Us: Leading Wellness Solutions

Transformational change you can be sure of



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Leading Wellness Solutions is a collaboration between Dr Simone Shaw (Clinical Psychologist & Clinical Neuropsychologist) and Miriam Henke (Health Psychologist) to create mentally healthier workplaces. Based on the Sunshine Coast, Leading Wellness Solutions proudly brings world-leading programs to SE Queensland businesses. Supported by research and facilitated by registered health professionals, our workplace wellness initiatives prioritise individuals and emphasise tangible results. These programs equip every team member with practical skills to foster mental health and wellbeing in the workplace. Our extensive knowledge and hands-on experience extend to businesses of various sizes and industries nationwide. Beyond mere training, we offer enduring strategies to enhance mental health and wellbeing in the workplace.

What we value



**Leading
Authentically**



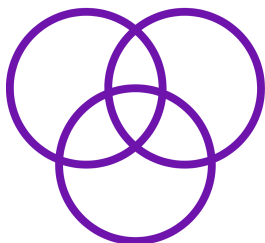
**Embodied
Integrity**



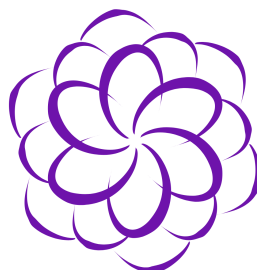
**Evidence-
informed**



**Transformational
Growth**



**Purposeful
Connection**



Mindfully Holistic



**Sustainable
Outcomes**

Our Mission

We inspire transformational growth in individuals and organisations through world-class programs that make lasting positive impact. Our goal is to work with leaders and teams to promote sustainable wellness solutions within your organisation.

Our Vision

We accomplish this through providing education, training and retreats that provide the knowledge, skills and strategies to help individuals and organisations to actualise personal leadership creating holistic wellbeing and mentally healthy workplaces.



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Our Approach

We deliver evidence-informed workplace training and opportunities for greater growth and connection for individuals and teams through leadership and wellness retreats. Our mental health, wellbeing, and leadership programs guide participants to be empowered in their own mental wealth and create psychological safety in the workplace. We leverage our combined decades of experience in health, clinical, neuro and organisation psychology, executive coaching, and corporate facilitation to bring cutting-edge science, alongside proven models, skills and strategies.

Our Core Services

Leadership Interventions

Skill building workshops designed for promoting supportive and strategic leadership:

- **Working Well** - Build knowledge and skills to identify and prevent psychosocial hazards in the workplace, reduce stigma, and improve workplace culture.
- **Flourishing Futures** - Build knowledge and skills to promote mental health and wellbeing.
- **Change Crafting** - Learn how to lead adaptively and authentically through change.
- **Authentically Aware** - Learn how to lead with authenticity and emotional intelligence.

Employee / Team Member Interventions

Skill building workshops designed for improving employee mental health and wellbeing:

- **Rebuilding Relationships** - Build effective communication skills to promote positive workplace relationships.
- **Trusting Teams** - Create a shared vision to build trusting relationships.
- **Stress Surfing** - Build practical skills to manage stress and promote mental health and wellbeing.
- **Resilience Raising** - Learn evidenced-based strategies to promote personal resilience.
- **Clarifying Communication** - Learn practical skills to promote effective communication.
- **Conflict Cruising** - Learn how to have difficult conversations effectively.

Please refer to pages 10 to 21 for more detailed information regarding our Core Services.

Our Additional Services

Individual Executive Coaching Services

Our clinicians specialise in providing the following executive coaching services to managers working within private, government and not-for-profit organisations. However, if you have a specific education or training need, please don't hesitate to contact us to discuss your requirements and we will be more than willing to tailor executive coaching to suit your unique requirements.

- Effective time management
- Balancing supportive and strategic leadership
- Motivating your team
- Navigating complex people issues

Bespoke Leadership Retreats

If you are ready to take a deeper dive into your leadership development, we offer bespoke leadership wellness retreats to provide you with the opportunity to truly immerse yourself and take the next step on your personal leadership journey.

