

A **refreshingly different** approach to build your wellbeing culture.

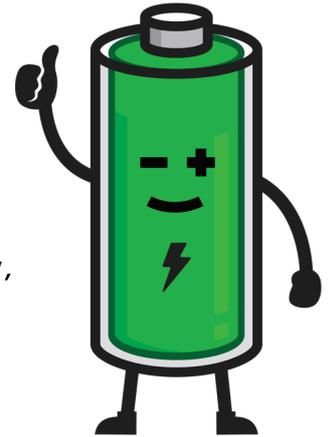
How might your business be different if your wellbeing programme developed teams that became:

Connected. Agile. Empowered.

Prioritising employee wellbeing is a strategic investment that generates significant returns and can help you to outperform your competitors.

Research shows a measurable link between staff wellbeing and productivity, and organisations with effective wellbeing programmes can:

- Limit staff turnover
- Reduce worker burnout
- Prevent Injury
- Decrease absenteeism
- Diminish unproductive presenteeism
- Reduce leave liability



WHAT WE DO: We equip your team with knowledge and resources to help them navigate workplace stressors without burning out.

OUR VISION: To create workplaces that have the confidence, knowledge and resources to thrive in a world that won't stop changing.

RETURN ON INVESTMENT:

- PWC Australia reports a ROI of 2.3 with results including improved productivity, reduced absenteeism & lower numbers of compensation claims.
- Hearts & Minds reports at least NZ\$4.70 for every \$1 spent.
- Deloitte UK's report "Refreshing the Case for Investment" reports employers get an average of £5 back for every £1 invested.

OUR APPROACH:

Wellbeing training should be affordable, flexible and build hope.

It shouldn't simply fix distress.

The Great Recharge sits perfectly alongside your Mental Health First Aid and EAP to achieve this.

Delivery:

- Use our Facilitators or lead from within with your own in-house delivery team from NZ\$3,000pp.
- Tailor the workshop format, content and branding.
- In-person or online.

Investment:

With options to deliver using our facilitators or delivered by your in-house team, this is a hugely affordable solution.

A word from Kathryn Jackson

"One of our drivers was preventable injury as a result of tired, stressed people making poor choices, and hurting themselves or their team."

Kathryn Jackson
Founder,
The Great Recharge

TRUSTED BY:



MCKENZIE & CO.



WE DELIVER FOR YOU

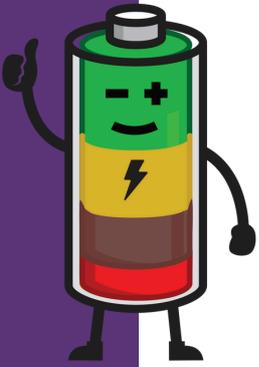
Example Programme One (hosted by McKenzie & Co from 2022+)

- All people leaders attended Lead the Charge and champions were identified.
- Champions worked with internal communications team to design branded materials and plan companywide Roadshow.
- Launched Roadshow, supported by Champions. Used Quick Charge workshop.
- Fully Charged offered as an ongoing optional online training programme with 1:to:1 coaching for Champions.

WE TRAIN YOUR IN-HOUSE FACILITATORS

Example Programme Two (in design with the Port Industry)

- People leaders attend Mental Health First Aid training.
- Leadership Summit will launch The Great Recharge using materials from Lead the Charge.
- In-house facilitators have been trained up to deliver a rolling programme of Quick Charge and Fully Charged events for 12months+



“Prior to the pandemic, wellbeing offerings were considered nice-to-have salary supplements. **Now they are strategic differentiators in business performance**” Josh Bersin, 2022

“Feedback was overwhelmingly positive, so we decided to roll the workshops out more widely. Two internal facilitators now co-deliver these events, because we like the different perspectives this brings.”

Franklin Vets

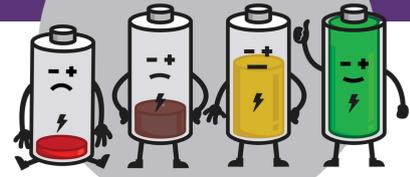
Facilitator Training
from just NZ\$2,500

the GREAT recharge	DELIVER IN-HOUSE	DELIVERED BY THE GREAT RECHARGE	OVERVIEW
QUICK charge	from NZ\$3,500	from NZ\$1,500	2hrs learning Foundation knowledge or Taster
FULLY charged	from NZ\$5,000	from NZ\$6,500	12hrs+ learning Life changing & immersive
LEAD the charge	from NZ\$5,500	from NZ\$7,500	15hrs+ Learning Lead wellbeing, don't support distress.

Unlimited delivery over 12 months.
Annual Subscription required



Building Agility



At the heart of The Great Recharge, we are building something called our Adaptive Quotient (AQ), which can have a positive impact upon our wellbeing. Doing this has been linked with building personal resilience because it helps us to be more agile.

AQ refers to our ability to adapt, learn, and thrive in a rapidly changing and unpredictable environment, which of course describes most workplaces these days.

Building our Adaptive Quotient includes growing skills like problem-solving, emotional intelligence, and openness to new ideas, and is influenced by factors such as our social connections, mindset, cognitive flexibility, self-awareness and energy.

The Great Recharge helps us to understand and build all of these things in a shared learning environment and creates the ingredients for a stronger, more resilient workforce that enjoys greater psychological safety.

Think of Resilience as being able to adapt well in the face of life's inevitable Plot-Twists; big and small, expected and unexpected.

How The Great Recharge Works

The Great Recharge workshops are available in a format that suits you: Quick Charge is a short learning event that builds interest and foundational knowledge, Fully Charged goes deeply into a shared learning journey and Lead the Charge asks tough questions about ways to build healthier work practices.

