



CORPORATE health & wellbeing

SUMMIT

STRONGER WORKPLACE. BETTER BUSINESS OUTCOMES.



benny button

LIVE WELL. HAVE IMPACT.

WORKSHOPS, KEYNOTES & PROGRAMS

High-impact experiences to inspire learning, facilitate dialogue, develop skills,
& promote action!

Updated June 2024



Our Purpose: to help people and organisations to **Live Well** and **Have Impact**.

Interest and demand for wellbeing investment in workplaces continues to rise.

Cheers to that!

Our data and extensive research indicates that when employee wellbeing improves, performance and contribution also improves. When people have high levels of wellbeing, 75% of these people also have high levels of performance.

Talk about win-win!

We have a strong history when it comes to providing science and data driven development experiences that are highly practical and meaningful - which is critical to achieving wellbeing growth.

The modern hybrid working model sees more people working flexibly and from a variety of locations. Providing valuable online learning experiences as well as in-person training and workshops is important.

These trends have been changing the nature of the 'training room'.

We have mastered a workshop delivery method that brings together the convenience and advantages of remote online learning with the effectiveness and benefits of social learning experiences.

Our workshops bring about true changes in behaviour and mindsets, and bring positive change to the wellbeing conversation in teams and organisations. Sessions are highly engaging and interactive. We have seen a significant increase in workshop participation through our unique ability to get people involved and keep them engaged throughout our workshops.

We strategically incorporate reflection activities and opportunities to chat, and use music and visual stimulus to ensure the 'energy of the room' is always where it needs to be to optimise the learning experience.

All our content is backed by leading-edge science, extensive research, and tried and tested practices. We've simply found a way to serve this up in a format that inspires the wellbeing growth and investment of people!

WHAT OUR CLIENTS ARE SAYING

“We partnered with Benny Button during a time of uncertainty and change. They were open to delivering content targeted towards our workforce profile and shared information generously. The Benny Button team are insightful subject matter experts with credibility and deliver workshops and webinars with high energy. All backed up by data and evidence. Focusing on small changes have had a lasting impression on our teams.”

- Jacqui Franchi, General Manager People & Culture - Stride

WHAT OUR CLIENTS ARE SAYING

"I'm really delighted with how well the digital workshops went. Thanks Benny Button for expertly leading us through this important discussion."

- Scott Johnston, Deputy Secretary, Revenue NSW

EXPERIENCES

Hit the mark and have impact with learning and development events that are engaging, interactive, and science-based.



WELLBEING FUNDAMENTALS

Wellbeing is as fundamental to a high performance culture as it is to life.

OBJECTIVES

This workshop is designed to inject energy, positivity and hope into your people's life and work. People identify why wellbeing is important to them and reflect on their unique strengths and challenges. People get connected and inspired to integrate self care practices into work and life and take action for their wellbeing.

WELLBEING FUNDAMENTALS

OVERVIEW

This session will:

- Explore wellbeing fundamentals for mental, physical, and social health and resilience in life and work.
- Recognise and discuss modern challenges, key stresses and imbalances that impact wellbeing, performance and growth, and stimulate ideas for action.
- Overview the 8 science-based wellbeing and performance factors and gauge the strengths and challenges across the audience.
- Experience practical exercises and tools for strengthening individual and group wellbeing awareness and action towards improved wellbeing and mental health in life and work.

OUTCOMES

Key outcomes people walk away with include:

- Self-Care - Why and how to integrate wellbeing practices in the workplace and in life.
- Employee morale: people will feel more connected with their peers and their work.
- Clarity - key wellbeing challenges and priority areas for growth in life and work.
- Increased appreciation of the link between wellbeing and performance.
- Practical exercises and tools to integrate into routines for improving wellbeing in life and work.

RECOMMENDED DURATION

- 60 minutes + 30 minutes live panel discussion / Q&A



STRESS MASTERY

How upgrading our mindsets and boosting our resourcefulness are key to resilience.

OBJECTIVES

This session is for everyone because stress is inescapable. Stress not only impacts organisational productivity, it impacts people's lives. Many view stress as a major hindrance to wellbeing and performance in all areas of work and life. But there is a catch. Although stress can be very challenging, science shows us that it is not always negative or debilitating. Stress can be powerfully positive and people can stress better with practice - even mastering their experience of stress in ways that strengthen resilience and fuel growth. These sessions show people how!



STRESS MASTERY

OVERVIEW

This session will...

- Explore the truth (aka science) about stress - how to harness it, grow from it, and master it in life and work.
- Draw on the latest science and interventions for upgrading our relationship and responses to stress.
- Learn how to practise new mindsets that strengthen stress responses and promote resilience.
- Control & Influence - How to navigate stress and challenge we can control, and how to approach what is out of control to avoid unnecessary wear and tear on health, wellbeing and performance.
- Emotions - How emotions influence experiences of stress - personally, professionally and socially.
- Resourcefulness - it's the 'new black' - Do away with the old bounce back and harden up resilience messages and learn how resourcefulness is a powerful and natural process of human resilience. Not only does it promote recovery, it drives post-challenge growth.

OUTCOMES

Key outcomes people walk away with include:

- Evidence-based exercises that upgrade stress mindsets and responses to promote resilience and resourcefulness.
- Stress Mindsets - Introduce new science helping us upgrade our relationship and responses to stress, identifying unhelpful and outdated mindsets and practicing approaches that strengthen stress mastery.
- Better understanding of the mind and body responses to stress.
- How to reframe 'challenge stress' to harness the activation response for high performance and resilience.
- Broader set of labels to recognise types of stress and enhancing vs hindering impact.

RECOMMENDED DURATION:

- 2 x 60 minutes + 30 minutes live panel discussion / Q&A

Also available as:

- Single session i.e. Keynote (45-90 mins)
- 3hr workshop inc. skills practice



MINDFUL ACTION

The crux of high wellbeing and performance comes from optimising attention and action.

OBJECTIVES

Identify modern-day traps, habits, and biases that weaken mindful awareness and attention, and how mindful practice strengthens mindful action, wellbeing, and performance in work and life.



MINDFUL ACTION

OVERVIEW

This session will...

- Challenge people to explore the traps to being mindful and focused - from modern-day distraction and multi-tasking, to underlying biases towards negativity and mind-wandering.
- What is Mindful Action and how to apply it in work and life.
- The value of mindful practises for improving wellbeing and performance.
- Understand how mindfulness is key to mastering stress.
- Identify defaults, habits, and biases that render us unproductive and unstable.
- Time well spent - Learn practices that help you perform with greater focus, flow and flexibility.
- Learn how breathing influences our nervous system, stress activation, and energy levels.
- Practice makes progress - How practicing mindfulness is cross-training for wellbeing and performance.

