



# *Work Smarter. Lead Well.*

2023 Wellbeing & Leadership Programmes

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# The only certainty in the 2020s is uncertainty and huge doses of it...

IT'S ABOUT THE WILLINGNESS TO STEP UP, PUT YOURSELF OUT THERE, AND LEAN INTO COURAGE. THE WORLD IS DESPERATE FOR BRAVER LEADERS. IT'S TIME FOR ALL OF US TO STEP UP", BRENÉ BROWN - DARING TO LEAD

Even during the best of times, we need highly emotionally intelligent leaders who are self-aware of the impact their words and actions have on others. However, these skills are even more critical during times of uncertainty.

New skill sets, mindsets, and behaviours to sustain this new world are desperately needed with significant burn out, decision fatigue, productivity paranoia, and a mental health decline evident.

As leaders, we need to upskill so we can better support and equip ourselves and our people to deal with uncertainty, foster resilience, reset ways of working and ultimately adapt and sustain the pace of change/uncertainty.

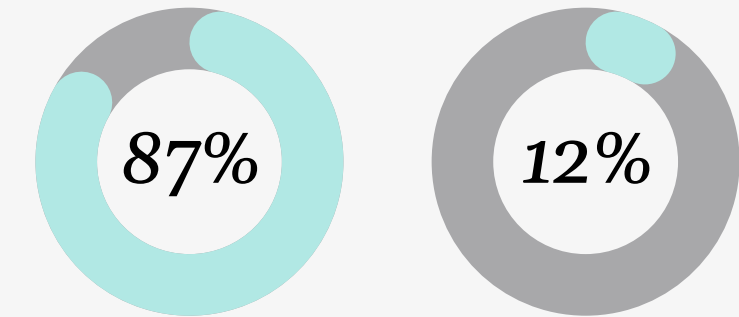
And we need to move **FAST** as baseline fatigue is real, our people feel unsupported despite our efforts, the cost of stress related claims escalating, and our people are simply leaving as they are not happy at work.



## Productivity Paranoia

There is a stark disconnect between the portion of leaders who say they have full confidence their team is productive (12%) and the portion of employees who report they are productive at work (87%).

<b>Employees</b> report they are productive at work	<b>Leaders</b> say they have full confidence their team is productive
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Survey respondents were asked, "On a typical day, how much do you agree or disagree with the following? 'I feel productive when I work' Survey respondents in a leadership role were asked, "How much of a challenge is the following when thinking about new changes brought about by the shift to hybrid work? 'Having confidence that my employees are being productive'

## Top 5 Mental Health Statistics (2023)

- #1 - Around 1 in 6 people (14.7%) experience mental health problems in the workplace.
- #2 - Since the pandemic, 81% of workplaces have increased their focus on employee mental health.
- #3 - 1 in 3 employees still feel that mental health support in their workplace is inadequate and would like more support from their employers.
- #4 - Nearly half (48%) of employees say their mental wellbeing declined in 2022, and 28% said they are miserable in their workplace.
- #5 - 60% of employees also reported feeling emotionally detached at work. Only 13% of employees feel comfortable discussing their mental health in the workplace.

This situation is costing companies, with a \$543m compensation payout for work related mental health conditions and 12 billion working days lost every year to anxiety and depression.

# *The reality is....our leaders need to be upskilled to navigate today's world*

By arming our leaders and our people with 21st century skills, strategies and techniques, they will be better able to lead themselves, model the behaviours they wish to see in their team, collectively navigate change, collaborate better and create a safe environment where people can perform at their best.

