

# Leading, working and living well

## Overview of GLWS Services & Capabilities

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# Our opening gambits.

- Wellbeing doesn't discriminate – every human being has wellbeing needs.
- The infinite variation in needs and circumstances makes wellbeing an endlessly complex challenge to meaningfully support.
- In the context of ongoing uncertainty, increased velocity and volume of change, the complexity around effectively supporting wellbeing has ramped up again.
- Now more than ever, we need to help professionals prioritise and focus on wellbeing as:
  - an act of duty to self-care
  - an obligation to all the people within their sphere of influence.
- Wellbeing doesn't only affect an individual's own performance or happiness - its 'contagion effect' is known to ripple across the wellbeing and performance of all those around them, both at home and at work.
- Whether 'thriving', 'striving' or 'struggling' or 'languishing' every professional stands to benefit, directly or indirectly from a better understanding of their own wellbeing and how to support others.
- Progressive employers are helping individuals and teams assess, monitor and improve their baseline.

# Our promise.

“GLWS wellbeing solutions will inspire, engage and empower professionals at all levels of seniority to build their wellbeing capabilities, to thrive personally and professionally, to achieve sustainable long-term success, individually and for the organisations and people they serve.”

Audrey McGibbon, co-founder



# GLWS equips whole organisations to 'Learn, Live, Lead & Embed' better wellbeing for all.

Enable wellbeing to 'stick' and become your organisation's true cultural norm with 4 key strategies to uplift capabilities:

- 1 Learning** what 'good' wellbeing looks like for individuals, teams and organisations.
  - How the language of wellbeing and mental health can become 100% inclusive, why sacrificing wellbeing in the pursuit of performance is a false economy for individuals and employers, the stress and burnout epidemic, and future of workplace wellbeing.
- 2 Living** self-care as a non-negotiable priority and committed set of actions.
  - How every employee can identify and improve the aspects of their own wellbeing under their personal influence, set protective boundaries against those they can't directly control, and renew the resources they need to thrive.
- 3 Leading** teams with the intention and skills to constructively support others' wellbeing.
  - How leaders can role-model effectively, how actions speak louder than words, how compassionate improvements to work practices contribute to greater productivity and thriving, how leaders and teams can be more open in talking meaningfully about wellbeing.
- 4 Embedding** rigorous baseline measures of individual, team and organisational wellbeing.
  - How leaders and organisations are increasingly going to require the skills and tools to conduct detailed psychosocial / wellbeing risk identification and controls to help measure, monitor and improve wellbeing controls, actions and policies.



# About GLWS.

- Established in 2015 by experienced organisational psychologists in response to the alarming prevalence of largely avoidable burnout risks among professionals.
- Predicting the phenomenon of wellbeing as it has now become, the original imperative was to help senior leaders reach, maintain and sustain their peak performance by prioritising wellbeing in ways authentic to each individual.
- The GLWS wellbeing framework, assessment and reporting systems were painstakingly developed and have become global market leaders for executive, professional and leaders' wellbeing support.
- GLWS solutions now include an augmented range of scalable training, development and capability uplift resources for better wellbeing practices across whole organisations.
- Expert business psychologists develop all the tools, with the latest wellbeing research at their core, designed to resonate and be credible in business and meet exacting demands from other professionals.
- Supported by a global network of highly qualified leadership consultants, facilitators and coaches with deep expertise in wellbeing honed over many years.

# Our services.

- **Wellbeing advisory:** thought leadership and consultation on wellbeing strategy development, integration of current state initiatives, embedding wellbeing across multi-function stakeholders and evaluation of wellbeing outcomes. Meta analysis and data driven insights.
- **Leader-led wellbeing programs:** delivered in partnership with clients and coaching partners to create uniquely tailored, evidence-based and engaging wellbeing programs for executives and senior managers.
- **Employee wellbeing solutions:** wellbeing training, development courses and workshops; self-paced digital, in person or hybrid; to build practical wellbeing capabilities across whole organisations, with consistent approach, tools, actions and goals.
- **Wellbeing practitioner support:** supporting clients' in-house wellbeing professionals' development and transfer of tools and approaches through rigorous best practice and emerging know-how.