Employee Assistance Program Counselling Services

- **Individual Counselling Services** - To improve on-the-job performance by dealing with personal issues that impact on staff wellbeing, job satisfaction and interpersonal relationships.
- **Critical Incident Debriefing** - To address any critical incidents within the business to ensure staff are supported and resilient; which in turn will assist in reducing liability and risk.
- **Manager Support and Coaching Services** - To provide leadership, human resource and coaching advice to managers to assist in improving their performance, or manage difficult behaviours/dynamics in the workplace.
- **Redundancy Advice / Support Services** - To provide employees with an opportunity to discuss any transition concerns and to assist with future planning.
- **Pre-employment Screening** - To determine psychological resilience and suitability for employment as a fly-in-fly-out catering services worker.
- **Fitness for Duty Assessments** - To examine an individual's current psychological and cognitive functioning and the subsequent impact of this on their functional occupational capacity.
- **Workplace Wellbeing Campaigns** - To promote resilience and to improve the wellbeing and mental health of staff.
- **Early Intervention Services** - To prevent injuries or workplace incidents that have the potential to lead to complex workplace cases.

Fitness for Duty Assessments - Independent Medical Examinations

Independent Clinical Psychological and Neuropsychological Assessments are designed to examine an employees' current psychological and/or cognitive functioning and the subsequent impact of this on their functional occupational capacity. The assessment involves a clinical interview, objective measures of symptomatology and psychometric testing, with the goal of providing an expert independent opinion on the individuals' diagnosis, prognosis and clinical conceptualisation to guide recommendations regarding treatment and occupational capacity.

Drug and Alcohol Assessments

Whether an employee has self-identified problematic substance use, or has returned a non-negative result subsequent to an 'at suspicion' or random drug test, a drug and alcohol assessment will assist the individual and the organisation with providing a clear process for the employees' recovery and return to work. Drug and alcohol assessments are designed to assess the nature and extent of an individuals' substance use disorder, provide recommendations for treatment and provide expert opinion regarding the employees' ability to return to work.

Independent Clinical Psychological Assessment

Independent Clinical Psychological Assessments are designed to examine an individuals' current psychological functioning subsequent to alleged workplace stressors in the context of a claimants' lodgement of a workers' compensation claim for a psychological injury. The assessment involves a clinical interview, objective measures of symptomatology and psychometric testing, with the goal of providing an expert independent opinion regarding the individuals' diagnosis, prognosis and recommendations regarding treatment and occupational capacity.

Workplace Factual Investigations / Stress Claims

Our team has extensive occupational health and safety, workers' compensation and rehabilitation, industrial relations and common law knowledge and has been providing investigation services into psychological injury workers' compensation claims for two decades. The Workplace Factual Investigation culminates in a comprehensive report which provides an independent and objective view on the individuals' current status, likelihood of future re-injury and recommendations for rehabilitation and reintegration into the workplace. The investigations are tailored to meet quality and compliance requirements and to assist organisations to gain a greater understanding of the factors involved in the workers' compensation claim in order to assist in making an informed decision regarding liability.



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Our Story

In the ever-evolving landscape of workplace wellness and leadership development, two dynamic professionals have come together to redefine the standards of transformative workplace programs. Meet Simone and Miriam, the driving force behind our innovative initiatives.

Simone (right), with 15 years of dedicated service as a Clinical Psychologist and Clinical Neuropsychologist, has traversed both government and private sectors. After working primarily in tertiary hospital settings for a number of years in Brisbane, Simone moved into private practice in 2007, and launched her independent consulting firm, Sure Psychology, in 2015.



Her expertise extends to assessing, diagnosing, and treating clients with various psychological and neurological conditions, specialising in independent medico-legal assessments. Simone's exceptional organisational, communication, and interpersonal skills, coupled with her easy-going and approachable demeanour, allow her to build quick and effective rapport with clients ranging from team members to CEOs.