## Leaders need to:

- lead themselves first so they can model the behaviours they wish to see in others
- find new ways to motivate and inspire their people to perform at their best
- deepen their emotional intelligence skills and their ability to connect and motivate others
- be adaptive to changes and lead with authenticity
- sustain the pace by staying energised and focused
- create space and time to maintain perspective and clarity

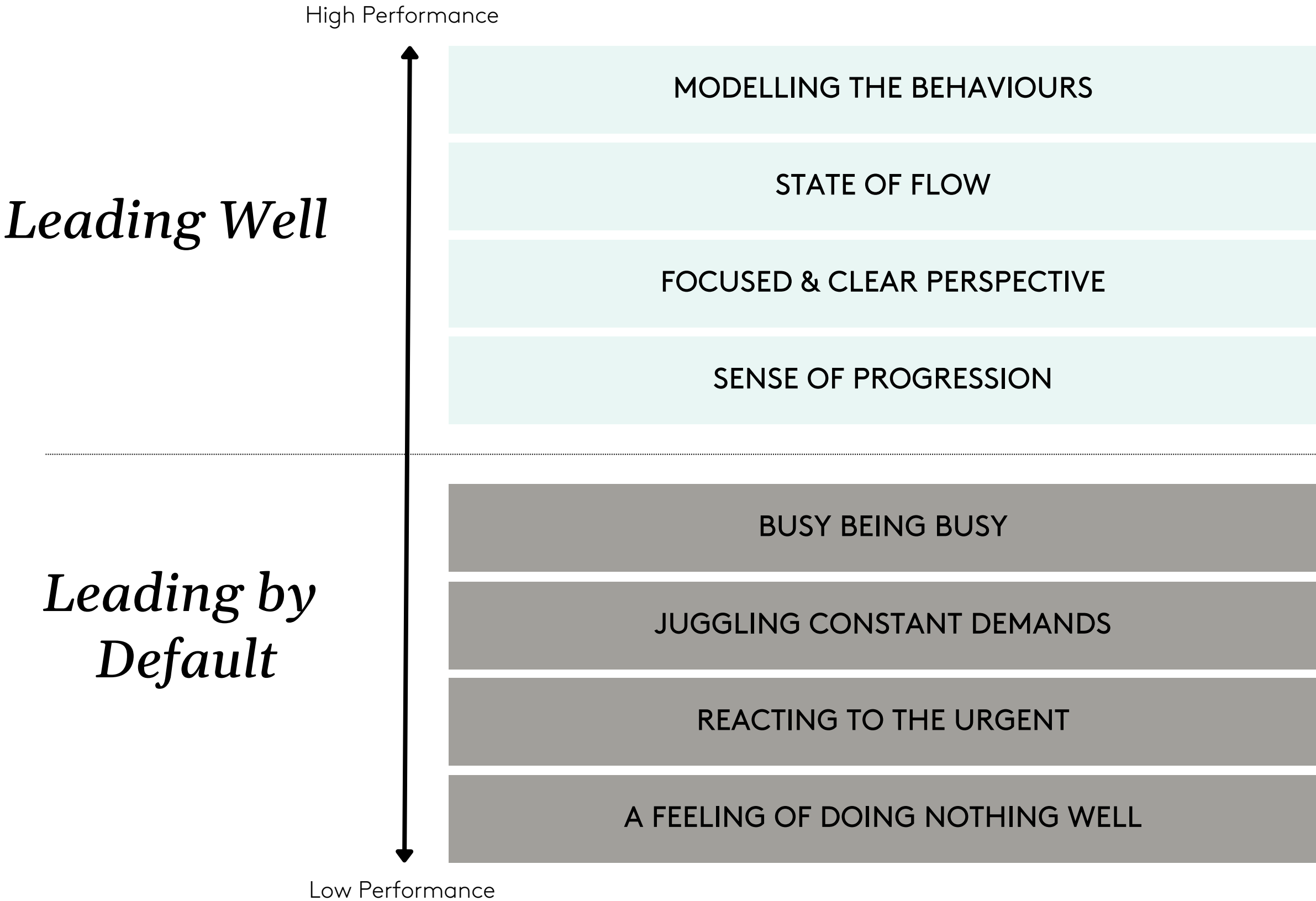
So ultimately, they lead by design not by default.