OUTCOMES

Key outcomes people walk away with include:

- Experience with practical strategies and techniques for mindful action that strengthen performance and wellbeing.
- Identify defaults, habits, and biases that compromise performance, cause stress, and impact health and wellbeing.
- Practices for building mental and emotional awareness, focusing attention, being psychologically flexible, and taking effective action - even in times of pressure and uncertainty.
- How to punctuate our day - integrating simple routines and exercises to improve our personal, professional, and social life.
- Knowing better to being better - More than understanding the science and strategy, experiencing practices that are easy to integrate into life and work routines.

RECOMMENDED DURATION:

- 2 x 60 minutes + 30 minutes live panel discussion / Q&A

Also available as:

- Single session i.e. Keynote (45-90 mins)

TIME MASTERY

This workshop will support people to feel more in control, achieve more, and have more time to spend on the things that truly matter to you.





TIME MASTERY

OVERVIEW

There's never enough time, right? It is something we always want more of, worry about wasting and yet we can't stop it or slow it down.

Time Mastery is about reframing what 'time well spent' is, being mindful of the things that distract us or disrupt our productivity, and learning how to focus and prioritise to ensure we are working towards our goals and aspirations.

This workshop will support people to feel more in control, achieve more, and have more time to spend on the things that truly matter to you.

OUTCOMES

Key outcomes people walk away with include:

- We look at some disruptors of time including; how our technology and tech habits can undermine time mastery and how 'busyness' and overload can lead to self-undermining work habits and behaviours
- A mindset moving from Multi-tasking to Mono-tasking
- Tools for improving your attention skills will help you strengthen your focus and heighten your awareness, which will in turn help you combat mind wandering, tech distractions, interruptions, procrastination, and always on overstimulation.
- The power and benefits of integrating micro-breaks into the flow of your day.
- The 'what not to do' list - Neglectables

RECOMMENDED DURATION:

- 90-120 minutes includes facilitated dialogue into relationship and communication dynamics.

MONOTASKING

How streamlining our schedules and actions enhances wellbeing and performance.

OBJECTIVES

Establish a method for addressing multitasking that enables people to prioritise and deeply and effectively focus on the right things at the right times.





MONOTASKING

OVERVIEW

This session will...

- Explain the trends and tendencies associated with multitasking including the negative impact on wellbeing, performance, and collaboration.
- Highlight the concept of context switching and how it compounds the effects of multitasking on our work and life time efficiency, productivity, and stress levels.
- Outline a methodology for monotasking that creates focused mindful action.
- Highlight the benefits of monotasking for productivity, stress, energy, efficiency, and overall wellbeing.
- Explore a variety of monotasking tactics and techniques that help people prioritise and plan monotasking episodes as part of their work and life schedule.

OUTCOMES

Key outcomes people walk away with include:

- Understanding multitasking and context switching pitfalls including the unique patterns people need to address with monotasking.
- Effective strategies to avoid and address context switching to establish and maintain a state of deeper focus.
- Practical tools, techniques, and tactics for implementing monotasking as part of the daily routine, such as time protecting and batching.
- Recognising the positive impact of monotasking on overall wellbeing, stress reduction, performance and collaboration.
- Learning how to lead by example and promote a culture of mindful action to create space for monotasking as part of how people work at their best independently and collaboratively.

RECOMMENDED DURATION:

- 60 minute session with option to add facilitated panel/Q&A

GROW FOR GOOD

How to move from knowing better, to being better.

OBJECTIVES

One of the biggest challenges people face when investing in wellbeing is establishing and sticking with routines. This session shows people what it takes to grow for good using the latest behavioural science tools and techniques, and how to navigate relapse along the growth path.



GROW FOR GOOD

OVERVIEW

This session will:

- Provide a comprehensive process and action-focused checklist for initiating and sustaining learning, progress, and growth.
- Outline how traditional 'outdated' goal setting tools and motivation tactics tend to fall short.
- Get realistic about taking action, highlighting the importance of starting small to build momentum and drive progress over time.
- Help people to demonstrate resilience, addressing setbacks and relapse, revisiting growth priorities and revising plans that people promote growth for good.

OUTCOMES

Key outcomes people walk away with include:

- Clear understanding of what process and practices help us take action and move from knowing better to being better.
- Practical solutions for setting and achieving goals.
- Principles for identifying and responding to relapse.

RECOMMENDED DURATION:

- 60 minutes + 30 minutes live panel discussion / Q&A

LEADING WELLBEING

Leaders who strengthen wellbeing culture, strengthen outcomes.

OBJECTIVES

Show leaders where wellbeing fits into the flow of leadership and work, and how to strengthen team and organisational wellbeing culture and performance outcomes.



LEADING WELLBEING

OVERVIEW

This session will:

- Onboard leaders to a framework for building wellbeing culture strategically - instead of reactively.
- Deeper understanding of the dynamics of wellbeing and performance and how this impacts optimal outcomes of the organisation.
- Explore key principles of wellbeing leadership science and the Demands-Resources methodology.
- Help leaders identify what they can and can't control when building wellbeing culture.
- Explain how leaders who are feeling and functioning at their best can create an environment for people and teams to thrive.
- Facilitate dialogue into leadership and employee accountabilities for wellbeing action.
- Onboard leaders to a practical wellbeing 'Check In' process that promotes regular team wellbeing dialogue.
- Help leaders recognise they can lead wellbeing culture professionally even if they aren't perfect at wellbeing personally.

- Examine wellbeing routines leaders neglect and how to find opportunities to encourage teams to exercise self care.
- Encourage leaders to 'put on your own oxygen mask first before helping others' so they can be and lead at their best.

OUTCOMES

Key outcomes leaders walk away with include:

- Effective ways to lead wellbeing and show consistent commitment to wellbeing culture.
- How to rally and support team action around wellbeing challenges and opportunities for improvement.
- Tools to regularly check in and strengthen wellbeing culture.
- Leaders will get a sense that leading wellbeing can be integrated into the flow of their work.

RECOMMENDED DURATION:

- 2 x 60 minutes + 30 minutes live panel discussion / Q&A

LEADING THROUGH BURNOUT

A multi-level system for balancing burnout.

