



Culture
Leadership
Teams



Psychosocial Risk
Mental Health & Resilience
Well-being



Performance Science HPO is a management consulting company focused on the development of high performing organisations and people.

Our Solutions and Services

Leading teams through change and uncertainty takes energy and engagement. With ongoing uncertainty and complexity being experienced across organisations, leaders and teams are needing to be **resilient and adaptable**. Leaders are needing **tools** to help them not only support the work and performance of their teams, but also the well-being and mental health of their teams.

At Performance Science HPO we focus on your **people** and how we can help them **adapt** and **grow**. We support your team with their work-life balance and how to **flourish** across both domains.

Organisational Planning & Practices

- Strategic plans and their cascade into tactical & operational plans
- Mental health & well-being strategies
- Capability Frameworks & their integration into HR practices
- Organisational health & engagement diagnostics & metrics

Coaching Leaders, Teams & Individuals

- One-on-one development of leadership practices & skills
- Diagnostics to develop insight & engagement
- Group coaching sessions to support team behaviours & skills

High Performing Teams

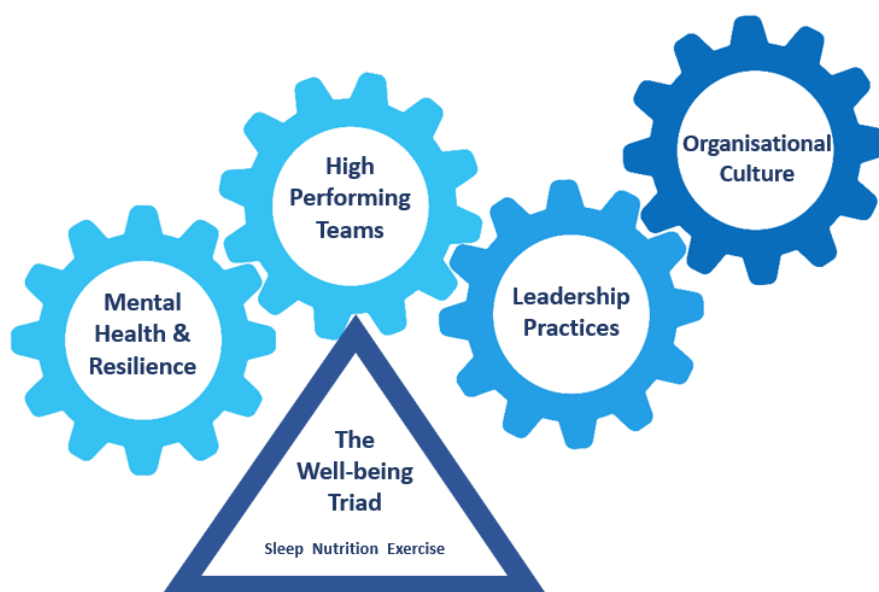
- Team building & development workshops
- Diagnostics to develop team insights, communication & behaviours
- Team charters & performance expectations
- Performance shaping factors & error traps

Mental Health & Resilience

- Psychosocial risk assessments & interventions
- Individual and team awareness and skills
- Adjustment to work – working from home, FIFO/DIDO, expatriates

Well-being

- Sleep
- Nutrition
- Exercise & activity



Case Study

Leader^x works at a major hazard facility where there has been significant positive financial performance and industry growth for a number of years. With the new year, 2020, has come a major drop in the oil price whilst at the same time a global pandemic. Companies, countries and communities are experiencing ongoing economic uncertainty and community stress. Employees are having to work from home, are dislocated from their leaders and teams, and are facing the potential of redundancies and job change, whilst home schooling and being socially isolated from friends and family. Employee stress and burnout are real risks.