# *From Leading by Default to Leading Well*

Leading well has become a non-negotiable for our leaders to show up sustainably





*Work Smarter.  
Lead Well.*

2023 Masterclass Series

# Work Smarter. Lead Well.

## Masterclasses

THREE MASTERCLASSES TO CHOOSE FROM:



### Work Smarter



### Resilience & Best Self



### Performance Mindset

WHAT THIS IS

- 2 hour webinar or in-room experience designed to up skill leaders and their teams to perform at their best.
- Designed using proven best practice methodologies.
- Interactive. High energy. Immediately Actionable.
- Workbook and resource materials to embed beyond the room.

## PERFECT FOR

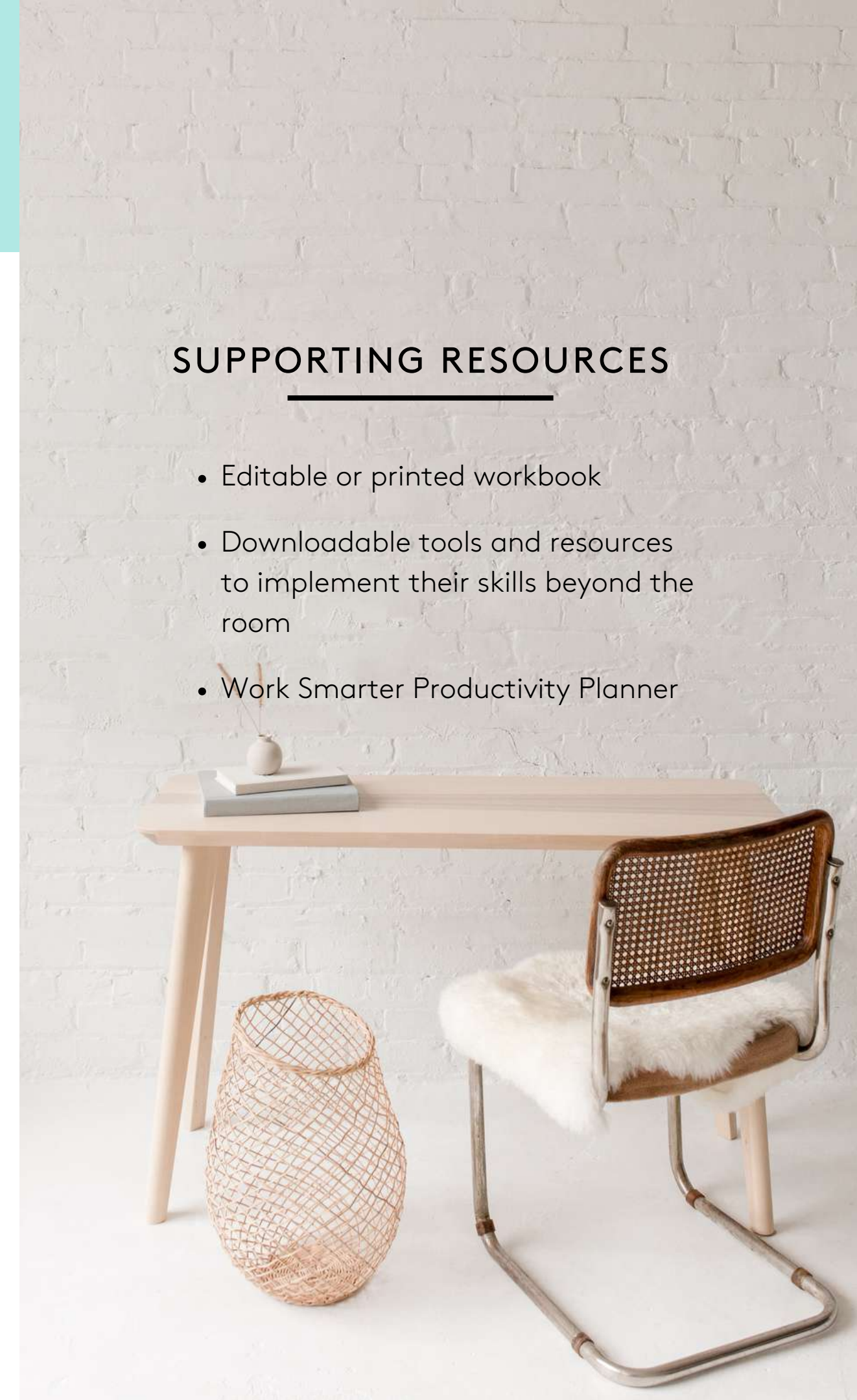
- Supporting people on how to be more productive in hybrid/asynchronous working environments
- How to gain focus in an 'always on world' full of distractions and better prioritise what truly matters
- Finding a smarter way of working that improves efficiency and effectiveness
- Ease overwhelm by providing proven best practice methods that work
- Creating a sense of accomplishment with a sense of progress and flow
- Understanding how you work at your best and manage your energy