OBJECTIVES

Provide leaders with an evidence-based blueprint for quickly forming a strategic and immediate response to these mission-critical priorities in 2023 and into the future.





LEADING THROUGH BURNOUT

OVERVIEW

This session will:

- Zero in on rising levels of burnout that are detrimentally affecting employee mental health and wellbeing, engagement, performance, and retention.
- Explore how leaders and workplaces can be more proactive in their response to burnout, mental health issues, disengagement, and psychosocial risk challenges.
- Understand the Demand:Resource Framework and underlying science and evidence-based interventions that leader can implement to help lead burnout recovery and to regulate wellbeing and performance capacity into the future.
- Learn valuable strategic approaches for improving burnout response that will build burnout insurance for the future.
- Get started on the development of vital wellbeing leadership capabilities that will help leaders and HR functions navigate these challenges head-on.
- Provide principles and methods for checking in on self and others, normalising the wellbeing conversation, and de-stigmatising mental health challenges and burnout.

OUTCOMES

Key outcomes people walk away with include:

- Communication skills and practices to help tackle burnout head-on.
- Practices for developing capacity and resources for buffering and responding to burnout, mental health issues, and employee wellbeing and disengagement challenges with greater resilience.
- A science-based framework for strengthening wellbeing culture and business outcomes.
- A set of practical approaches for monitoring, identifying and responding to challenges, risks, strengths, and opportunities.
- A method and tools to regularly check in on shifting levels of wellbeing and performance in work and life and offer proactive and timely support.
- A dual-path model for designing and implementing effective workplace interventions.
- A headstart on wellbeing leadership capabilities that will help leaders and HR functions navigate these challenges proactively.

BURNOUT

OBJECTIVES

Learn about burnout science, current trends and how to navigate risks and the recovery process.





BURNOUT

OVERVIEW

This session will:

- **Understanding Burnout:** The causes, signs, and symptoms of burnout. The associations with engagement, mental health and wellbeing, work-life balance, and overall performance and health.
- **Proactivity & Prevention:** Evidence-based practices for proactively strengthening resources that buffer against burnout and prevent the downward spiral.
- **Recovery & Support:** How to approach burnout recovery using personal strategies and practices, as well as reaching out for support and engaging with services that aid recovery and reduce the likelihood of future burnout.
- **Wellbeing Culture:** How social resources in the workplace and home can foster a positive and supportive environment where people proactively check in and offer assistance to each other.
- **Leader Support:** How to regularly check in with leaders to promote open communication, early intervention and support, and explore healthy work practices and wellbeing routines.

OUTCOMES

Key outcomes people walk away with include:

- How to recognise burnout signs and symptoms in self and others.
- Resources they can build to buffer against stress-related decline and promote recovery during extended periods of stress.
- How different demands cause strain, and how to craft work and resources and demands for better person-work-life fit.
- Evidence-based exercises that strengthen important mindsets to promote healthier stress reactions and responses.
- Better understanding of the mind and body responses to stress, how to regulate the stress response mindfully, and the impacts of excessive and chronic stress.
- How to set boundaries to prevent overload and other causes of prolonged stress, and to make time for self-care practices and support routines.

RECOMMENDED DURATION:

- 60 minutes + 30 minutes live panel discussion / Q&A



OPTIMISING COLLABORATION

Strengthening a collaboration culture to drive sustainable high-performance in teams and relationships.

OBJECTIVES

Explore how to optimise collaboration in teams and relationships, and the challenges to building and sustaining a high-performing team culture in the modern age.



OPTIMISING COLLABORATION

OVERVIEW

This session will...

- Explore the science and key practices that drive sustainable collaboration and high-performance culture.
- Illuminate key personal and interpersonal strengths and challenges associated with forms of communication and interaction.
- Highlight how stress, pressure, and perceived risks trigger human instincts, counterproductive biases and defensive reactions that disrupt cooperation, collaboration, and change.
- Establish key building blocks of trust, and practices for navigating difficulties including mistrust, trust violations and conflict.
- Explore the role of communication and social behaviours for achieving optimal outcomes together, and the impact of miscommunication, misunderstanding, and communication breakdowns.
- Outline the role of Psychological Safety for supporting a culture of high-engagement, collaboration, innovation, change agility, and wellbeing.
- Help people adopt a 'win-win' mindset and methods for achieving mutually beneficial outcomes through collaborative relationships and teamwork.

OUTCOMES

Key outcomes people walk away with include:

- A solid understanding of values and practical approaches for building sustainable relationships and a culture of collaboration.
- Increased awareness of how trust, mutual respect, inclusivity and cooperation lead to better interpersonal and team interactions and outcomes.
- Clarity on human defences that can trigger behaviours and communication that prove counterproductive to collaboration.
- Insights into the role and impact of different communication methods in interpersonal settings.
- New ways to talk about how to work together towards collectively beneficial outcomes.

RECOMMENDED DURATION:

- 90-120 minutes includes facilitated dialogue into relationship and communication dynamics.
- In-person events include an immersive 45 min group exercise.



INNOVATION WORKSHOP

Drive positive impact through insight, ideas and innovation.

OBJECTIVES

A science-based innovation process designed for groups to identify challenges and opportunities and generate innovative ideas that can be pitched, shortlisted, and planned for implementation and impact.



INNOVATION WORKSHOP

OVERVIEW

This session will...

- Clarify key challenges and opportunities where innovation will deliver positive change, growth and impact.
- Bring groups of people together to generate, pitch and evaluate wellbeing ideas and prioritise implementation.
- Immersive, multi-stage idea generation process ensures participants are engaged in producing a level of idea diversity and large volume of great ideas.
- Integrate wellbeing data insights and key principles into the idea design and evaluation.
- Guide the facilitation of breakout groups to ensure optimal idea generation and collaboration that strengthens ideas, pitching, and implementation.
- Digital idea capture and evaluation tools provide a complete record of idea production, pitching, evaluation and prioritisation processes.

OUTCOMES

Key outcomes include:

- Clear list of ideas captured, fleshed out, and evaluated, stored securely and shared using cloud-based tools.
- Guidance on how to move from insights and ideas to implementation and impact.
- Build individual and team confidence with generating and communicating/pitching innovative ideas.
- Strengthen team and leader understanding on how to evaluate ideas, shortlist and prioritise, and plan implementation.

RECOMMENDED DURATION:

- 2 x 90 minutes workshops or 1/2 day workshop
- Includes pre-session challenge discovery, creative thinking exercises and digital capture of innovative ideas.

