



Taking a Leader Led Approach to Work-Life Wellbeing

Learn it – Live it – Lead it – Embed it

Never has there been a time where it has been more important for leaders to be well so that they can lead well.

Workplaces were challenging even before COVID-19. The pressure on leaders today is significant and at times, unrelenting.

Along with the existing workplace challenges, leaders now face the added pressure of managing remote or hybrid teams and keeping them engaged. In these uncertain times, leaders need to be inspiring and comforting while also pushing on performance.

Combined with responsibilities outside of work, it's not surprising that leaders are feeling the strain.

While there is growing awareness that wellbeing is a key lever to managing personal and professional challenges while sustaining performance, it is easier said than done!

The need now, is to find a practical way forward beyond the rhetoric.

“ We work with forward thinking companies to develop a strategic focus on ‘good mental health and wellbeing’ that helps employees not just ‘survive’ but ‘thrive’.

Why us?

Simply put, we get transition! We are recognised as the experts in work-life wellbeing and transition. Our mission is to work alongside organisations to help reimagine and redefine the intersection between work and life.

Our approach is leader-led, practical and evidence-based. We help leaders to increase their self-awareness, knowledge, and skills to foster good mental health and wellbeing for themselves and their people. This in turn, creates tangible business outcomes such as stronger engagement, greater resilience, improved productivity and sustained high performance.



We use the GLWS® to assess wellbeing and design bespoke solutions to help your leaders meet their

leadership responsibilities and manage their current challenges, in and outside of work.

The GLWS delivers personal insights into what shapes leaders' ability to perform at their best. It is a holistic tool that goes further than other wellbeing surveys by delving deeper, focusing on the 'whole person'; by tackling the 'silent' derailleurs in today's fast-paced, uncertain, ambiguous and complex times. At the team level, the GLWS drills down to specific wellbeing impacts, facilitating a deeper shared understanding about what strategies can sustain team vitality and energy for the long haul.

To find out more information please contact:

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The GLWS process of ‘Learn it – Live it – Lead it – Embed it’ for creating positive wellbeing at the individual, team and organisational level is one we subscribe to.

We know that leaders are key to creating environments that promote a positive wellbeing culture where each individual feels valued, engaged, and motivated to be and do their best.

If each leader can work with their own team to make a difference, a ripple effect will ensue creating a tipping point for larger cultural change across an organisation. But it starts with small steps and the first step starts with Leader’s managing their wellbeing.



It’s bias-free and creates a genuine openness for leaders to reflect on their thoughts, feelings and behaviours without feeling the pressure of preconceived assumptions, expectations or judgements. It’s a powerful tool to help each individual figure out their personal non-negotiables at this stage in their lives.

GLWS Testimonial

We can help your leaders to navigate critical transition points through a rigorous and tailored approach to your specific situation including:

LEADERSHIP LIFE CYCLE

As leaders move through different stages of the leadership pipeline (new leader, leader of leaders, divisional leader), each passage requires a transition in values, behaviours and skills. What made individuals successful previously, will not solely guarantee success at subsequent levels and that may be particularly challenging. Coaching your leaders through these transition points, can accelerate the process of de-skilling to re-skill and facilitate successful transitions.

LEADERSHIP DEVELOPMENT

We can provide ongoing career development support to help leaders manage their own and others’ work-life wellbeing. Whether delivered individually or as a component of a broader leadership program, GLWS provides insightful data to build leaders’ wellbeing capability, acknowledge their impact on others’ wellbeing via their actions, role modelling and culture, and identify common leadership themes to target interventions that build sustainable performance.

WOMEN IN LEADERSHIP

Through our ‘Women in Leadership’ series or individual coaching, we can support your people to explore and manage the pressures and challenges accompanying life as a woman in leadership. The GLWS promotes self-awareness and detailed exploration of the practical and emotional challenges for female leaders, as well as strategies to manage these challenges to enable more fulfilling personal and professional lives.

COVID CHECK-IN

It’s more important than ever to check in with employees about how they are managing during these complex times. But some leaders aren’t sure how to open or have the conversation. Providing individuals with the opportunity to complete and be debriefed on the GLWS survey by an independent person is one way of increasing awareness, managing overwhelm and creating action around work-life wellbeing.

KEY ORGANISATIONAL CHANGE

Tracking the wellbeing and effectiveness of your team through significant change provides the opportunity to take a proactive approach to managing mental wellness. The information obtained by the GLWS helps leaders to manage change within and across teams by uncovering and addressing common themes affecting team performance and wellbeing; exploring team dynamics, morale, burnout and creating coping strategies.

SPECIALISED SUPPORT

We provide support on an ‘as needs’ basis for your leaders who may be at crossroads and experiencing confusion, lack of focus or in specialised circumstances such as separation, return from illness. Our evidence-based approach enables us to delve deep and identify root cause issues to develop a practical and effective way forward.

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