## WHAT YOU WILL LEARN

- The Productivity Formula
- A bespoke productivity system that works
- Learn three best practice productivity methods and productivity hacks
- How to master and prioritise your to-do list
- Email hacks and tips to tackle your inbox
- Weekly Planning and practices to sustain your week with the right focused effort

## SUPPORTING RESOURCES

- Editable or printed workbook
- Downloadable tools and resources to implement their skills beyond the room
- Work Smarter Productivity Planner





# Resilience & Best Self

## PERFECT FOR

- Learning adaptive responses to stress and prevent feelings of burnout in today's world
- Building self leadership and self mastery
- Understanding the power of a positive mindset
- Mastering resilience building practices that will cultivate strength and productivity despite what life throws at you
- Equip your people to better deal with organisational changes
- Shared understanding as a team of how to get the best out of each other

## WHAT YOU WILL LEARN

- Understand how to deal with stress, your stressors and adaptive coping strategies to manage stress
- What characterises resilient people and four key elements (attention, thoughts, action, and motivation) that we should focus on to be more resilient
- Build resilience rituals, mindfulness practices and strategies for navigating challenges
- Determine your best self traits, enablers and blockers for you to be at your best
- Identify self care practices to navigate whatever life throws at you







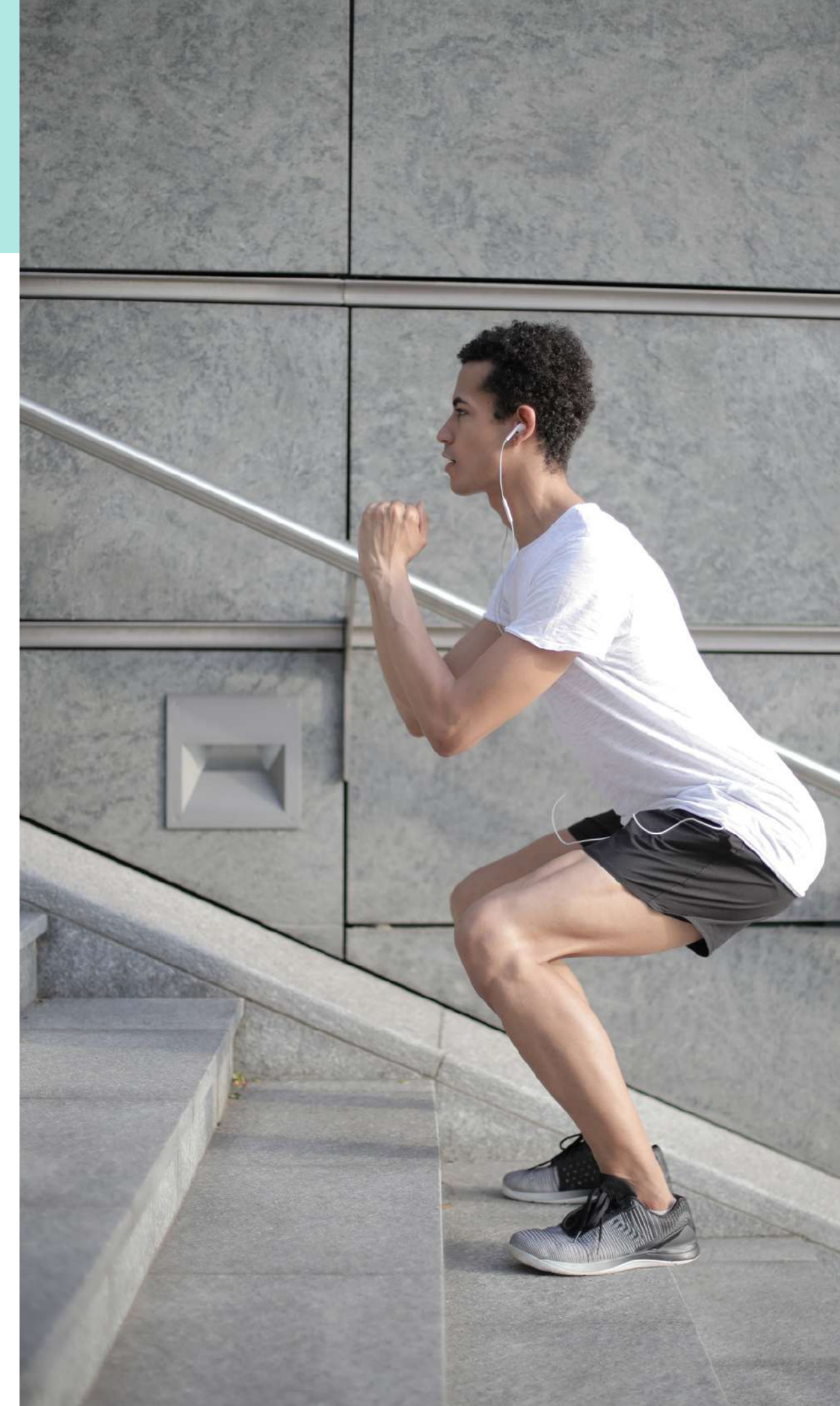
# Performance Mindset

## PERFECT FOR

- People wanting to sustain the pace and enjoy long-term peak performance
- Increasing competence and self-improvement to excel in a high-pressure environment