WHAT OUR CLIENTS ARE SAYING

“Troy and Adrian did a phenomenal job in delivering the Optimising Collaboration workshop to our employees at our Hybrid Work Launch event. The energy in the room was infectious and our employees loved the engagement and human connection.”

- Marina Mikula, Culture and Capability Business Partner - Kellogg's

BUILDING TRUST

Building trust is essential in both personal and professional spheres.





BUILDING TRUST

OVERVIEW

Building trust is essential in both personal and professional spheres. Our interactive session delves into the foundational elements of trust, enhancing understanding and application in everyday interactions.

This workshop is designed to help participants foster relationships based on transparency, integrity, and mutual respect. Participants will gain insights into forming trust and maintaining it through consistent, honest communication and behaviour.

OUTCOMES

Key outcomes people walk away with include:

- Understanding Trust: Exploring how trust is formed, the importance of transparency and integrity, and the long-term impacts of trust on relationships.
- Building Trust through Win-Win Situations: Emphasising the creation of mutually beneficial, respectful, and sustainable interactions.
- Effective Communication and Cooperation: Techniques and strategies to ensure clear, empathetic, and effective communication to build cooperative environments.
- Psychological Safety: Techniques for creating a safe space for vulnerability, allowing for open discussion of concerns, acceptance of mistakes, and opportunities for growth and development.
- Trust Maintenance: Practical steps for maintaining trust through consistent actions and the integration of trust-building practices into daily routines.

RECOMMENDED DURATION:

- 90-120 minutes includes facilitated dialogue into relationship and communication dynamics.

PSYCHOLOGICAL SAFETY

Strengthening Trust, Communication & Innovation

OBJECTIVES

Learn how everyone in the workplace has a role to play in establishing, strengthening and sustaining psychological safety through trust, communication and collaboration.





PSYCHOLOGICAL SAFETY

OVERVIEW

This session will...

- Introduce psychological safety including why it's important in the workplace and the role everyone plays in establishing and sustaining it.
- Surface key personal, interpersonal and cultural challenges that effect psychological safety.
- Explore factors that contribute to psychological safety and how to best promote them and lead by example - including trust, respect, inclusivity, cooperation, and striving for mutual benefit (aka Win-Win).
- Discuss challenges that can arise in creating and maintaining psychological safety, such as personal, interpersonal, and cultural barriers, and the impact of stress, conflict, incivility and bullying.
- Learn strategies and best practices for fostering psychological safety, including effective communication, building trust, promoting collaboration, reaching out for and providing support.
- Highlight impact of psychological safety on team performance, innovation, change agility, and wellbeing.

OUTCOMES

Key outcomes people walk away with include:

- Increased awareness of how trust, mutual respect, inclusivity and cooperation lead to better interpersonal and team psychosocial safety and outcomes.
- A solid understanding of values and practical approaches for building sustainable relationships and a culture of open communication, sharing, and collaboration.
- Clarity on human defences that can trigger behaviours and communication that prove counterproductive to collaboration.
- Insights into the role and impact of different communication methods in interpersonal settings.
- New ways to talk about how to work together towards collectively beneficial outcomes.

RECOMMENDED DURATION:

- 90 minutes includes facilitated dialogue into relationship and communication dynamics.

SPEAKING UP

Psychological Safety in action

OBJECTIVES

The "Speaking Up" module aims to empower participants with the confidence and sense of safety needed to share their thoughts, even if they are unpopular or controversial.





SPEAKING UP

OVERVIEW

This session will...

The "Speaking Up" module aims to empower participants with the confidence and sense of safety needed to share their thoughts, even if they are unpopular or controversial. It will help them discuss problems and difficult issues with people outside of their direct team and feel confident in raising concerns about plans and decisions that affect everyone. This succinct course is designed to provide practical strategies and insights to foster a culture of open dialogue and proactive communication within the organisation.

By the end of this course, participants will feel more confident in sharing their thoughts and raising concerns, understand the importance of open communication in the workplace, and be equipped with practical strategies to enhance their communication skills and contribute to a culture of transparency and collaboration.

OUTCOMES

Key outcomes people walk away with include:

- Realise the importance of sharing thoughts, even if they are unpopular or controversial.
- Recognise the positive impact of open communication on team dynamics and organisational outcomes.
- Understand the importance of raising concerns about plans and decisions that affect the organisation.
- Develop confidence in discussing problems and difficult issues with people outside of their direct team.
- Participants will learn practical strategies to improve their communication skills, enabling them to discuss difficult issues constructively.
- Learn practical strategies to improve communication skills and discuss difficult issues effectively.
- Gain insights into the role and impact of different communication methods in fostering collaboration and respect.

RECOMMENDED DURATION:

- 30 to 60 minutes includes facilitated dialogue

SEEKING HELP

Psychological Safety in action

OBJECTIVES

The "Seeking Help" module aims to create an environment where mistakes are seen as learning opportunities.



A hand reaching up against a blue sky background.

SEEKING HELP

OVERVIEW

The "Seeking Help" module aims to create an environment where mistakes are seen as learning opportunities. It addresses the challenge faced by some employees in the organisation regarding the openness of team members to discuss mistakes and learn from them.

This concise course provides practical strategies and insights to foster a culture of continuous improvement and support, encouraging team members to seek help and share their experiences openly.

By the end of this course, participants will understand the value of mistakes as learning opportunities, know how to create a supportive environment for open discussions about mistakes, and be equipped with practical strategies to foster open communication and continuous improvement within their teams.

OUTCOMES

Key outcomes people walk away with include:

- Realise the importance of seeing mistakes as opportunities for growth and learning.
- Recognise how embracing mistakes can enhance individual development and team cohesion.
- Understand the importance of creating a supportive environment for discussing mistakes.
- Learn how to foster a culture of trust and continuous improvement within the team.
- Practical Strategies for Open Communication Participants will gain practical strategies to improve open communication about mistakes and ways to learn from them.
- Learn practical strategies to promote open communication about mistakes and learning opportunities.
- Develop skills to encourage and support colleagues in seeking help and sharing experiences.

RECOMMENDED DURATION:

- 30 to 60 minutes includes facilitated dialogue

A close-up photograph of a hand holding a white chess piece (a king) over a black chess piece (a king) on a chessboard. The chessboard is in the foreground, and the background is dark. The lighting is dramatic, highlighting the pieces and the hand.

WORKPLACE CIVILITY & BULLYING

How to recognise and respond to bullying to course-correct workplace culture.

