

TRANSITIONING WELL SERVICE CATALOGUE



LIVING WELL.
WORKING WELL.



CONTENTS

Transitioning Well are proud to offer a range of products and services to support organisations, and their employees, to live well and work well.

GETTING STARTED

We've broken this guide down into three sections:

01 Navigating Transitions

Coaching, training and workshops that focus on key transition points, including:

- Graduates and early career
- Leadership
- Parenting and caring
- Health-related changes
- Late career and retirement

02 Specialised Support

A deep dive into specialised areas of focus, including:

- Neurodivergence
- Family and domestic violence
- Psychosocial hazards
- Employee Assistance Program (EAP)
- Career shocks
- Supervision
- Trauma-informed practice

03 Mental Health and Wellbeing Workshops

- **Living well**
Workshops that help you build the tools at work to support you to live well.
- **Working well**
Workshops that help you manage work well.
- **Managing the messy intersections**
Workshops to support those moments when life and work collide.
- **Thinking well**
Workshops to enhance the way you think at work.
- **Leading well**
Workshops to equip leaders and skills to lead well.



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WHAT YOU'RE
LOOKING FOR?**

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to discuss a bespoke solution.

NAVIGATING TRANSITIONS

Transitions are those moments of truth that have the potential to derail. However, when they're managed well, they can provide enormous opportunities for personal and organisational growth.

Our suite of transition learning is designed to help employees and their organisations thrive through these tricky times of transitions.



GRADUATES AND EARLY CAREER

For managers

Leader Series for the Graduate Transition

Acknowledging the influence that leaders can have to shape the graduate transition, our bite-sized self-paced online leader series provide leaders with the foundations they need to best support early career wellbeing.

For employees

Graduate Transition Series

We know that managing transitions is the new core workplace skill. Whether paired with your graduate program, or part of a standalone offering, our three 1.5-hour graduate workshops, delivered over the entire graduate transition, provide your graduates with an opportunity to learn techniques that they can apply to the transition from university to working life and beyond.

LEADERSHIP

Leadership Transition Coaching

Utilising the Transition Guide™ and/or Global Leadership Wellbeing Solutions (GLWS®) and working with people leaders to ensure alignment on goals and outcomes, we provide new leaders with the framework, tools and strategies they need to grow and succeed in their new role, while navigating the demands that come with life and work. Tailored partnership coaching for professional services is also available.

Workshops to Support Leaders

Transition to Leader

We offer a range of services for to support their staff as they navigate the ongoing change and disruption that can occur during the transition from employee to leader. *This workshop can also be tailored for the transition to partner in professional services and legal firms.*

Navigating Change for Leaders: When Uncertainty is the Only Certainty

This one-hour session explores how leaders can support themselves and others in responding to changes at work. We will focus on understanding the common emotional responses to change, and practical strategies in managing anxiety, worry and stress.

Fatigue Antidote: How Leaders can Overcome Fatigue within Teams

This one-hour session enables leaders to recognise the signs and symptoms of workforce exhaustion and provide practical strategies to combat team fatigue by role modelling best practice.

NAVIGATING TRANSITIONS

Workshops to Support Leaders cont.



Harnessing the Power of Neurodivergence

This one-hour session explores the concept of neurodivergent thinking and how leaders can embrace diversity of thought to enhance and drive creativity and innovation.

Leading Well Teams: Creating a Culture of Team Wellbeing

This 1 to 1.5-hour session provides leaders with insights and practical tools focused on equipping them to rise to some of the leadership challenges of the changing world of work, particularly having supportive conversations.

Preventing Boss Burnout: How to Support Self as a Leader

This one-hour session explores the unique impact of being a leader, especially in busy and chaotic environments. We will focus on supportive strategies for those who provide the support, such as leaders.

PsyCap: Team Dynamics Training

PsyCap training promotes positive thinking patterns that can challenge and replace deep-seated assumptions and beliefs over time, and build team cohesion through deep team discovery.

The evidence-based team training delivered by our qualified psychologists via a facilitated 3-4 hour workshop (online or face-to-face) involves a series of exercises that focus on work and career-related goals, with a follow up booster session to embed learnings.

Safe to Speak: Cultivating Psychological Safety

This 1 to 1.5-hour session introduces three practical approaches to building psychological safety and help leaders develop a culture of high performance, growth and learning for their teams.

Leading Psychosocial Safety: Identifying and Managing Psychological Hazards

This 1 to 1.5-hour session provides information to help leaders identify and manage psychosocial risks that may be present in teams to support creating workplace environments that are healthier for all.

Specialised Support

Menopause Training for Managers

This three-hour training program equips workplace managers and supervisors with the knowledge, confidence and tools to support employees going through the menopausal transition.