- Finding a state of flow through understanding your motivations, strengths and what drives you
- Understanding the impact of your beliefs towards your actions and results
- Learning how to develop a high performance mindset

## WHAT YOU WILL LEARN

- Understanding the optimal mindset for unlocking your best self
- The power of a growth mindset
- The elements of self leadership and impact on your mindset
- Find your sweet spot through understanding your values, strengths and motivations
- Marginal gains theory - the knowledge that regular small improvements add up to large eventual gains
- Stacking technique - combining the activities that motivate you most and align them with your work
- The types of grit and discipline needed to maintain a performance mindset plus a 30 day performance plan



# Work Smarter. Lead Well.

## Masterclass Series

### PART #1

#### Best Self + Resilience

Build self leadership, understanding the power of a positive mindset, master resilience building practices, deepen your understanding of how to perform at your best. Build a shared understanding as a team of how to get the best out of each other too!

### PART #2

#### Work Smarter

Learn game changing productivity best practices, how to remain energised and focused on the important not just the urgent. Get more done and learn ways to deal with overwhelm/procrastination. Overcome distractions in an 'always on' world and find your flow wherever you are working

### PART #3

#### Performance Mindset

Understand your optimal mindset for unlocking your best self. Find your sweet spot through understanding your values, strengths and motivations and focusing on how you perform at your best.

### MASTERCLASS SERIES

Build momentum, equip your team and set them up to perform at their best in today's world.