OBJECTIVES

Develop a culture of psychological safety where people surface and address inappropriate behaviours in the workplace.



WORKPLACE CIVILITY & BULLYING

OVERVIEW

Although bullying is a term that has certain parameters and criteria, it's perhaps even more important to empathise with the feeling of being bullied. People often use the term bullying to describe the feelings associated with experiencing or witnessing inappropriate or unfair behaviours in the workplace.

It is helpful for people to address feelings of bullying by better identifying types of inappropriate behaviour that can manifest as these feelings. When people can more clearly and confidently identify and express their feelings and the behaviours associated with them, there can be better reporting, dialogue and intervention.

Establishing an environment where it is safe to surface, discuss, and address inappropriate workplace behaviours - from victims to witnesses to the whole community - will strengthen psychological safety in the workplace.

WHAT WE WILL COVER

Key areas this workshop will cover include:

What is bullying & incivility?

- What is bullying & victimisation?
- What is incivility & injustice?
- What does it look like in a workplace context

How can it happen in the workplace?

- Examples of how & why bullying emerges & persists in the workplace
- Psychosocial risk factors associated with bullying & incivility

How to respond?

- Putting a name to bullying that is taking place
- Language for better identification & dialogue
- Positive steps to take for self, in teams, with leaders & key support resources / services

RECOMMENDED DURATION:

- 1-2 x 60 minute interactive workshops that can include breakout groups, live panel discussion &/or Q&A

A person with long hair, wearing a red hoodie and black leggings, is walking away from the camera on a paved path. Their hands are raised behind their head. The path is lined with trees, and the scene is bathed in the warm, golden light of a sunset or sunrise. The ground is covered with fallen leaves.

RECHARGE WELL

How to optimise resources, boost energy and prioritise recovery

OBJECTIVES

Investing in routines that conserve and boost resources for sustainable high performance and wellbeing.

A person with long dark hair, wearing a red hoodie and black leggings, is seen from behind, stretching their arms above their head on a paved path in a park. The path is covered with fallen yellow leaves, and there are trees with green and yellow foliage in the background.

RECHARGE WELL

OVERVIEW

There has been a rise in stress and mental health challenges in our work and lives in recent times. Burnout risk is high and now officially recognised by the World Health Organisation.

How people recover and show up is critical for the future success and sustainable productivity of your teams and your organisation.

When investing time in recovery it's important that people consider doing the things that will recharge and rejuvenate them - not what will put their wellbeing and health at greater risk.

We designed an experience to inspire people to learn about and decide what micro and macro recovery can look like in their work and life routine.

OUTCOMES

Key outcomes people walk away with include:

- A practical 3-part approach: Recharge (Charge the battery), Conserve (Reduce the waste), and Invest (Win-Win energy exchange)
- Vital wellbeing tips backed by science, timely exercises, restorative routines, and even some playful practices
- How we need to switch our stress alarm system to 'All Clear' to aid our recovery
- What it takes to be feeling and functioning well in preparation for transitions ahead - change, hybrid work, peak work periods
- How engaging in things that are fulfilling and meaningful yields significant ROI
- How to reset and restore a sense of balance

RECOMMENDED DURATION:

- 1 x 60 minutes + 30 minutes live panel discussion

WELLBEING - LIFESTYLE CHANGE

A wellbeing upgrade you can target towards the most important area for your group.

OBJECTIVE

How to integrate important wellbeing promoting routines into the flow of work and life.





WELLBEING - LIFESTYLE CHANGE

OVERVIEW

This session will...

- Explore how to fit wellbeing routines into the work-life rhythm.
- Provide leading edge wellbeing routines backed by science.
- Address key challenges people face when learning and changing behaviours - whether adopting new wellbeing routines or adjusting existing ones.
- Involve guest experts who can bring proven methods to support the unique needs and challenges of the group.
- Focus on one wellbeing routine of your choice - selecting either -
 - Movement and Physical Activity
 - Nutrition, Hydration & Digestive Functioning
 - Sleep, Rest and Relaxation
 - Building and Maintaining Win-Win Relationships

OUTCOMES

Key outcomes people walk away with include:

- Practical, proven tools and techniques for making lifestyle changes and building stronger wellbeing routines.
- A greater understanding of barriers to change and points where relapse is more likely to occur.

RECOMMENDED DURATION:

- 1 or more x 60 minutes + 30 minutes live panel discussion / Q&A



UNRAVELLING SECRETS TO LIFELONG WELLBEING

OBJECTIVES

Focus on lifelong practices that promote healthy aging and overall wellbeing.



UNRAVELLING SECRETS TO LIFELONG WELLBEING

OVERVIEW

Understanding lifespan and healthspan is critical for ensuring not just longer lives but healthier, more vibrant ones. With advancements in science, we are now more aware of the factors influencing aging and health, allowing us to take proactive steps towards better healthspan.

This workshop is designed to enlighten participants about the key concepts and practical approaches to enhance both lifespan and healthspan, focusing on cellular health, inflammation control, comprehensive lifestyle practices, and stress management.

OUTCOMES

Key outcomes people walk away with include:

- A clear understanding of lifespan and healthspan and their differences.
- Practical insights into cellular health and aging, and how telomeres play a role.
- Vital strategies for controlling inflammation and boosting immune health.
- Comprehensive lifestyle practices that encompass diet, exercise, and sleep.
- Effective stress management and mental health techniques.
- Lifelong practices tailored for different life stages.
- Practical techniques and habits for daily life implementation.

SESSION STRUCTURE:

- 10 to 15 minute positioning by leaders
- 40 to 45 minutes interactive content
- 10 to 15 minute panel discussion / Q&A

WHAT OUR CLIENTS ARE SAYING

"The Benny Button programme has changed me for life! I have attended many leadership courses and specific training in many areas that have shaped my professional career but never have I had such a path of discovery as I had with Benny Button"

- Kevin Miller, Contract Delivery Manager, UGL Limited

GROWTH PATHS & PROGRAMS

We thoughtfully curate and design learning experiences to develop the skills and abilities your employees need for their personal and professional growth, and to benefit your organisation's culture.

GROWTH METHODOLOGY: THE 3-PHASE CYCLE

1. EXPLORE

Know what you need to do

We review and obtain data and insights to unlock performance and wellbeing needs and opportunities.

- Wellbeing-Performance Profiler - employee app & workforce insights report.
- Review available Employee Opinion Survey results and available people analytics insights.
- Stakeholder interviews and focus groups identify objectives.