Complementing Simone's wealth of experience is Miriam (below, left), a trailblazing Health Psychologist, and the driving force behind transformative change in the fields of psychology, holistic wellness, photobiomodulation, and mind-body medicine. Miriam Henke Consulting has been providing psychology, coaching, supervision, and facilitation services for over a decade. As an entrepreneur, Miriam has founded companies including Lifespan Dynamics Pty Ltd, the Lightbridge Clinic, and Quantum Retreats.

With over 15 years of impactful contributions, Miriam has collaborated with individuals, teams, and organisations, guiding them towards positive and desired outcomes. Her leadership development workshops are highly sought after, and have been teaching current and emerging leaders how to be more authentic, emotionally-intelligent, strategic and effective leaders for nearly 10 years. Miriam is a catalyst for meaningful change, a pioneer in mind-body medicine, and a dedicated advocate for choice and diversity in healthcare. With a passion for transformative change and a commitment to excellence, Miriam continues to inspire and lead on the journey toward personal leadership, optimal health, and meaningful growth.



Professional Support for your Team

Our assortment of workplace programs and services is accessible both online and in person, offering customisable choices. We collaborate with you to pinpoint solutions that best match the requirements of your employees and your workplace. Supported by a team of specialists, you'll get information, services, and resources to maximise the benefits of your programs and seamlessly incorporate them into your everyday business operations.

What Others Say

"I found the workshop really useful, it presented it in a way that was very engaging and meaningful. Miriam did an awesome job of keeping us all involved and learning, adapting the program to suit us - I really appreciate it! I am looking forward to going back through the Action Plan (such a good round up of the session!) and actually feel excited about putting it into action. Miriam has given me some great tools and ideas to really make valuable self improvements, which is refreshing as the older I become, the more I realise self-improvement is forever!"

- Liz Bailey, Team Leader Environmental Planning, Environment, Heritage and Resilience, City of Gold Coast

"It took me a while to find a suitable local Sunshine Coast psychologist to find a like minded person like Simone that understood what I was trying to achieve with my business, but also had the skills and capability to deliver the message we wanted to share with our team. This is a very niche market and it is extremely important for businesses to optimise their teams' mental health and wellbeing. Any employee in any industry would benefit from the calibre of support that Simone can offer to their employers to assist them with their daily work/life balance. Simone tailored workshops to meet the needs of our team to deliver our wellbeing strategy over an 18 month period. She is an engaging and dynamic facilitator that brings a wealth of knowledge and experience to the table. I would highly recommend Simone to anyone who is passionate about improving the mental health and wellbeing of their employees."

- Rod Pertot, Owner Manager BOQ Noosa



Why Choose Leading Wellness Solutions



Choosing the Best Fit

Our team will support you to identify the key issues and desired outcomes for your organisation, and provide consultation and guidance on which LWS program(s) will address those issues and facilitate the achievement of those desired outcomes.



Efficient Program Delivery & Support

Delivery specialists will organise and implement the programs within your workplace, providing resources and admin support. Our team will work closely with you to ensure programs are successfully delivered.



Evidence-based and Effective Strategies

All our programs are grounded in current research findings and tried-and-tested methodologies. Our evidence-based approach can produce the tangible results you seek for your team or organisation.



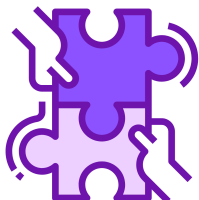
Expert Facilitators

Our expert facilitators are registered psychologists with decades of clinical and organisational experience who provide an engaging learning experience, teaching practical, accessible and relevant solutions for a variety of learning needs..



Tip Sheets for Participants

All programs come with a handy Tip Sheet with a neat summary of the key information and strategies to allow participants to return to and reference the valuable information learned during the program.



Combine and Save

Like the sound of more than one of our programs? We can combine two or more programs into bundles that can lead to greater coverage and savings to your organisation. Enquire with us about how combining programs could be the ideal solution!