Three Workshops

A\$13,995 + GST  
(save \$4k)

# Testimonials

"Fleur is uniquely gifted in making every person in the room feel welcomed, valued and inspired. In her time as Wellbeing and Talent Development Director, she transformed our working culture to embrace the power of wellbeing for performance and since then, the legacy remains. At WPP AUNZ we are immensely proud of the foundations Fleur built to create a workplace where people can be their best. We have continued to work with her, as a training consultant and facilitator for wellbeing, she brings a passion and authenticity that sparks real change in how people think and feel about their purpose and value. Fleur is a gift for your team, to learn and grow into empowered self-leaders."

**Genevieve Murphy | Head of Inclusion & Engagement, WPP**

"Our team was lucky enough to experience a workshop with Fleur on Understanding Stress and Building Resilience. Fleur spoke authentically and passionately, sharing her own story in a way that resonated deeply with our team.

Despite tackling a subject matter that can be tough for some, Fleur kept vibes high and the session engaging; it really felt like we were in a room all together, despite having oceans separating us. Our team has walked away with a renewed understanding and appreciation of how to look after themselves during challenging times. It was an absolute pleasure to spend time with Fleur's contagious energy."

**Mary Haddock-Staniland | Senior Vice President of Culture & Inclusion, Timely Ltd.**



# Investment

Pricing is in AUD

## WORK SMARTER. LEAD WELL.

PER MASTERCLASS (2 HR)

\$5,995 + GST

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## WORKSHOP SERIES

ALL 3 WORKSHOPS

\$13,995 + GST (save \$4k)

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## INCLUSIONS

- Editable digital/printed workbook up to 30pp
- Downloadables/Resources beyond the training
- Minor tailoring to content - logo, brand colours etc
- Virtual Producer to support virtual sessions

## EXCLUSIONS

- Travel, accommodation and expenses to main metros, outside of main metropolitan areas is an additional travel charge
- Detailed tailoring of content or exercise design
- Work Smarter Workshop Planner - \$20 digital, \$35 printed
- Venue, catering or Virtual Producer support



*Leadership Program*

Leaders Eat Last

# Leaders Eat Last

Whether you are starting your leadership journey or leading a large team, this leadership programme gives leaders the tools to authentically master their leadership skills. It is for those leaders who understand any organisation's success or failure is based on leadership excellence and not managerial acumen. For in order to lead others, you must first lead yourself and then practise the art and discipline of serving others. This programme will help leaders shape their internal compass to provide clear direction and keep them oriented no matter what happens. It equips leaders with the essential tools and skills required to lead in today's world. Plus creates space to reflect on their leadership journey so far and map out their leadership ambitions and plan

This programme can be run as a one day programme, three virtual sessions, or as two half day workshops.



## PERFECT FOR

- Organisations wanting to support their leaders to lead their team through change
- Leaders building essential self leadership skills to effectively motivate and empower their teams
- Helping leaders shape their internal compass and provide clear direction no matter what happens
- Equipping leaders to be more emotionally intelligent so they can foster a culture of belonging
- Supporting and preventing leaders from burnout with practical tools and skills that are immediately actionable and tackle the more challenging conversations with confidence

## Investment

In-room/virtual - max 20 participants

\$12,995 +GST

## WHAT YOU WILL LEARN

- Understand the difference between leading and managing
- What it means to be a great leader in the 21st Century
- Identify your sweet spot as a leader so you show up as the best leader you can be
- Techniques and strategies on how to lead and build trust quickly so you can motivate and empower others
- Self leadership and emotional intelligence skills to ensure you model the behaviours you wish to see in others
- Understand how to have courageous conversations. Plus through scenario based role plays be coached on how to have more effective conversations with your team



# *Team Building*

Reset. Refuel. Renew. Offsite

# Team Building

*Reset. Refuel. Renew. Offsite*

## PART #1

### *Self Leadership*

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Build self leadership, understanding the power of a positive mindset, master resilience building practices, deepen your understanding of how to perform at your best. Build a shared understanding as a team of how to get the best out of each other too!