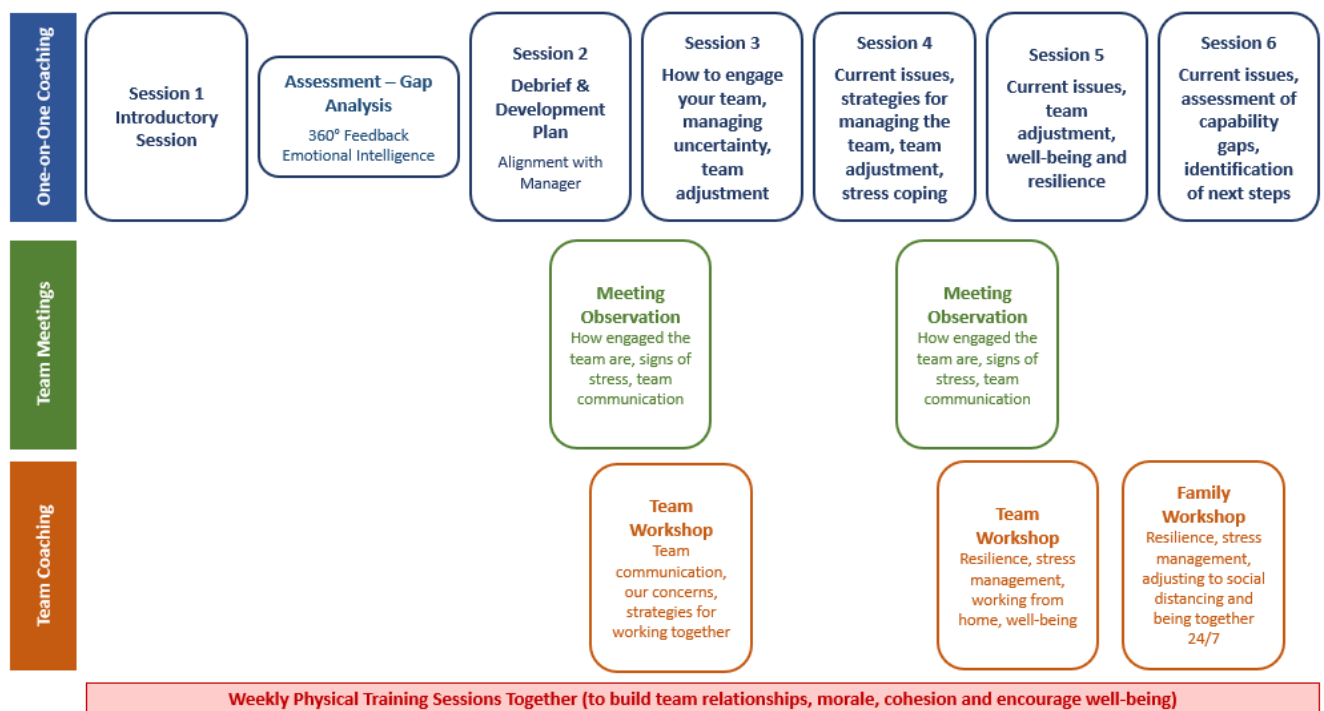
The Performance Science HPO Approach

Research shows:

- Culture and social support are your biggest protective factors against mental health distress – it's all about cohesion, morale and leadership.
- Providing practical strategies for adapting personally and as a team is very effective at maintaining and increasing performance and addressing stress and burnout.
- Assessments and diagnostics are powerful tools that support self-reflection and behavioural change.
- At least 6 coaching sessions is necessary for sustained leadership change.
- When done well, dwell time and decompression from work can support resilience and well-being.
- Worker performance is directly impacted by how well families adjust and cope to living arrangements – employees may be working from home, schooling from home, working FIFO or DIDO rosters, or may be expatriates with/without family in-country.

Our Support to Leader^x (Delivered virtually or face-to-face)

The support to Leader^x is focused on addressing their capability gaps as a leader with a focus on building strong communication during uncertainty and change, a focus on supporting staff through constant change and adjusting to remote work. This integrated approach will help the leader focus on effective communication and teamwork and helping the teams to develop effective work-rest routines and aim for work-life balance.



Recent Client Work

The following summarises our recent client work.

Facilitation

Strategic planning sessions
Culture change strategies
Team building and development
Operational and Action plans

Coaching

Leadership Development – one-on-one
Team Development – group coaching

Workshops & Briefings

Mental Health Awareness
Mental Health For Leaders
Resilience and Well-being
Fatigue Management
Adjustment to working away
Adjustment to FIFO or DIDO
Team Work and Communication
Performance Shaping Factors – complacency and refocus, fatigue management, stress, risk tolerance

Training

Strategic planning sessions
Culture change
Team building and development
High Performing Teams

Diagnostics

Psychosocial Risk Assessment
Engagement, Job Satisfaction and Organisational Climate
Self-Awareness: 360° Feedback, Personality, Emotional Intelligence
Team Effectiveness

Our Team

Our Team's Expertise

Our team come from a range of backgrounds and expertise including:

- Psychologists - specialists in organisational psychology and mental health
- Organisational Change Expertise
- Health and Safety Expertise
- Academic Researchers
- Elite Athletes and Qualified Coaches
- Military and Special Forces.

Why Us? We are Organisational Development Specialists and Qualified Coaches who focus on the organisation, team and individual. We will work with your EAP.

Contact Us

Phone: +61-417964163

Email: info@performance-science.com.au