2. TRANSFORM

Do what needs to be done

Your data from the Explore phase is reviewed alongside frameworks from performance psychology and wellbeing science to design and roll out tailored learning and development growth paths and programs.

People are engaged in learning and supported by digital tools that encourage progress and monitoring throughout the growth path

- Targeted series of L&D experiences.
- Wellbeing Checkpoint App.
- Practical, micro- eLearning modules.

3. EVOLVE

Be the best you can be

Embed what works best for the long-haul and get insight from challenges and setbacks that inform the next cycle of growth.

Drawing on our expertise in organisational and performance psychology, leadership, wellbeing science, workplace culture and engagement, we help you continue to explore and transform by building and embedding a continuous learning and development culture.

- Ongoing advisory, monitoring, and governance support.

CHOOSE YOUR OWN ADVENTURE

Build your own growth path

HOW IT WORKS

Design the path that fits for your people, context, challenges, opportunities and strategic priorities.

If you believe your people would benefit the most from a customised session or growth path, we will support your 'Choose your own adventure' enthusiasm.

We help teams and organisations identify their unique challenges and growth opportunities; measure risks, strengths and development needs, and design a bespoke growth path.

Contact hello@bennybutton.com to learn more.

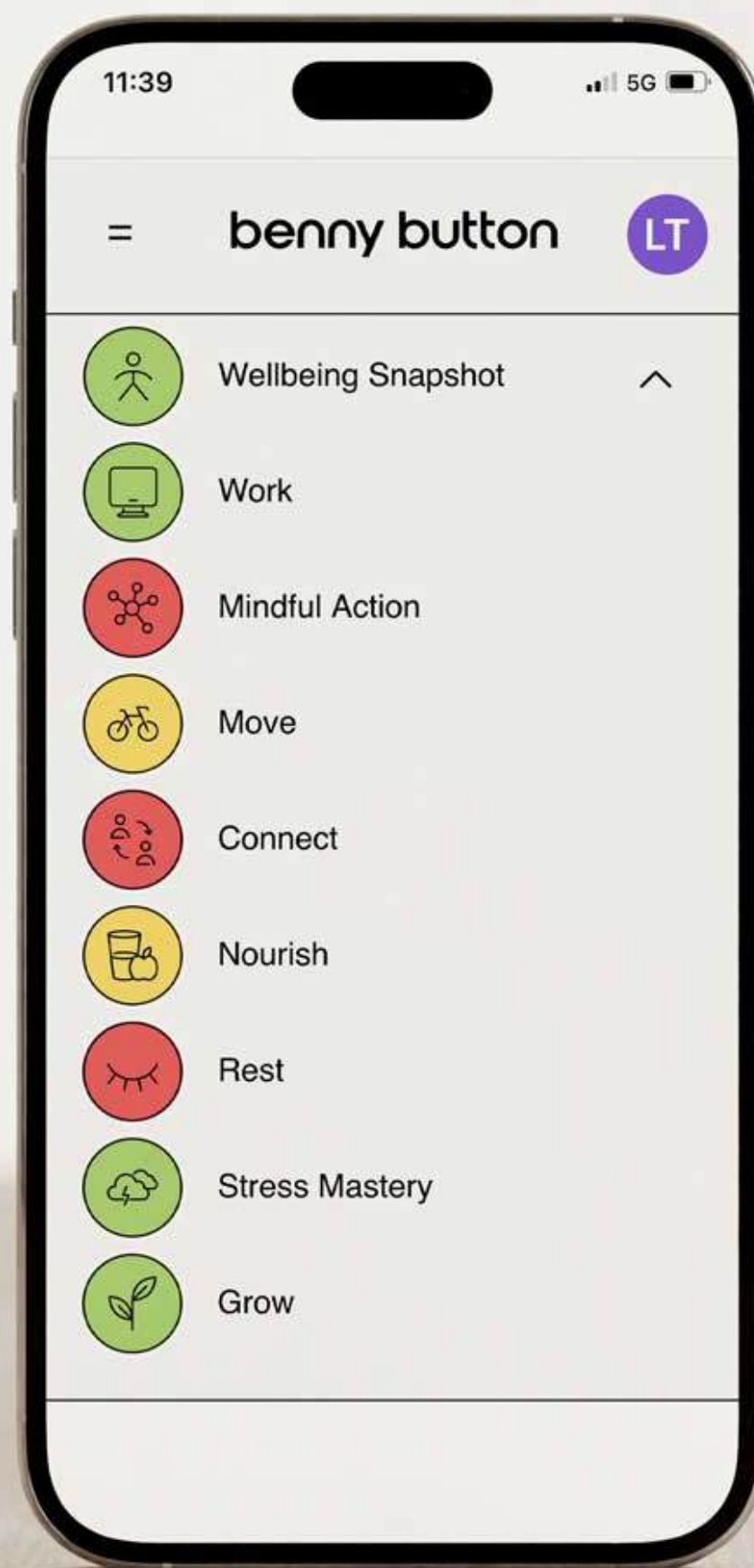
WHAT OUR CLIENTS ARE SAYING

"It is a real skill to create training via Zoom and make the 1.5 hours fly by, your structure and content allow this to happen."