Simply plan your 12month+ journey by building a programme for your business requirements, then train your team to deliver in-house or use our Great Recharge facilitators.

When we understand how to prevent flat batteries, we can start to believe that it's possible for difficult times to provide us with opportunities for growth and learning. We also develop the skills, attitudes, and resources that are necessary to cope better with life's ups and downs, emerging stronger, more capable, and more confident as a result.

The Great Recharge provides a blueprint for achieving this.

Contact: hello@careerbalance.co.nz for more information

Workshop Overview



Who it's for:

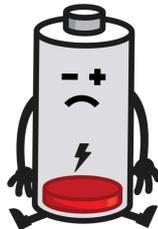
Quick Charge is a short 2-hour introduction that is perfect for any person (or business) that wants to start the discussion about understanding real wellbeing at work.

What we Explore:

Learning how to recharge quickly and effectively is at the heart of this interactive workshop, which introduces the science of wellbeing and explores strategies for everyday recharging. Notice the impact of boosting your battery.

Notice your Battery:

Find a common language and shared understanding.



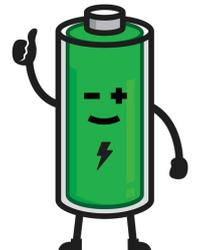
RED BATTERY



BROWN BATTERY



YELLOW BATTERY



GREEN BATTERY

Learning Outcomes:

Consider why wellbeing matters and who it impacts, share ideas for going beyond food, fitness and a splash of yoga, grow awareness of ways to prevent burnout and walk away with a Personal Resilience Plan (and other goodies)

Delivery Options:

Available for delivery in-house or via Zoom. Can be facilitated by The Great Recharge or train for internal delivery. Contact hello@careerbalance.co.nz for more details

Workshop Overview

the
GREAT
recharge



Fully Charged Workshops

Our Flagship Learning Programme
12hrs of Learning

Grounded in contemporary wellbeing & resilience research combined with behavioural science, Fully Charged takes a preventative approach to managing psychosocial risk by helping attendees to stay well, engaged and effective regardless of demanding work.

Feedback from attendees since launching in 2020 has been incredible: "Transformational! Life changing! Game-changer! Mind blown!"

Each workshop includes research, discussion, reflection, quizzes, homework and links to further resources.

Includes a Manager Guide to reinforce learning & behaviour change.

FOUNDATIONS FOR CHANGE

Clarity in high pressure environments

- Understand what really drives burnout & resilience
- Build a shared language for wellbeing at work
- Focus on what's within your control

MINDSET IMPACT

Emotional steadiness regardless of pressure

- Develop optimism & courage
- Manage emotions at work
- Apply strength psychology in everyday situations

HARNESS LEARNING

Grow stronger with feedback & reflection

- Build learning agility & growth mindset
- Use feedback to improve performance
- Harness neuroplasticity

POWERUP SELF-CARE

Build energy, focus & sustained performance

- Understand foundations for everyday wellbeing
- Improve sleep, movement & energy levels
- Build practical routines that fit into real life

CONNECTIONS MATTER

Strengthen trust, collaboration & belonging

- Understand the science of connecting at work
- Build more compassionate, effective relationships
- Stronger digital and in-person connections

STAYING STRONG

Stay motivated and engaged over time

- Reconnect with meaning & purpose at work
- Navigate obstacles with more confidence
- Build strategies to stay Fully Charged

Workshop Overview



Lead the Charge Workshop

Time investment:
10.5hrs of Learning

Lead the Charge asks tough questions about ways to harness wellbeing as a strategic differentiator and spotlights the transformative effects of prioritising health. Three half-day workshops explore ways that leaders can look after themselves, support others and contribute to healthy business practices.

Workshop 1:

ME

A healthy wellbeing culture starts by making it personal.

- Consider why wellbeing matters.
- Explore engagement & burnout deeply.
- Reflect on ways to put leader wellbeing first.

Workshop 2:

WE

Leading my team to wellbeing goes way beyond the fruitbowl.

- Practice proactive wellbeing discussions - build confidence
- Explore the science of conversation.
- Practice confidence building feedback discussions to build stronger relationships.

Workshop 3:

US

Creating a strong wellbeing ecosystem demands hard questions & honest truths.

- Explore psychosocial risk and identify industry specific obstacles.
- Build better boundaries & explore tech impacts.
- Consider the impact of workplace meaning & purpose.



What Leaders think:

"Another amazing session, this has been life changing for many of our team"

Karen Wallace, Head of People & Culture, BDO

"The mental health and wellbeing of employees is integral to our strategy and The Great Recharge has been hugely influential in achieving this"

Rob Sharkie, former CEO, Ruralco

"Thought provoking and fantastic framework to talk through a challenging topic - Well done and thank you"

Programme Participant, 2022

TASKS	PLAN	DELIVER	EMBED
Plan the Great Recharge (delivery, method, dates, champions, attendees)	██████████		
Select Programme Partner (optional) - Choose from My Everyday Wellbeing , The Crafted Career Programmes, NOTCH and Annual Calendar	██████████		
Communicate to attendees and book diaries/events/venues	██████████		
Run the Workshops		██████████	
Seek feedback and refine approach		██████████	
Embed Learning - (Programme Partners, one to ones, team meetings, newsletters, activities)			██████████
Consolidate and repeat as required			██████████



“A high quality, robust and impactful programme”, “An exciting and relevant project” “Underpinned by extensive and credible research”

Judges Feedback, The Great Recharge
WINNER NZATD Awards, 2023

EMBEDDING YOUR PROGRAMME

We want to ensure that The Great Recharge makes a lasting impact and can help you work with our embedding partners.

