

Safety, Wellbeing and Performance plan

Embedding wellbeing in your organisation as the key to a high performance culture.

Employee wellbeing and organisational performance are inextricably linked. People can't be expected to do their best work if the system they're working in does not support them to be at their best.

While traditional approaches to safety and wellbeing tend to advocate for more – more initiatives, more resources, more training – our approach is to leverage existing work design, entitlements, learning and development programs and policies to support people's wellbeing.

We work with you to identify challenges and strengths in your organisation; provide direction on interventions and initiatives to promote wellness; and build a clear pathway to improve organisational, team and individual performance over time.

We are also able to provide you with an assessment of how your organisation is tracking against ISO10045.

“We are proud of our plan, we can now implement initiatives that meaningfully contribute to the performance of our organisations and we can see the impact they have on our people's wellbeing.”

– Program participant, Feb 2022

About the Safety, Wellbeing and Performance plan

Embedding wellbeing as a strategic enabler of high performance across your organisation.

Who it's for

- Executive or senior leaders
- Safety and Wellbeing teams
- HR

Outcomes

- Alignment on safety and wellbeing as an organisational priority and strategic enabler of high performance.
- Direction on wellbeing initiatives to support wellbeing and performance
- A measurement framework to assess the impact of tactical interventions on organisational safety, wellbeing and performance.
- An assessment of how you are tracking against ISO 10045

Format and delivery

Delivered over 8-16 weeks:

- 2 x in-person or virtual workshops with up to 35 participants.
- ~ 12 key informant interviews with identified stakeholders.
- Final report and report-back meeting
- One month of implementation support.

Three steps to build a Safety, Wellbeing and Performance plan for your organisation.



01
Engage



02
Design



03
Implement

Development process

We use the following process to build a Safety, Wellbeing and Performance plan for your organisation that is evidence-based, measurable, and culturally-aligned.



01 Engage

In collaboration with you we will define strengths and opportunities, and how we will measure success, through:

- **A co-design workshop** with a specifically selected working group.
- **A review of relevant organisational data and materials.**



02 Design

We will identify evidence-based interventions and verify that these are culturally appropriate through:

- **In-depth interviews** with people from across all levels and sectors of your organisation.
- **A second co-design workshop** with the working group.



03 Implement

We will deliver the strategy, which includes:

- **Interventions** for improved performance.
- **A roadmap** for implementation.
- **A measurement framework** that provides you with a set of metrics to assess the effectiveness of your interventions in line with your business performance goals.

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Implementation support

To support the implementation of your plan, we offer a monthly retainer package that provides access to a range of additional Wellbeing Outfit services.

Individual and team coaching to develop and support positive behaviours.

Masterclass series to embed wellbeing as part of high performance.

Advisory services to help implement and measure the effectiveness of interventions.

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We help organisations drive the performance of their business through improving the safety and wellbeing of their people.



BOOKINGS & MORE INFORMATION

Please contact us to discuss your organisation's specific requirements. We'd love to help.

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