Our workplace programs

Our workplace programs

Programs for leaders			
Program name	Program format	Duration	Participant numbers
Working Well	Interactive workshop Face-to-face or online	3.5 hours	6 - 40 per workshop
Flourishing Futures	Interactive workshop Face-to-face or online	3.5 hours	6 - 40 per workshop
Change Crafting	Interactive workshop Face-to-face or online	1 day	6-40 per workshop
Authentically Aware	Interactive workshop Face-to-face or online	1 day	6-40 per workshop

Programs for all employees			
Program name	Program format	Duration	Participant numbers
Rebuilding Relationships	Interactive workshop Face-to-face or online	3.5 hours	6 - 40 per workshop
Trusting Teams	Interactive workshop Face-to-face or online	3.5 hours	6 - 40 per workshop
Stress Surfing	Interactive seminar Face-to-face or online	1 hour	≤ 100 per workshop
Resilience Raising	Interactive seminar Face-to-face or online	1 hour	≤ 100 per workshop
Clarifying Communication	Interactive seminar Face-to-face or online	1 hour	≤ 100 per workshop
Conflict Cruising	Interactive seminar Face-to-face or online	1 hour	≤ 100 per workshop

Working Well

Audience	People leaders and emerging leaders
Outcome	Build knowledge and skills to identify and prevent psychosocial hazards in the workplace, reduce stigma, and improve workplace culture
Duration	3.5 hours
Delivery Format	Interactive workshop available online or face-to-face
Participants	6 - 40 participants per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive workshop is for leaders, exploring staff mental health management. This includes education in understanding psychosocial hazards in the workplace (including leaders' WHS obligations), the mental health spectrum, intervention strategies, how to talk about and promote mental health and wellbeing in the workplace, and how to navigate performance management when mental health is a factor.

Learning Goals

- Recognise psychosocial hazards in the workplace and how to manage them
- Understand the leader's WHS obligations in regards to psychosocial safety
- Expand knowledge of the continuum of mental health, and the appropriate intervention strategies to support employees across this continuum
- Have an evidence-based framework for effective conversations with staff regarding their mental health
- Navigate successfully what, when, and how to engage health management or performance management
- Know where to go for support, in and out of the workplace

Program Overview/Structure

- An overview of mental health disorders and common presentations in the workplace
- What signs and symptoms to pay attention to
- Prevention, early intervention (and late intervention) strategies to meet employee needs across the mental health continuum
- The interaction of mental health with work life cycles and stages
- An overview of psychosocial hazards in the workplace including examples
- Strategies for addressing psychosocial hazards effectively
- Frameworks, guidelines and tips for having effective conversations with staff regarding mental health and health management
- Options for reasonable adjustments to support staff to be well in the workplace
- Clarifying the pathways for effective performance with a collaborative approach to wellness and health management
- Where to go to for support and resources, internal and external

Flourishing Futures

Audience	People leaders and emerging leaders
Outcome	Build knowledge and skills to promote mental health and wellbeing
Duration	3.5 hours
Delivery Format	Interactive workshop available online or face-to-face
Participants	6 - 40 participants per workshop
Inclusions	A 2-sided single page Tip Sheet with tips, resources and recommended activities, plus template for conducting a situational analysis and a wellbeing action plan.

Program Description

This interactive workshop is for leaders, exploring how to promote health and wellbeing in the workplace. Grounded in positive psychology research and WHS considerations (including psychosocial hazards education), we review the mental health spectrum and consider programs and initiatives that have a mental health prevention focus, enhance culture and performance, and cultivate compassion. This includes how to promote programs, demonstrate wellbeing leadership, and explores the economic argument for investing in robust wellbeing initiatives.

