



Thriving Teams Program

Supporting employee wellbeing and engagement as people return to work after COVID-19



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ABOUT THE TRAINER

Maria Brett is an organisational development expert who provides training and coaching services to develop courageous leaders and thriving teams.

Maria has more than 20 years' experience as a leader in the non-profit sector. For ten years, she was CEO of the Counselling and Psychotherapy Federation of Australia where she achieved substantial growth and built a purpose-driven culture based on ethics, resilience and wellbeing.

As a psychotherapist and as former CEO, Maria brings a unique approach to her work as a trainer and coach. She has integrated a lifetime of learning about mindfulness, resilience and leadership, and her own personal growth journey, to design programs to inspire others to grow, both personally and professionally.



Thriving Teams Program

The Thriving Teams Program offers three Learning Modules to support people to return to work following COVID-19.

The Program is designed with flexibility in mind. Choose one or two modules to support your teams, or offer all three modules to have a deeper impact on employee wellbeing and engagement.

Program delivery can be via Zoom or in person.

The Modules build employee engagement by focussing on three interconnected areas for team development:

- 1. Wellbeing** - Thriving in the Age of Disruption
- 2. Purpose** - Working with Purpose, on Purpose
- 3. Self-Management** - Mind the Gap: Managing Yourself When the Pressure's On

Each module includes a training session to teach principles and strategies, and a group coaching session to apply learning to real-life situations.

BONUS VIDEO TRAINING

- 4. Supporting Wellbeing with Emotional Intelligence**



Why is this Program needed?

COVID-19 has been the most significant disruptive event of our lifetime. Many people remain concerned about the health impacts of the virus, and anxious about living with COVID, and returning to the workplace. People may need time off work due to illness or caring responsibilities, adding to current workforce shortages which are already putting significant pressure on workers. Workplace stress also impacts negatively on workplace behaviour, undermining team communication.

Extended lockdowns in Victoria have had a negative impact on psychological wellbeing, with a marked increase in negative emotions. Employee engagement has also declined, despite an overall increase in life evaluation which measures whether people are thriving in life generally.

Negative Emotions experienced during a lot of the previous day in Australia

| | |
|---------------|--|
| DAILY WORRY | Up from 31% in 2021 to 36% in 2022 |
| DAILY STRESS | Up from 45% in 2021 to 47% in 2022 |
| DAILY ANGER | Up from 13% in 2021 to 14% in 2022 |
| DAILY SADNESS | Up from 17% in 2021 to 20% in 2022 |

Employee Engagement and Life Evaluation in Australia

| | |
|----------------------------|--|
| EMPLOYEE ENGAGEMENT | Down from 18% in 2021 to 17% in 2022 |
| LIFE EVALUATION (Thriving) | Up from 57% in 2021 to 63% in 2022 |

SOURCE: Gallup, *State of the Global Workforce* (2022)

Returning to the workplaces after COVID-19

The workplace has changed forever since COVID-19. In Victoria, after long periods of home-working due to COVID lockdowns, there is an understandable reluctance to return to the office. This is another major upheaval that will require significant changes to people's work and life routines. People who have been working together virtually for extended periods may have never met in person, so working together in person could make some people feel nervous and anxious. Returning to commuting, and juggling life and work, can be tiring and even overwhelming.

Re-adjusting to the workplace is a process that will take some time. While this process will be stressful for many people, it's also an opportunity to refresh workplace practices and culture, and to increase engagement by supporting people's wellbeing.

Some encouraging engagement statistics

Employee engagement has substantial benefits for organisations, including higher rates of employee retention and client loyalty, improved organisational performance, and increased stakeholder satisfaction. Gallup's analysis compared the performance of engaged and actively disengaged teams and found as follows:

41% lower absenteeism

70% fewer safety incidents

17% higher productivity

10% higher customer ratings

24% less turnover (in high turnover organisations)

59% less turnover (in low turnover organisations)

SOURCE: Gallup, *Building a High Development Culture Through Your Employee Engagement Strategy* (2019)

What is the impact of the Program?

The Thriving Teams Program supports participants to move from “below the line” challenges, which lead them to be **DISENGAGED**, to “above the line” challenges which, become possible when people are **ENGAGED**

| | YOUR CHALLENGES | HOW YOU SHOW UP AT WORK | THE STRATEGIES |
|------------|--------------------------|-------------------------|-----------------|
| Engaged | Adapting to change | Resilient | Courage |
| | Working together | Collaborative | Connection |
| | Performance Improvement | Committed | Confidence |
| Disengaged | Distraction and overload | Scattered | Self-Management |
| | Stress and burnout | Exhausted | Wellbeing |
| | Complete Overwhelm | Absent | Purpose |

PROGRAM OVERVIEW

Pre-program

- ❖ Wellbeing Self-assessment (15 minutes)
- ❖ Bonus video training on emotional intelligence to support wellbeing (1.5 hours)

Delivery of one or more of the Thriving Teams learning modules - Each module includes:

Session 1 - Training (2 hours)

- ❖ Experiential training delivered in person or via Zoom
- ❖ Individual Action Plan