## PART #2

### *Ways of Working*

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Learn game changing productivity best practices, how to remain energised and focused on the important not just the urgent. Learn ways to deal with overwhelm/procrastination. Overcome distractions in an 'always on' world and find your flow wherever you are working

## PART #3

### *Better Together*

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Share top challenges, create space to share and understand what matters most to your team, define a clear plan so you can collectively perform at your best.

## SESSION OUTCOMES

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- Create space for your team to be together and learn about each other beyond the work.
- Shared collaboration, understanding and language of how to navigate working together better.
- Arm your team with immediately actionable skills to navigate today's world individually and together.
- Connect, reset, refuel and refuel your team and culture outside of the day-to-day doing.

## INVESTMENT

\$12,995 + GST

One Day Workshop





# Team Building

*Res et. Refuel. Renew Offsite*

## PARTICIPANT TESTIMONIAL

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"I really appreciated today and everyone having the willingness to open up and share! I think it only builds on our strong connections that already exist so that's great.

I went into the session wanting to let go of frustrations I have and boy, I can't stop smiling! I feel very centred and have let go of the feelings (that I cannot control).

I think Fleur was an amazing host with wise knowledge, her story and attitude to life was inspiring.

Thanks so much."

Lucy | Account Manager

## LEADER TESTIMONIAL

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"So much appreciation goes to you Fleur. Thursday's session was by far the best training session we've had at GTB over the past 6 years. And we've had some really good training sessions!

I think the timing could not have been better, the content was what the Dr ordered, and the ease in which you took us through the journey of discovery was well paced, energetic, gentle, inclusive and well punctuated. The tools were well suited to the diverse mix of people across the team, and the workbook was a great leave behind. I don't think it will stray far from my desk for a little while!

If I could wish one thing, I wish every employee could have the same opportunity as we've been lucky to have. It really was a beautiful and useful gift."

Magdalena Triantafyllidis | Managing Director,  
GTB, Australia



## VIP Intensive Day with Fleur

# VIP Intensive Day with Fleur

This package is designed for senior leaders who want to create space to plan and accelerate their impact as a leader.

It can be as a one-on-one coaching session focusing on your leadership growth or bring a couple of your team to work together on how best to solve and plan. You can come to Byron, I can come to you or we can do it via Zoom.

## WHAT'S INCLUDED

- A 30 minute intention setting call within a week prior to your VIP day to set yourself up for success
- A full VIP Intensive Day customised to you and your business
- A 45 minute private coaching session to be utilised within 30 days following your intensive VIP day.

INVESTMENT - \$12,595 +GST



## PERFECT FOR

- A deep dive business assessment on three hot topics important to you. We will assess where you are now, where you want to go, what needs to be focused on and what is the real challenge.
- Gain clarity on your best next actionable steps and shape a plan so you can deliver with impact.
- Receive coaching and guidance with a fresh perspective that will help you gain clarity and streamline your path forward.

## FULLY CUSTOMISABLE

- The focus of your very own VIP customisable day can be on you and your leadership growth (eg helping you tackle team challenges, your people plan, how to motivate and energise your team) or your marketing strategy, or simply tackling 3 hot topics. Fully customisable to you.





# *Investment Summary*

# Investment

Pricing is in AUD

## WORK SMARTER. LEAD WELL.

PER MASTERCLASS (2 HR)

\$5,995 + GST

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## MASTERCLASS SERIES

ALL 3 MASTERCLASSES

\$13,995\* (save \$4k)

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## TEAM BUILDING OFFSITE

RESET. REFUEL. RENEW.

\$12,955 + GST

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## LEADERS EAT LAST

\$12,995 + GST

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## VIP INTENSIVE DAY

ONE DAY

\$12,595 + GST

## INCLUSIONS

- Editable digital/printed workbook (max 30pp)
- Downloadables/Resources beyond the training
- Minor tailoring to content - logo, brand colours etc
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# About Fleur

## *Her Ambition*

Fleur is on a mission to arm leaders and their teams with immediately actionable skills and tools to lead and perform well in a high performance culture. After the last few challenging years, she has noticed that leaders are burning out fast. She hears often how they are struggling to motivate their teams in times of uncertainty as they themselves are overwhelmed and under relentless pressure. Fleur wants to show people how to create capacity, space and energy to step back from the busy world they operate in and learn vital 21st leadership skills to thrive and positively impact others.

