



# INTEGRATED APPROACH TO WELLNESS

CULTURAL LEADERSHIP PROGRAM

Large construction projects can cause high stress, anxiety, and depression among team members. This can lead to dysfunction, siloed decision-making, high attrition, and low productivity. The Integrated Approach to Wellness creates a culture of synergy and high performance by addressing critical issues such as low motivation, communication breakdowns, and lack of accountability. Our program empowers teams to overcome obstacles and achieve lasting success. Partner with us to transform your team's dynamics and unlock their potential.



**LYSANDER**

Finalists in Best Leadership Development Program 2019 & 2022.

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## AN INTEGRATED APPROACH TO DRIVING CULTURAL CHANGE

Embedding cultural change in the workplace is complex and requires a multifaceted approach. When achieved, a leadership team can confidently model the desired behaviours from the Executive team down. Our approach empowers construction leaders with the Emotional Intelligence to drive real cultural change throughout their organisation. We partner with businesses and projects, implementing a careful but sophisticated solution that incorporates a comprehensive 9-month program. This includes an evidence-based 360° leadership style diagnostic, one-on-one debriefs and coaching, and workshops. Our solution was developed in partnership with leading health and safety construction experts and evaluated at each stage by Professor Luke Downey and the Swinburne University of Technology.

Upon completion, participants will be equipped to:

- Develop leadership strength and embed real cultural change through workshops and coaching
- Take a preventative approach to mental illness, promoting wellbeing and preventing mental health-related injuries
- Foster a culture of trust, openness, and innovation, breaking down communication barriers, removing silos, and encouraging cross-functional collaboration
- Promote greater collaboration to help teams work more efficiently and effectively towards a common goal
- Address issues to mitigate risks and build an engaged and productive workforce, reducing turnover and enhancing loyalty



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### ARE THERE ANY WORKSHOPS?

Our program offers diverse face-to-face workshops for construction leaders to share knowledge, consolidate learning, set strategies, and tackle business challenges. These workshops provide valuable insights and develop the skills needed for success.



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### ARE COACHING SESSIONS INCLUDED?

Our approach includes a series of one-on-one coaching sessions to personalise and build upon workshop learnings, promoting embedding and sparking groundbreaking change.



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### WHO'S IMPACTED?

Our approach benefits everyone on the project. We start with work at the leadership level to set the direction of cultural change and by strengthening leadership capability to equip them with the skills to lead teams and establish a culture of trust and openness. Finally, each team has a chance to immerse in the culture strategy and spends time together to enhance cohesion, address issues, and build an engaged, productive and psychologically safe workforce.

## THE INTEGRATED APPROACH WILL CONSIST OF:

### □ CULTURE STRATEGY DEVELOPMENT WORKSHOP

By setting clear expectations and defining measures of success, behaviours, and priorities, this workshop helps teams create a simple yet powerful map of what is expected of everyone. This focus empowers teams to build motivation and improve performance while promoting a culture of mental health and wellbeing.

### □ BEING A TRANSFORMATIONAL LEADER WORKSHOP

In this program, leaders are fully immersed in the world of transformational leadership, building their knowledge and awareness of each style and gaining powerful insights from their debrief. This transformative experience empowers leaders to drive positive change, unlock their full leadership potential, and become the inspirational leaders they were always meant to be.

### □ CLS360 SURVEY & DEBRIEFS

Leaders complete the CLS360 Leadership Survey, an evidence-based tool measuring leadership behaviours in eight styles. Leaders then work with an accredited coach to explore their style and set action plans to address any behaviours that impact mental wellness. During the second debrief, leaders review progress and have an action plan for ongoing monthly coaching. This helps them understand their strengths and behaviours that impact others and fosters a more supportive culture.

### □ TEAM CULTURE AND PERFORMANCE

The workshop provides a structured process for teams to assess their cultural cohesion and work towards a desired culture. By engaging all individuals in the future vision and addressing the practicalities of achieving that culture within their team, the program identifies areas for change and helps teams set shared goals. This fosters a more cohesive team culture and enables teams to work together more effectively.



### □ COACHING CONVERSATIONS

Empowering leaders to adopt a coaching style of leadership has a profound impact on their employees' short-term and long-term development. Our workshops provide practical training in coaching conversations that shift employees towards a positive mindset, creating a culture of support and growth. This approach fosters strong, meaningful relationships and helps employees understand their worth, feel valued, and develop a clear pathway towards their goals.

### □ LEADING THROUGH CHANGE

Immerse in understanding the mechanics of the human response to change and explore the pivotal role that leaders can play in providing support, guidance, and inspiration to their teams.

### □ EMBEDDING

We're on a mission to transform workplace culture by embedding a culture strategy crafted by the participants throughout the project site. We partner with leaders to establish a clear vision and direction for the cultural change, providing expert guidance to align the culture strategy with the new vision. We embed a culture of collaboration and strengthen team cohesion, ensuring that the culture shift endures for the long term.

### □ ONE-ON-ONE COACHING SESSIONS

Leaders receive a series of personalised coaching sessions to support them in enhancing their Emotional Intelligence and leadership skills and effectively embedding the culture strategy. These coaching sessions serve as a space for reflection, growth and accountability, empowering leaders to drive real change and create a workplace where every individual can feel safe, valued and listened to.