Learning Goals

- The business and economic case for robust workplace wellbeing initiatives
- Recognise psychosocial hazards in the workplace and how to manage them
- Understand the leader's WHS obligations in regards to psychosocial safety
- Expand knowledge of the continuum of mental health
- Understand evidence-based strategies for enhancing culture, performance, and psychological safety
- Utilise positive psychology principles and practices for targeted prevention and early intervention strategies to support employees across the mental health continuum
- Have guidelines for developing and promoting wellbeing programs and initiatives in your workplace
- Create a wellbeing action plan for your workplace based a situational analysis
- Know where to go for support, in and out of the workplace

Program Overview/Structure

- The mental health continuum, the mental health journey, and the concepts of prevention and early intervention
- Identifying, assessing and addressing psychosocial hazards based on your WHS obligations
- Evidence-based workplace interventions for enhancing resilience, culture, performance, and psychological safety that meet different needs across the mental health continuum
- How to design, develop, promote and deliver wellbeing programs and initiatives
- Conduct a situational analysis on your workplace and/or team and create a wellbeing action plan based on this
- Where to go to for support and resources, internal and external

Change Crafting

Audience	Current and emerging leaders
Outcome	Learn how to lead adaptively and authentically through change
Duration	1 day
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	Self-reflection questionnaires, Workshop Manual including key information, references, recommended resources, and a personalised Leadership Development Plan

Program Description

This interactive workshop is for current and emerging leaders, on how to lead through change and complexity with resilience and authenticity. We explore the fundamental leadership capabilities and attributes that allow a leader to be adaptive and influential. The workshop is focused on understanding key leadership models, the VUCA environment (Volatile, Uncertain, Complex, Ambiguous), and essential change leadership skills.

Learning Goals

- Identify and reflect on your leadership strengths, traits, styles, and existing strategies
- Enhance your change management skills to meet the needs of the VUCA (Volatile, Uncertain, Complex, Ambiguous) environment
- Develop adaptive leadership strategies for managing your people through change
- Self-reflect on and strengthen your resilience and authenticity
- Craft your own leadership development plan

Program Overview/Structure

- Self-reflection questionnaires and activities to build self-awareness and identify leadership strengths and weaknesses
- Leveraging and developing leadership attributes and skills to meet the needs of VUCA (Volatile, Uncertain, Complex, Ambiguous) environments
- Exploration of transformational, adaptive, and authentic leadership models
- Receive guidelines for effective change management
- Strategies for building and tapping into resilience throughout the change process, before, during and after
- How to promote and foster performance in complex settings
- Transferring the learnings and insights of the workshop into a personalised Leadership Development Plan

Authentically Aware

Audience	Current and emerging leaders
Outcome	Learn how to lead with authenticity and emotional intelligence
Duration	1 day
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	Self-reflection questionnaires, Workshop Manual including key information, references, recommended resources, and a personalised Leadership Development Plan

Program Description

This interactive workshop is for current and emerging leaders, on how to be an effective and authentic leader with advanced emotional intelligence (EI). We explore authentic leadership and emotional intelligence models, evaluate current authenticity and EI capabilities, and embrace the value of empathy and compassion in the workplace.

Learning Goals

- Identify and reflect on your leadership strengths, styles, and existing strategies
- Enhance your emotional intelligence to lead with authenticity
- Develop adaptive leadership strategies for managing your people with integrity
- Strengthen your self-awareness and ability to lead authentically
- Foster your skills to epitomise empathic and authentic leadership
- Curate your idiosyncratic leadership development plan

Program Overview/Structure

- Self-reflection questionnaires and activities to build self-awareness and identify leadership strengths and weaknesses
- Utilising the self-rating Supportive Leadership Checklist (SLC) for finessing your supportive and strategic leadership development
- Exploration of authentic leadership and emotional intelligence in leadership theory and models
- Nurture your own wellbeing to embody and inspire self-care in your team, whilst ensuring your leadership style and performance is sustainable
- Foster a culture of safety and trust
- How authentic leadership and high EI increases employee engagement, loyalty, performance and organisational outcomes
- Transferring the learnings and insights of the workshop into a personalised Leadership Development Plan

Rebuilding Relationships

Audience	All employees
Outcome	Build effective communication skills to promote positive workplace relationships
Duration	3.5 hours
Delivery Format	Interactive workshop available online or face-to-face
Participants	6 - 40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive workshop is for everyone, and unpacks the building blocks to promote effective communication in the workplace. We cover a range of topics and strategies around communication styles and preferences, conflict resolution, managing difficult people, negotiation skills, and how to skillfully provide and receive feedback. The workshop is focused on skill building and practical applications, including role plays.