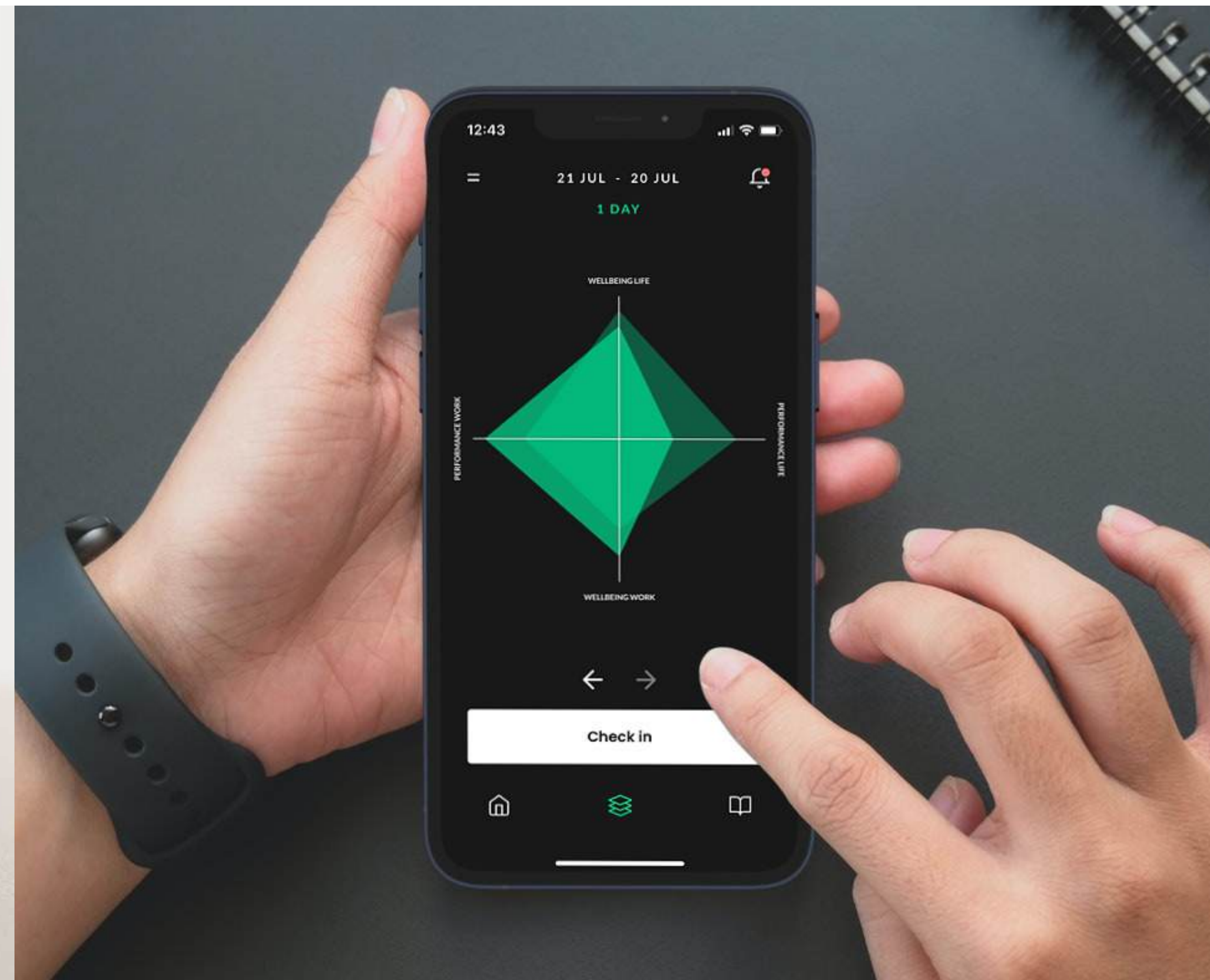
- Deborah Brown, UGL Operations Manager

DIGITAL TOOLS TO ENHANCE LEARNING AND GROWTH

CLICK HERE TO LEARN MORE
[ABOUT](#) PROFILER



CLICK HERE TO LEARN MORE
[ABOUT](#) WELLBEING CHECKPOINT



DATA-DRIVEN

Talk to us about taking your experience to the next level by integrating the Benny Button Profiler and Checkpoint.

DATA PROVIDES CONTEXT

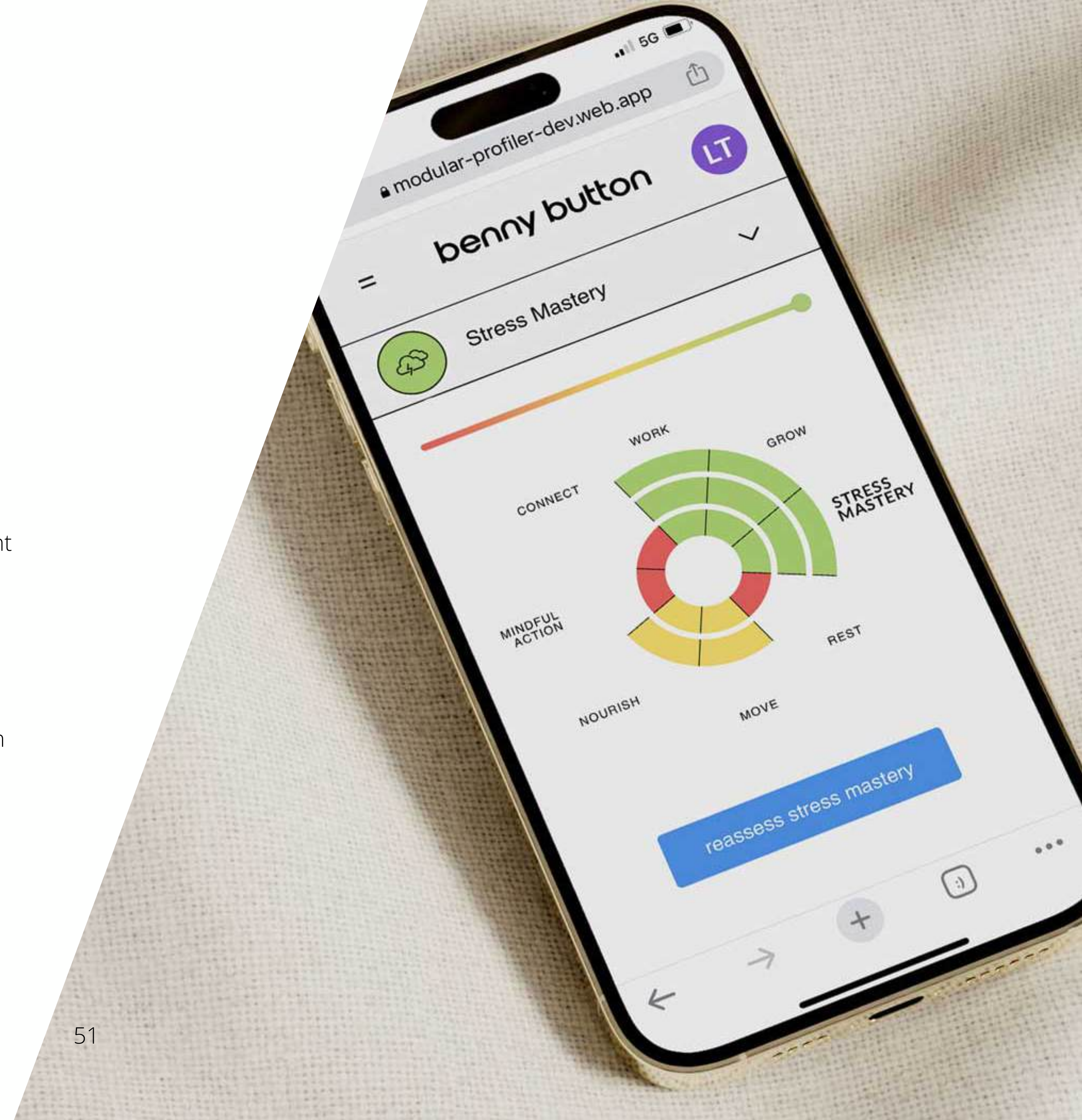
Data will help employees and leaders understand 'why' the schedule of experiences is relevant and important. This will improve participation and engagement in learning experiences - making them a highly relevant investment of time and energy.