She is a highly sought after educator and inspiring keynote speaker having worked with high profile companies and multinationals like Belong, WPP, Lendi, Qantas, Timely, FiftyFiveFive to name a few.

## *Gets It*

She has held many senior leadership roles across the communications industry often working on brands in crisis so gets what it is like to lead large teams through uncertainty. She knows what it is like to be a successful leader in today's world and learnt the hard way how easy it is to burnout as a high performer.

Having run some of the largest wellbeing programmes in Australia, she understands the importance of leading others starts with self leadership. That we must first model the behaviour we wish to see in others. That working harder or pushing through is not the solution but rather working smarter as well as understanding how you perform at your best.

## *Her Sweet Spot*

With her leadership experience, her wellbeing and leadership knowledge, her natural affinity for understanding people, her entrepreneurial nature, and high energy, Fleur connects quickly with others, igniting and inspiring people to take responsibility for their own leadership and wellbeing journey.

She is at her best when helping people thrive at work, honouring who they are, and helping them work out how to sustainably show up as the best leaders they can be.



Senior Wellbeing Expert | Trainer | People Strategist |  
Executive Leadership Coach | International Keynote  
Speaker | Female Entrepreneur

# *Fleur's Story - Her Why*

As a natural born workaholic, Fleur learnt the importance of self mastery through working herself sick - real sick. Out of pure necessity, she became a wellbeing expert in her own life to fight to stay alive as well as work out how to perform at her best whilst dealing with a chronic long term illness and cancer.

She pivoted from leading agencies within WPP to creating a new role, Wellbeing and Talent Development Director, to help 5,500 people across 70 companies with how to lead and perform at their best all whilst taking care of their wellbeing. She established wellbeing programmes as well as a bespoke training school, The Academy, which delivered more than 300 training programmes to 3,000 people to grow their personal and professional development.

She created real change in the communication industry by reducing burnout and creating a sustainable workplace all whilst fighting for her own life.

Wanting to create a bigger impact, Fleur left corporate life and set up two companies - WellYou, a training and coaching company, as well as The Wellbeing Store, a wellbeing gifting company based in Byron Bay.

As the founder of The Wellbeing Store, she wants to help companies and people give mindful, meaningful and memorable gifts for all of life's moments - going beyond the expected flowers or champagne. Understanding that it is often hard to know what to do or say when life happens to our people or loved ones, Fleur has created a range of wellbeing gift boxes whether it be cancer, surgery, loss to celebrating pregnancy, births, anniversaries or welcoming a new starter.



# Testimonials

"I feel fortunate to have attended two workshops led by Fleur over the years. Most recently, I asked her to lead our team through a meditation and 'best self' masterclass to help us navigate the many complexities of working remotely and to help us reform as a team as we transition back to the office.

Fleur captivated, enlightened and motivated the whole room. Unsurprisingly to me, she was unanimously voted as running the best session of the day. I couldn't recommend her highly enough. Thanks Fleur for sharing your best self with us.

Thanks again."

**Marie-Claire Maple | Managing Partner,  
Howorth Australia**

"I have been incredibly fortunate to have worked closely with Fleur for the past three years, most recently when she was one of our essential wellbeing and leadership facilitators for WPP AUNZ.

Fleur provides a powerful combination of incredible smarts, well-researched content and compassionate facilitation. The results are inspiring training modules that not only receive exceptional feedback, but change in behaviour from the participants.

Fleur is one of the few people I know that genuinely leads from her heart and fuels herself by helping others become the best versions of themselves. I highly recommend giving yourself and your people the gift of Fleur if you have the opportunity."

**Mandy Kennett | Head of People Development,  
WPP**







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