Learning Goals

- Understand and appreciate different communication styles and preferences
- Being dynamic with status and presence
- Responding calmly and effectively to difficult people
- Have effective conflict resolution strategies
- Learn the fundamentals of negotiation
- Know how to provide and receive feedback to continuous improvement and personal growth

Program Overview/Structure

- Taking different perspectives and increasing our knowledge and respect for difference
- Communication styles and preferences, using a range of relevant and evidence-based models and concepts
- Building awareness of personal triggers and how to navigate them
- Essential communication skills applicable to a diverse range of workplace situations
- Building emotional regulation skills to keep calm, confident, and in control
- Complete a conflict map
- Conflict resolution through self- and others-awareness, compassion, and assertiveness, with an outcome-focused framework
- The art of negotiation to create win-win outcomes and respecting the appropriate use of compromise
- Providing and receiving feedback purposefully and aligned with continuous improvement and personal growth goals
- How to be dynamic with status and presence
- Where to go for support, resources, and further learning

Trusting Teams

Audience	All employees
Outcome	Create a shared vision to build trusting relationships
Duration	3.5 hours
Delivery Format	Interactive workshop available online or face-to-face
Participants	6 - 40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive workshop is for everyone but is especially helpful for leaders, on fostering team building activities and in turn promoting effective teamwork in the workplace. We explore the essentials for functional teams, vision creation and maintenance, team charters, and running effective and efficient team meetings. The workshop is focused on skill building and practical applications, including role plays.

Learning Goals

- Understand the effective behavioural attributes that enhance team dynamics and build a high-performing team
- Leverage authenticity, growth mindsets and above the line behaviours in your team
- Create an individual/team vision and have the strategies to bring this vision to life
- Maximise team meeting effectiveness, individual accountability, and team member contributions to promote team cohesion and achieve objectives
- Foster trust in your team through solidifying group norms, identifying team values, promoting social sensitivity, and leading by example
- Create engaging and effective team building activities

Program Overview/Structure

- Completion of the Belbin's Team Roles profiling assessment to bring clarity to your of each individuals team members' role in order to understand the effective behavioural attributes to facilitate team progress and build a high-performing team
- Trust-building theory and practical exercises
- Team Vision Creation - workshopping your team's vision and how to communicate, reward, and goal-set based on the vision
- Functional Team Essentials - the Do's and Don'ts of team meetings, time management, roles and responsibilities, managing team dynamics, optimising and engaging each individual effectively
- Group Norms and Team Values - create inspiring and supportive Team Charters that provide healthy boundaries and bring team values to life
- Growth vs Fixed Mindsets and Above and Below the Line Behaviour models
- Guidelines for team building activities - in and out of the workplace
- Vulnerability and authenticity - opportunities, guiding principles, and intentional use

Stress Surfing

Audience	All employees
Outcome	Build practical skills to manage stress and promote mental health and wellbeing
Duration	1 hour
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive seminar discusses evidenced-based strategies to assist individuals to manage stress and to promote their mental health and wellbeing. This seminar includes information on known psychosocial hazards in the workplace and how to navigate them, and discusses basic stress and mental health management strategies.

Learning Goals

- Understand what stress is and its impacts
- Identify your individual stress signature
- Recognise the positives and negatives of stress on our health and function
- Have a basic understanding of psychosocial hazards in the workplace
- Manage stress optimally with evidence-based strategies

Program Overview/Structure

- Common psychosocial hazards in the workplace and steps that can be taken to minimise these
- Introduction to the Stress Curve (Yerkes-Dodson Law Bell Curve)
- What is good (eustress) and bad stress (hyperstress, distress)
- The effects of stress including physical, mental, emotional, and behavioural impacts
- How to recognise your individual responses to stress, known as your stress signature
- How to effectively manage stress with evidence-based strategies
- Introduction to the 5 Ways to Wellbeing
- Develop a personal action plan to make positive change

Resilience Raising

Audience	All employees
Outcome	Learn evidenced-based strategies to promote personal resilience
Duration	1 hour
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive seminar is grounded in positive psychology research and includes strategies to build and maintain personal resilience. We explore what resilience is, what impacts resilience, and how to build resilience using effective and accessible strategies.

