

CHANGING NATURALLY

“Equipping each participant to better support their own wellbeing at work, and contribute their best to the purpose of your enterprise.”



Self-Leadership for Purposeful Cultures

For everyone in your organisation

Being engaged and satisfied at work is fundamental to personal wellbeing and organisational sustainability.

Post COVID, many people are feeling tired and are seeking ways to regain their previous levels of energy and participation in their lives and workplaces. This program focuses on each participant and their personal leadership development within this broader context – recognising that no one can lead alone.

This is an opportunity to engage everyone in contributing their best to your organisational purpose. In the process, it will equip each participant with the confidence and awareness to lead themselves better and support their own satisfaction, creativity and wellbeing at work.

It is helpful to everyone!

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Dr Josie McLean

Our solution: Self-leadership for purposeful cultures

This one-day workshop, which has emerged from over 10 years of research and delivery, The intended outcomes are :

- Experience being part of an accepting and encouraging work environment.
- Develop increased self-awareness, self-management, and confidence.
- Practice identifying strengths.
- Identify personal values through exploring your own habits and home environment.
- Explore the concept of personal purpose and how it connects to work.
- Identify how to work through tough times and become more resilient.
- Understand those circumstances we can control and those we can't.
- Connecting personal purpose to that of your organisation.
- Identify key insights from the day and plan how to use them at work and home.

This workshop is supported by the book Purposeful Cultures (each participant will receive a copy) and can be extended by conducting conversations in the team back at work using our Discovery Circles process in teams.

Rationale: Most employees need to relearn the art of being engaged

Steven F. Maier and Martin Seligman first identified the dynamic of learned helplessness. This occurs when employees have been taught by hierarchical power structures that their ideas are not valuable, and they should do as they are told. This management style is passing, but for many employees, the unconscious habit of waiting to be told remains – it often lurks in the shadow of the organisational culture and negatively affects engagement, innovation and productivity at work.

Additionally, many team members are unaware of the resources they can employ to help ensure their work is meaningful and connects to the organisation's purpose. When this awareness is raised along with their awareness of working more effectively with others, not only is each employee more satisfied and resilient, but so is the organisation. This dynamic is at the heart of organisational sustainability.



Delivery: Experiential and fun

The one-day workshop is designed for in-person delivery for the best results and may be used to bring people together across organisations or to work with specific intact teams.

It can also be a kick-start to a longer-term process if you are seeking a more cultural response. Let us know and we can share our Discovery Circle process to support longer-term team-based conversations.

What others say

“Josie brought our Senior Management (the 3 senior levels) together with a common purpose and unlocked the contribution and leadership of everyone, particularly engaging the 3rd level. It was both liberating and energising... Josie’s contribution is recognised as a very important contribution to the transformation of the organisational culture and performance of the organisation.”

Mark Searle, CEO, City of Marion (2000 - 2015)

“Had I not attended this program, I may have ended up a very frustrated and and angry person to work with. I didn’t quite realise it then but it is so clear to me now, it quite literally gave me the keys to my kingdom to be able to do meaningful and joyful work.”

Calvin Puah, past participant

The Partnership Team Profile

Dr Josie McLean **Founder and Principal Consultant.**

Internationally recognised as a pioneer of the Australian coaching industry and co-founder of the Climate Coaching Alliance in 2019. Josie is a thought leader in change for sustainability. She designs and oversees the delivery of all programs.



Ms Fiona Toy **Chief of Staff.**

Brings a comprehensive strategy and development experience in Australian and international organisations in both public and private sectors. She focuses on creating and maintaining an operational environment that supports the entire team to deliver their best to clients.



Dr Sam Wells **Senior Consultant.**

Rhodes Scholar, Past Director of the University of Adelaide MBA, and senior lecturer, Sam is a senior consultant who often co-designs and delivers with Josie.



Ms Carole Rogers **Instructional Designer.**

A qualified teacher at the forefront of online and blended learning. She is well experienced in developing online learning environments for adults. She also facilitates programs for team leaders.



Mr James McLean **Creative Content Producer.**

James has a flair for communicating engaging stories. He creates, edits and coordinates our social media content, videos and animated learning tools.



Contact Details

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