

# Wellbeing Works



*Sparking positive change*

## Workplace Services

**Resilience & Wellbeing  
Team Collaboration  
Positive Leadership**

**Workshops | Programs | Coaching | Consulting**  
**[www.wellbeingworks.net.au](http://www.wellbeingworks.net.au)**

## What we do

Wellbeing Works provides development solutions for organisations to optimise the potential of people. Through consulting, coaching and development program services, we develop competence in your people to build individual resilience and wellbeing strategies, create highly effective and collaborative teams, and cultivate high-quality relationships to create a culture of connection and care with colleagues, clients and the community that leads to high performance outcomes.

Our programs put into practice, research from the fields of Positive Psychology (what makes people thrive) and Positive Organisational Scholarship (POS), an area of organisational research that identifies the positive patterns, dynamics and processes that lead to excellence in organisations.

## Our impact

Our services help build great workplaces that:

- enable people to thrive at work to be energised to perform well
- reduce workplace stress and negativity and increase optimism and wellbeing
- enhance employee engagement using strength-based approaches
- navigate change using agile mindsets
- optimise team performance through collaborative practices

## About Us

Marcia Ryan, Founder of **Wellbeing Works**, has extensive experience consulting to organisational leaders and teams seeking guidance to create positive change, maximise talent, enhance employee engagement and build high performing teams. She has coached many leaders to competently lead others through the challenges of organisational change with strength, care and optimism.



Marcia holds a Master of Applied Positive Psychology and her services provide the practical application of this science into workplaces to maximise human potential. Through consulting, coaching and delivering educational workshops and programs, Marcia helps organisations develop the capability of their people to thrive at work to achieve high performance outcomes. Her interactive and engaging programs are engaging and information, providing practices to immediately embed back at work for sustainable growth and positive change.

## Service Listing:

A summary of services and programs is listed below. More information is on our [website](#) or contact us to find out more about how we can support you to create a workplace culture that fosters high performance and human flourishing.

## Development Workshops, Programs & Keynotes

<b>Organisational development</b> Positive Organisations   Leadership development   High Performing Teams	
<b>Positive Leadership Practices</b>	<b>Cultivating Collaboration™</b>
Leadership practices to guide teams to perform at their peak and create a team culture that leads to higher levels of productivity. Introduces a Positive Leadership framework, focusing on creating a positive climate, supportive relationships, effective communication and meaningful work to create positive change in their team to motivate, optimise and enhances performance.	Rapidly build the quality of your interactions with colleagues to build cohesive and collaborative teams. Communicate, connect, work cohesively and build psychological safety in groups. Build skills to foster high quality connections that are the hallmark of high performing teams. Build skills to build trust, respectfully engage, enable success and foster social cohesion to strengthen working relationships.
<b>Play to your strengths</b>	<b>Elevate your emotional intelligence</b>
Identify your talents and strengths and those of your team. Learn how to apply these at work to be more motivated, engaged and perform at your peak. Appreciate diversity of talents to capitalise these to improve productivity, innovation and engagement. A range of strength measurement tools options available	The way we navigate our relationships and stressful situations is often a marker of our success. Develop EI skills to build self-awareness to manage yourself and help others understand and manage their emotions. Enable better communication and enhance relationships with colleagues & customers for more effective outcomes.

<b>Resilience and wellbeing programs for individual, team and organisational wellbeing</b>	
<b>Ready &amp; Resilient™</b>	<b>IMPROVE your wellbeing™</b>
Learn techniques that empower individuals to confidently navigate workplace stressors with greater agility. Assess effectiveness of current coping techniques. Introduces evidence backed techniques to proactively build resilience, develop resolve during stressful situations and be able to bounce back from setbacks to perform effectively.	Applies positive psychology science to enhance employee and team wellbeing. Using Seligman's PERMA wellbeing framework, measure your wellbeing and learn evidence informed practices to proactively build healthy habits to maintain and manage your wellbeing. Develop competence to be more mentally, emotionally, socially and physically robust to feel good and perform at your best at work and beyond.

Delivery modes:		
<b>Keynote/Speaking</b>	<b>Workshops:</b>	<b>Programs:</b>
<ul style="list-style-type: none"> <li>1-hour presentation</li> </ul>	<ul style="list-style-type: none"> <li>Full day facilitated workshops</li> <li>Half day facilitated workshops</li> <li>Virtual delivery options</li> </ul>	<ul style="list-style-type: none"> <li>Blended solutions -coaching, workshops and advisory support to embed practices at work</li> </ul>

Consulting Services		Organisational coaching
<b>Wellbeing</b>	<ul style="list-style-type: none"> <li>• Wellbeing strategy and implementation</li> <li>• Appreciative Inquiry</li> <li>• Wellbeing assessment &amp; measurement</li> <li>• Wellbeing competency development</li> <li>• Proactive mental health initiatives</li> <li>• Wellbeing Workplace Workouts</li> </ul>	<p>Individual coaching packages to maximise your potential</p> <ul style="list-style-type: none"> <li>• Gain clarity of your desired future state</li> <li>• Develop strategies for navigating challenges,</li> <li>• Create energising goals and support strength-based development to achieve positive outcomes.</li> </ul> <p>Coaching work may include:</p> <ul style="list-style-type: none"> <li>• Resilience skill development - grit, perspective and growth mindset</li> <li>• Strategies to navigate obstacles, setbacks and your negativity bias</li> <li>• Balancing wellbeing and goal accomplishment to feel good and perform well</li> </ul>
<b>Organisational culture change</b>	<ul style="list-style-type: none"> <li>• Appreciative inquiry</li> <li>• Positive leadership</li> <li>• Positive organisational change                             <ul style="list-style-type: none"> <li>○ Create it</li> <li>○ Lead it</li> <li>○ Live it</li> </ul> </li> <li>• Behavioural change agility                             <ul style="list-style-type: none"> <li>○ Change Mindsets</li> <li>○ Tiny habits - big impact</li> </ul> </li> </ul>	<p>Individual coaching packages available</p> <p>Coaching work may include:</p> <ul style="list-style-type: none"> <li>• Finding meaning and purpose in your work</li> <li>• Values driven leadership</li> <li>• Setting great goals that motivate change</li> <li>• Mapping pathways for successful goal implementation</li> <li>• Maximise your strengths - Strength-based development to boost engagement and performance</li> <li>• Cultivate high quality working relationships for better business outcomes – connect and collaborate for effective performance outcomes</li> </ul>

Contact us to discuss your need and how we might support you to create positive behavioural change in your workplace.