

Culture Series

Creating a high wellbeing, high performance culture that enables organisations, teams and individuals to be at their best.

The Culture Series equips organisations, teams and individuals with the knowledge, strategies and tools to be and perform at their best, and is our response to two questions facing organisations today:

How do we mobilise our people to achieve our team and organisational goals in the face of challenges and uncertainty?

Having a clear vision for your organisation and team of when they are at their best, and having your people feeling connected to this through understanding their place in the narrative, are key to achieving your goals.

Also key is having a disciplined practice that keeps the vision alive and in focus for your organisation and team.

How do we maintain our people's focus on the right work, so they're not distracted by work that's not contributing to us achieving our goals?

Understanding the role that mindset plays in shaping wellbeing and behaviour, and having the strategies to develop the optimal mindset, enables us to focus on the things we can control and let go of the things that we can't.

The Culture Series builds a high wellbeing, high performance culture through two programs:

Program 1:

Culture Architect

Creating a high wellbeing, high performance culture for your *organisation* or *team*.

Program outcomes

- Alignment on what it means to be high performing.
- Empowers your organisation/team to stay accountable to high performing behaviours.
- Equips your organisation/team with a process to face the critical issues.
- Galvanises your organisation/team towards mastery.

Program 2:

Personal Architect

Helping *individuals* create a high wellbeing, high performance mindset.

Program outcomes

- Understand the relationship between purpose, wellbeing and performance.
- Toolkit for developing a high wellbeing, high performance mindset.
- Knowledge, tips and strategies for establishing helpful habits.

Our understanding of the optimal workplace environment for high wellbeing and high performance is grounded in the research of Jim Collins, Angela Duckworth, James Clear and others.

Your learning journey

Both programs in the Culture Series follow the same three-step delivery process.



1
Design
your story



2
Build
your story



3
Live
your story

Why the Wellbeing Outfit?

- ✓ **Specialist facilitators** in workplace mental health, wellbeing, and cognitive performance.
- ✓ **Evidence-based content** that challenges thinking, drives action, and supports lasting change.
- ✓ **Discussion and small-group activities** to leverage the experience of others.
- ✓ **In-person or virtual** delivery.
- ✓ **Practical program resources** to embed practices.
- ✓ **Program customisation** options.



Culture Architect

Creating a culture of high wellbeing, high performance for your organisation or team, and building a pathway to help get you there.



Who it is for

- Senior leaders
- Teams or divisions



Time required

3 x 2-hour workshops delivered either face-to-face or online.

Program outline

The Culture Architect consists of three workshops, with the option to engage additional services to deepen learning and support continual growth.



1 Design your story

Identifying who your team are at their best.

Outline

- Welcome and introduction.
- Overview and theoretical underpinnings
- What is holding us back from being at our best right now.
- The team at its best: Write your story.

2 Build your story

Identify the operating culture that will enable you to prevail

Outline

- Check in on mindset.
- Check your story.
- Inspiration from a high wellbeing team
- Define the actions and behaviours that enable you to live your story.

3 Live your story

Use the story to effectively address critical issues.

Outline

- Welcome and recap
- From Good to Great: Addressing critical issues.
- Strategies to facilitate effective critical facts sessions
- An example of a critical facts session
- A critical conversation in your team.



Additional services

Following the core program, we offer a range of additional services to help you sustain high wellbeing and performance.

- + **Individual and team coaching** to develop and support positive behaviours.
- + **Performance masterclasses** to ensure that critical issues are being raised and addressed.
- + **Advisory services** to embed wellbeing as a part of high performance.

The Culture Architect program is a part of the Wellbeing Outfit's Culture Series. Visit our website for information about other programs in the series.



Personal Architect

Building a high wellbeing, high performance mindset that enables you to be at your best.



Who it is for

All staff



Time required

3 x 2-hour workshops delivered either face-to-face or online.

Program outline

The Personal Architect is a wellbeing program consisting of three workshops, with the option to undertake additional workshops to deepen learning.



1 Design your story

Shaping your wellbeing for optimal performance.

Outline

- Define mindset and its relationship with your brain
- An introduction to grit and how it frames our mindset
- Identify your short and longer term purpose

2 Build your story

Laying the foundations to live your best life.

Outline

- Reflect on your level of satisfaction with the key areas of your life
- Understand what it means to be a realistic optimist
- Explore strategies required for you to confront the critical issues that prevent you from being at your best

3 Live your story

Creating habits to live your best life each day.

Outline

- The neuroscience of habit formation and change
- Identify strategies to make habits stick
- Develop an action plan



Optional

Specialist guest speakers

We can facilitate additional workshops with guest speakers who have strong backgrounds in wellbeing and high performance.

The purpose of these sessions is to further expose participants to real world scenarios where people have excelled in difficult circumstances.

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