Session 2 - Implementation (1.5 hours taking place 1 or 2 weeks later)

- ❖ Further exploration of the topic, in group coaching format, to embed and implement learning
- ❖ Reviewing implementation of the Action Plans

Post-program

- ❖ Repeat of the Wellbeing Self-Assessment (15 minutes, 4 weeks after the Program) to review progress



MODULE 1: Thriving in the Age of Disruption

2 hour training session plus 1.5 hour group coaching
Can be delivered via Zoom or in-person

COVID-19 has been the most significant disruptive event of our lifetime. This training module is designed to support teams to improve their wellbeing and resilience as they adjust to life with COVID. Drawing on neuroscience, the training explores how we're wired for resilience, and applies this learning to workplace wellbeing. You will learn practical strategies to strengthen your wellbeing, improve your boundaries and self-care skills, and adapt to the challenges and uncertainty of the 21st century.

Learning Outcomes

- 1.** Assess your level of wellbeing and resilience and identify aspects of these you need to develop further
- 2.** Apply self-care strategies to strengthen your resilience and improve your physical and mental wellbeing
- 3.** Experience greater calm and positivity, and increased capacity to adapt to life with COVID-19



MODULE 2: Working with Purpose on Purpose

2 hour training session plus 1.5 hour group coaching
Can be delivered via Zoom or in-person

When your wellbeing is impacted by the stress of life and work, one very valuable strategy is to connect with your purpose. This session will strengthen your understanding of your personal and work purposes through a deep exploration of values. Learn how your values align with the values of your organisation, and how to put values into practice with workplace behaviours. Re-engage with the reasons you chose the work you do, and renew your commitment to your organisation's mission.

Learning Outcomes

- 1.** Identify your core values and how these align with the values of your organisation
- 2.** Gain practical skills to put values into practice in your workplace behaviours
- 3.** Increase your motivation for doing the work you do and your commitment to the mission of your Organisation and Team



MODULE 3: Mind the Gap: Managing Yourself When the Pressure's On

2 hour training session plus 1.5 hour group coaching
Can be delivered via Zoom or in-person

In this module you will learn how to cultivate awareness in the way you work, especially when you're under pressure or experiencing work-related stress. Learn practical self-management skills that will reduce your reactivity and enable you to stay calm under pressure. Mindfulness skills will help you to "mind the gap" between your feelings and your responses, and improve the way you communicate with others at work.

Learning Outcomes

- 1.** Increased awareness of your emotional states, particularly when you're under pressure at work
- 2.** A calmer presence in the workplace and less reactivity in your communication and work relationships
- 3.** Skills to establish a regular practice of mindfulness activities to support ongoing development of your awareness



VIDEO TRAINING: Supporting Wellbeing with Emotional Intelligence

4 x 15 minute videos each with 15 minutes of activities

The video training provides self-directed learning on emotional intelligence to support wellbeing. The focus is on deepening self-awareness, particularly awareness of the body, feelings and thoughts. You will learn how to put emotionally intelligent work behaviours into practice, and to establish good boundaries that will support self-care and wellbeing. The video training can be completed at any time during the *Thriving Teams Program*, but is ideally completed prior to Program commencement.

Learning Outcomes

- 1.** Increased self-awareness of body, feelings and thoughts, particularly in relation your own wellbeing
- 2.** Confidence identifying your wellbeing and self-care needs, and setting boundaries to support these
- 3.** Commitment to honesty with yourself and others about your physical and mental health needs, and commitment to taking action on self-care

Wellbeing Self-Assessment

The Thriving Teams Program includes completion of a Wellbeing Self-Assessment. This measures employee wellbeing across the seven dimensions of wellbeing in the Resilience Model of Workplace Wellbeing.

These dimensions of wellbeing are widely recognised as having an impact on wellbeing, not only in the workplace but in the wider context of an employee's life.

The Self-Assessment is completed online and the results are forwarded to participants as a Report. The Report highlights strengths and areas for improvement across the seven dimensions of wellbeing.

Participants complete the self-assessment prior to the Program, and again four weeks after Program completion, to review progress.



The Resilience Model of Workplace Wellbeing

Program Inclusions

1 MODULE

5.5 Learning Hours

Live Training - 2 hours

Group Coaching* - 1.5 hours

Video training - 1.5 hours

Wellbeing Self-Assessment
Completed twice - ½ hour

2 MODULES

9 Learning Hours

Live Training - 4 hours

Group Coaching* - 3 hours

Video training - 1.5 hours

Wellbeing Self-Assessment
Completed twice - ½ hour

3 MODULES

12.5 Learning Hours

Live Training - 6 hours

Group Coaching* - 4.5 hours

Video training - 1.5 hours

Wellbeing Self-Assessment
Completed twice - ½ hour

*Coaching is delivered in one group of 12 people for the Zoom option, or in two groups of 11 people for the In-person option



Maria Brett
The Growing Edge



Contact Maria Brett to Enquire About the Program

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Book a Free Discovery Call

www.maria-brett.com/discovery-call