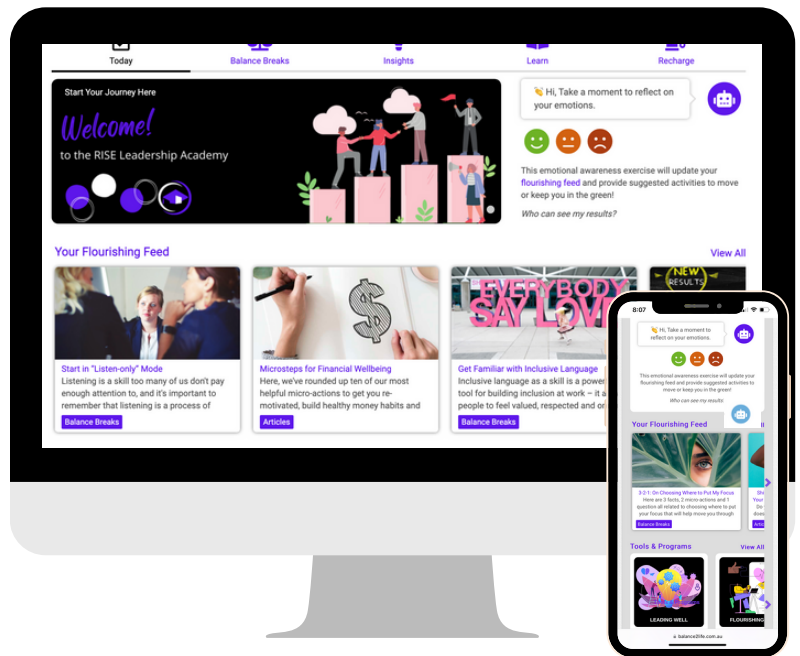


JOURNEY

TO LEADING WELL

powered by **Balance2life**



The Journey to Leading WELL is a blended learning solution, supercharged by the B2L SmartHub. Designed to help managers think and act like leaders, it begins with the simple truth that Leading WELL is a mindset, where you're always looking to RISE and be ready for what comes next.

R

Respectful

I

Inclusive

S

Supportive

E

Ethical

RISE defines success as Ethical leaders who value Inclusion and create Supportive cultures so people feel Respected.

A three-step process to move people through Knowing and Doing to Being

1. Learn

Learn modules combine science, research, and real-life experience into consumable content that metabolise into new ways of thinking.

2. Practice

Practice modules turn intention into action by helping participants build healthy habits and apply them in their day to day.

3. Connect

Connect sessions leverage social and collaborative learning to engage participants, promote accountability and make learning stick.

LEADING WELL OVERVIEW



OBJECTIVE:

To deliver a personalised journey for people leaders to develop soft skills, reference expert-generated content, gain support from a community of peers and leverage tools to prioritise their own wellbeing and better support the people they lead.

Participants will progress through a blend of instructor-led learning and coaching-based practice. Then, through a series of micro-actions they'll apply their learning in the workplace, before returning to their cohort to connect, collaborate and partake in social learning activities.



TARGET AUDIANCE:

The Journey to Leading WELL is for leaders (with or without formal titles), who need to re-imagine the way they approach work in a shifting world with exciting and complex new demands.



APPROACH::

The self-paced journey is delivered over four weeks with each week consumed across 5 different learning modules (with a best-self assessment on commencement and completion that provides a baseline for measuring impact). Leading WELL can be delivered as a live experience or online.

Online:

1. Interactive self-paced learn session in 3-2-1 video format (3 ideas to learn, 2 quotes to ponder, 1 question for reflection).
2. Personalised micro-actions to put learning into practice with related deep dive activities.
3. 45 minute expert-led connect session, (scheduled time via Zoom) with conversation starters and activities that relate to the learning.
4. Quiz challenge to reinforce learning and build on social elements.
5. Reflection activity to connect the dots.

Live:

Face to face Learn and Connect sessions delivered by our Leading WELL coaches.



VALUE:

A Journey to Leading WELL is actually about people, purpose, and results. Thus, it starts with a basic responsibility towards one self i.e. knowing that as a leader you will influence the wellbeing of those you lead, so you'll have to implement best-self practices to have the right mindset and energy levels to be able to RISE.

It continues with a purpose that inspires and is shown in results, because in the end Leading WELL creates value. That's the key. When it comes to looking after people we have to move from managing to leading. From manipulation to respect, exclusive to inclusive and from me to we.

COURSE OUTLINE

A four week introduction to accelerate human centred leaders who prioritise wellbeing

WEEK 1

Happiness, a VUCA world and why it's so tiring to wade in the messy middle

- Why Managers?
- The importance of meaningful relationships
- Managers vs Leaders
- The value we get from a culture of care, trust and psychological safety
- What is VUCA and how does it challenge my role as a leader?
- Behaviour change, self-awareness and how to make progress
- The root of behaviour change and building better habits
- Identity based habits vs goals and outcomes
- Where and why we get stuck
- Building a resilient mindset and why this helps
- The importance of boundaries
- How to create boundaries that work
- Investing in personal relationships
- The power of stories we tell others and ourselves

WEEK 3

Stress - The good, the bad and why it matters

- The science behind stress
- Fight, flight and freeze response
- The stress response is triggered now what?
- Can I be friends with stress?
- Is there a sweet spot and how do I find it?
- Container building to understand our triggers
- How to tune in, acknowledge and respond
- Stress and VUCA
- The power of slowing down to speed up
- Tapping an attitude of gratitude and why this helps
- Simple activities to course correct stress in under two minutes
- Stress, perception and why this matters
- Is this stress helping or harming me? - how to know the difference
- Adjusting paradigms by re-creating narratives

WEEK 2

The Mental Health Continuum, checking in with yourself and challenging stigma

- Build the habit of checking in to develop self awareness
- See yourself clearly
- The two states of self-awareness
- Feel good hormones and how to give yourself a DOSE
- Self-awareness and the importance of language
- The difference between overwhelm and stress
- Understand emotions as data not directives
- When it comes to emotions ask "what?" not "why?"
- Know yourself - what behaviours are contributing to your wellbeing and what are hindering your wellbeing?
- The importance of inclusion and belonging
- The threat created by stigmas and how to bust through
- Creating safe spaces where its ok to not be ok
- Mental health perceptions, myths and getting to the truth

WEEK 4

The sum of small efforts, repetition and taking time

- Intensity vs consistency
- The sum of small efforts, repetition and taking time
- Why we seek glamour and instant gratification but really need to get comfortable with boredom
- Consistency, perfection and knowing the difference
- Master the art of showing up
- Why being mindful about your habits is a worthy investment
- Forget about goals and outcomes and focus on your system
- The compounding power of tiny - micro-actions that are too small to fail
- Know when intensity is the right choice
- Build the habit of taking breaks
- Create a habit loop to make it stick
- Understand how your habits are defining your identity
- Making the shift from knowing to doing to being

On completion of the introduction module, Lead WELL coaches will assign participants customised accelerator cards with embedded learning. At the same time, the SmartHub will send personalised nudges to prompt practice and convert new knowledge into action. These follow on activities coach participants to develop core capabilities and implement rituals that build caring cultures and psychologically safe environments in which their teams can perform and thrive.