DATA INFORMS DESIGN

Data insights and results can highlight key or unique needs, challenges, and strengths that inform the design, audience targeting, and sequencing of growth paths and experiences.

DATA DETERMINES VALUE

Data provides an important baseline from which to measure change, growth, impact and value on investment in employee wellbeing culture.



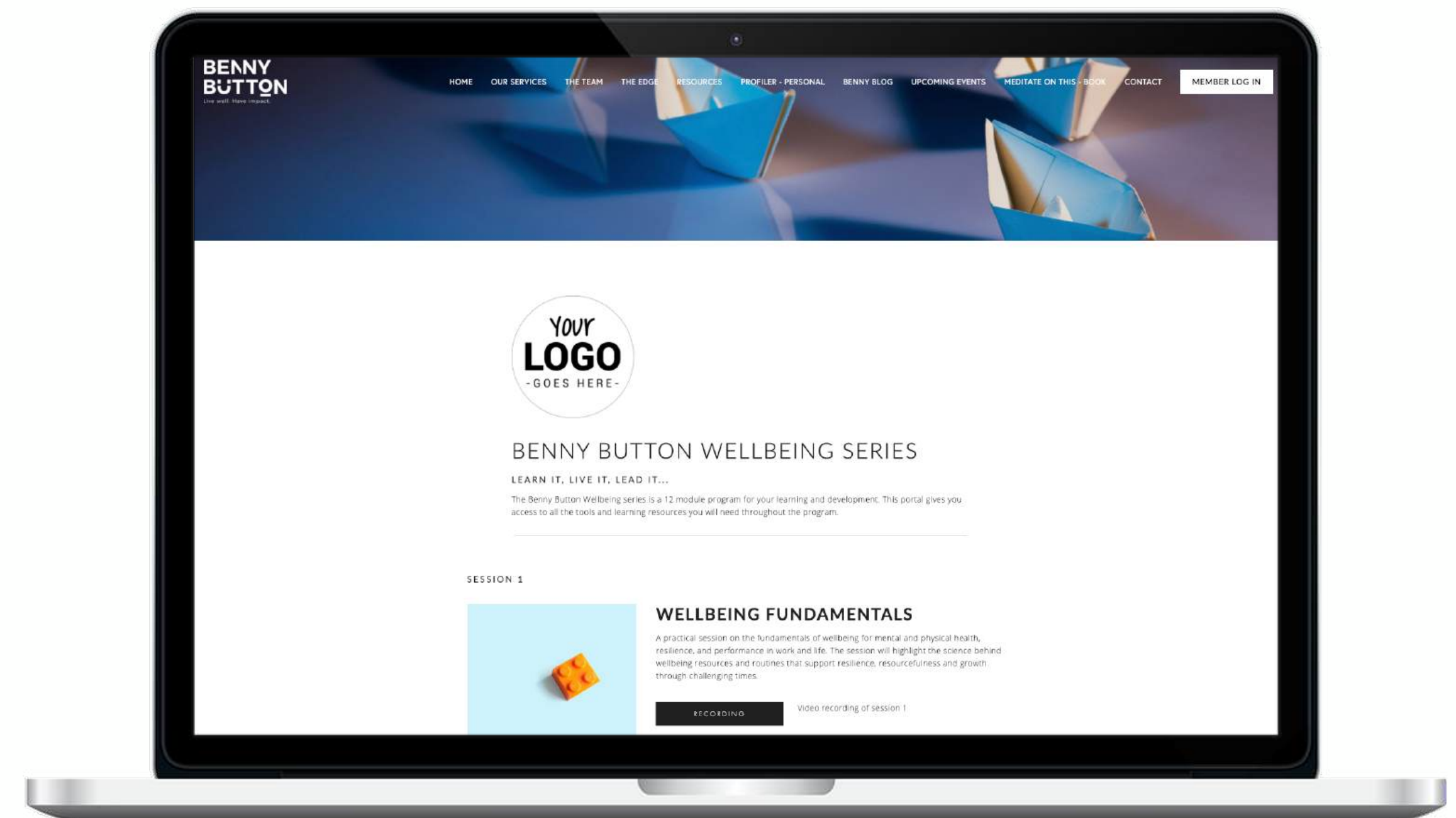
RESOURCES AT YOUR FINGERTIPS

We make sure everyone has the learning resources and tools to support their development over time.

Choose between using your own internal online environment or Learning Management System, or allow us to setup and host a password protected online portal loaded with key learning resources and practical tools to support the development of your people.

Your people will have access to:

- Digital downloads / handouts
- Tools, Techniques & Interactive Exercises
- Session recordings
- Recommended apps, books, podcasts, & more...



WHAT OUR CLIENTS ARE SAYING

"Adrian is a highly engaging and inspirational presenter. His intimate understanding of psychology and human behaviour is second to none. Adrian's stress mastery session was just what we needed for our 2022 Property Management Conference and the feedback was fantastic. Adrian is passionate about teaching people how to navigate the complexities of life and work to achieve a better sense of balance and optimal performance. If you are looking for a speaker who can initiate and drive a wellbeing and high performance culture in your workplace, look no further. Adrian will absolutely help you to get the best from your team."

- Antonia Mercorella, CEO, The Real Estate Institute of Queensland



WHAT OUR PARTICIPANTS ARE SAYING

"This was a brilliant Webinar, thank you, very timely."

"Thank you - I am grateful to my organisation for providing this resource today :)"

"I got more out of that than I thought I would! Thanks so much, great reminders"

"Every day I do a gratitude exercise - today's is easy - thank you for this great session!"

"Thank you! Really valuable content and great to bring my attention back to where it is needed in the current climate :)"

"Thank you for the inspiration to get into improved self-care and balance"

"Thanks, what a privilege to have the opportunity to focus on our wellbeing in the middle of a busy working day"

SOME OF OUR HAPPY CLIENTS





Like what you see? Connect.

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