## OUR SERVICES

# Wellbeing advisory.

- Co-creation and review of wellbeing strategic plans and operational activities, aligned to organisational strategy, integrated with business plans and embedded organisation wide.
- Map existing collateral, identify strategic gaps; advise and deliver on scope of work, and provide recommendations for 1-2 year plan.
- Review and guide practices to build individual, team, organisational and leader wellbeing capabilities, with focus on multi-stakeholder joint accountabilities.
- Provide external thought leadership, keynotes, masterclasses and facilitated discussions on wellbeing at firm's leadership events, conferences, learning labs, and employee development initiatives.
- Provide external counsel, wellbeing coaching, mentoring and guidance to the senior leadership team, P&C and/or WH&S specialists.
- Collect and analyse baseline data to create norms, provide exceptional insights and targeted recommendations to guide future directions.



## OUR SERVICES

# Leader-led wellbeing programs.

- Personalised wellbeing programs for senior professionals and executive leaders, custom-designed, delivered and evaluated.
- Flexible scaled application suitable for individual execs, intact leadership teams or whole management cohorts or critical talent groups.
- Can be stand alone or included within broader development or culture programs.
- Includes needs assessment and wellbeing profiling via GLWS Survey/Reports; confidential executive wellbeing coaching; extensive development resources; action-planning, follow-up and accountability check-ins.
- Optional inclusion of eLearning, masterclasses and workshops to uplift 'leading for well and thriving organisations' capabilities.
- Pre program baseline measures, post-program reviews and impact evaluation.





## OUR SERVICES

# Employee wellbeing solutions.

- Rigorously developed suite of [employee Reach Wellbeing development courses, workshops and masterclasses](#) which can be delivered flexibly online or in person, in groups or via self-paced eLearning, or hybrid combination.
- Valuable for employee education, assessment, development and training support.
- Suitable for use with professionals at all levels, wellbeing practitioners and senior execs.
- Available via GLWS delivery partners, other GLWS accredited consultants or licensed in-house to an organisation's own expert facilitation and coaching team.
- Evidence-based [wellbeing development collections, guides and toolkits](#), researched, created and curated to enable self-sufficiency for inhouse employee wellbeing portals and inclusion on skills development workshops.
- Optional inclusion of live keynote masterclasses and workshops to uplift 'leading for well and thriving organisations' capabilities.



## OUR SERVICES

# Building in-house wellbeing practitioner expert capabilities.

- [Professional development and capability building](#) for experienced coaches, psychologists, consultants and inhouse OD/L&D practitioners.
- [Level 1 Accreditation](#) – GLWS Certified Practitioner program.
- [Level 2 Accreditation](#) – GLWS Master Practitioner program.
- Train the trainer accreditation for [GLWS Reach Wellbeing program](#).
- Evidence-based [wellbeing development resources](#) and [toolkits](#), researched, created and curated to enable self-sufficiency and DIY build and delivery of customised wellbeing programs.

# What we do best.

- Design credible and valid wellbeing measurement tools, reports, learning and development resources.
- Design 'hi tech + hi touch' wellbeing solutions, combining psychological science, digital enablement and human-centred design.
- Conduct data-driven wellbeing needs analysis, providing insights for targeted risk reduction, support and education.
- Improve wellbeing and performance outcomes – not one at expense of other.
- Build enterprise wide wellbeing capabilities, by deploying leader-led strategies.
- Connect with the best delivery partners and experts.
- Measure the impact and benefit for individuals, teams and organisations.

# The results you can expect.

## Impact and benefits of integrating GLWS solutions

A simple tailored and low cost wellbeing program typically delivers results that look like this\*...



\*Based on actual client data

# Learn, Live, Lead & Embed better wellbeing with GLWS solutions.

Boost wellbeing and performance.

[Book a call with a GLWS consultant](#)

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