Learning Goals

- Identify common forms of adversity and change
- Understand what resilience is and its benefits
- Gain insight into what positive psychology research tells us about learning to be more resilient
- Recognise different coping strategies and determine which are helpful and which aren't
- Understand how to build resilience, adapt to change, deal with ambiguity, and accept uncertainty
- Manage adversity and change optimally with evidence-based strategies

Program Overview/Structure

- What is adversity and common examples
- Change in the workplace - common examples, identifying recent lived experiences
- Common responses to adversity and change
- What is resilience and how it helps us manage adversity and change
- Overview of coping strategies, including adaptive and maladaptive forms
- Learning how to adapt to change, deal with ambiguity, and accept uncertainty
- How adversity and change offers an opportunity for growth and learning
- Positive psychology principles and practices that promote resilience and better outcomes both personally and professionally
- Develop a personal resilience plan

Clarifying Communication

Audience	All employees
Outcome	Learn practical skills to promote effective communication
Duration	1 hour
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive seminar covers practical ways to optimise communication in the workplace. We explore cognitive biases, communication styles and preferences, and discuss a range of communication tips and strategies in order to promote effective communication at work.

Learning Goals

- Identify different types and forms of communication
- Recognise and appreciate different communication styles and preferences
- Understand what cognitive bias is and the common types we experience
- Build skills in active listening, questioning, assertiveness, and conflict resolution with evidence-based strategies

Program Overview/Structure

- Exploration of different communication styles and preferences
- The importance of verbal and non-verbal communication
- Passive, aggressive, and assertive communication styles and uses
- What is unconscious/cognitive bias and common examples of bias
- Introduction to cognitive inference, which influences our thoughts, feelings and behaviours
- What active listening is, and effective questioning techniques
- Guidelines for defusing conflict successfully
- Develop a personal communication plan

Conflict Cruising

Audience	All employees
Outcome	Learn how to have difficult conversations effectively
Duration	1 hour
Delivery Format	Interactive seminar available online or face-to-face
Participants	6-40 people per workshop
Inclusions	2-sided single page Tip Sheet with tips, resources, activities, and links

Program Description

This interactive seminar focuses on teaching participants how to effectively manage conflict in the workplace. This includes self-awareness tips, how to manage our own emotions and reactions, assertiveness skills education, and where to go for support both within and external to the organisation.

Learning Goals

- Increase personal insight and self-awareness
- Know what your personal triggers are and how to manage them effectively with evidence-based strategies
- Have the ability to be more assertive, set up conversations for success, negotiate effectively, and defuse conflict
- Know where to go for support, in and out of the workplace
- Appreciate different perspectives and needs, and be able to create a conflict map

Program Overview/Structure

- How to build personal insight and self-awareness
- Common emotional triggers in communication including self-reflection
- How to manage your emotions when under pressure, including grounding, calming, and positive self-talk strategies
- Conflict mapping, including understanding and taking different perspectives
- Passive, aggressive, and assertive communication styles and uses
- Setting up for successful conversations
- Guidelines for defusing conflict successfully
- Tips for negotiating effectively
- Where to go to for support
- Complete a conflict map



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Resources

Understanding your legal obligations to creating a mentally healthy workplace is an important first step. Click on the links below to discover more.

[Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022](#)

[Work Health and Safety \(Psychosocial Risks\) Amendment Regulation 2022](#)

[Worksafe Qld Workplace Mental Health Toolkit](#)

[WorkWell Mental Health Improvement Fund](#)

[Worksafe Victoria Workwell Toolkit](#)

Next Steps

Now that you're ready to take the next step in creating a mentally healthy workplace, please don't hesitate to get in touch with us to discuss which programs are right for your team. We are here to guide and support you on your journey to leading a wellness solution that is optimal for your organisation.

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