NAVIGATING TRANSITIONS

PARENTING AND CARING

Parental Leave Transitioning Coaching

Consisting of individual coaching and facilitated meetings between the expectant/new parent and their manager, our tailored program provides tools and resources needed to maximise transition session.

Preparing for Parental Leave

This 1 to 1.5-hour session is delivered by an experienced psychologist to provide a 'heads up' and some practical strategies as you enter this exciting time.

Returning from Parental Leave

This 1 to 1.5-hour session is delivered by an experienced psychologist to help you plan for a successful and sustainable return.

Supporting the Mental Health and Wellbeing of Working Parents

We offer a range of services for both leaders and HR managers to support their staff as they transition to life as a working parent, as well as robust services tailored to support working parents themselves.

Supporting the Transition to Parenthood: Legal Obligations and Best Practice across the Parental Leave Transition

In this 1.5-hour session, we have boiled things down to the essential legal requirements and best practice strategies to help you support your people during the transition from working person to working parent.

Caring for the Carer: Supporting Self in the Carer Role

In this one-hour session we focus on the caring roles within the employee life cycle and how individuals can navigate the juggling role of caring for someone while working.

Moments of Connection

This 1.5-hour session is delivered by an experienced psychologist and explores common themes that can arise during parental leave, such as feelings of isolation, identity shifts, building your village, conversations with your partner. Participants can expect to walk away from this session with valuable resources and referral pathways to help them manage the transition to working parent well.

Specialised Support

Fertility Support

Fertility can be a long and trying journey. Over time, the stress and mental toll can start to have huge impacts on those going through the process. For workplaces, your support at this time is crucial, and knowing how to support your people at this time can be really difficult. The delivery of this 1:1 program with support from one of our qualified psychologists is customised according to the needs of your organisation and your employees.

Pregnancy Loss Support

The unexpected nature of pregnancy loss can leave parents and workplaces unprepared for the difficult journey ahead. Our three-tiered module is conducted 1:1 by registered psychologists specialising in pregnancy loss. Recommendations regarding the form of delivery will be made by the Transitioning Well psychologist, depending on circumstances.



NAVIGATING TRANSITIONS

HEALTH-RELATED CHANGES

Menopause Coaching

Acknowledging that menopause is unique and different for everyone, our Menopause Transition Coaching is tailored to the individual, wherever you are in your journey, whether that's peri-menopause, in menopause or post-menopause.

Why Menopause is Everyone's Business

Our 90-minute presentation featuring our specialist menopause subject matter expert partner, is designed to help everyone understand why menopause is a workplace issue, and to open up the conversation so people going through this transition don't feel they have to suffer in silence or press pause on their careers.

Menopause Training (for Managers and HR)

Our three-hour training program, delivered alongside our specialist menopause subject matter expert partner, equips workplace managers and supervisors with the knowledge, confidence and tools to support employees going through the menopausal transition.

Cancer Support (for Managers and HR)

Managing a health-crisis can be an incredibly challenging time. In this session, we look at the mechanisms that can be applied to support people in a workplace context, so they can have the space, time and stability to dedicate to their health and wellbeing.



THE TRANSITION GUIDE

The Transition Guide is a self-assessment tool designed for businesses to help their people navigate common life-work transitions. To help unpack the report and build on existing workplace support, Transitioning Well offer facilitated group sessions and/or 1:1 coaching to help employees navigate the transition well.

NAVIGATING TRANSITIONS

LATE CAREER AND RETIREMENT

Late Career and Retirement Coaching

Spanning three phases of retirement: preparing for retirement, leaving work, and adjusting to retirement, we customise five hours of individual coaching around your specific needs. This coaching can also be tailored for professional services firms.

Workshops

Late Career and Retirement Management Capability Training (for Managers and HR)

Comprised of a suite of modules, and complemented by e-learning and online conversation simulations, this comprehensive training will equip your managers with the tools and skills they need to manage an ageing workforce, and assist in managing the transition to retirement.

Late Career Navigation

This 1 to 1.5-hour session unpacks the common challenges or concerns that can come during the late career stage, and looks at the tools and resources we can use to navigate these, so that we can plan our late career in a way that is sustainable, and adaptable for our future selves.

Retiring Well

Moving beyond the traditional financial and physical health considerations, this 1 to 1.5-hour session explores ways to maximise wellbeing in the lead up to retirement and after you stop working.



NOT SURE WHERE TO START?

Take our **Maturity of Practice Quiz** to check if your organisation is ready to support an ageing workforce: awrproject.com.au/mpq

SPECIALISED SUPPORT

Our specialised offering unpacks those topics that aren't often covered by an EAP or general workplace mental health and wellbeing services.



NEURODIVERGENCE

Harnessing Neurodivergence in the Workplace

In this one-hour workshop/webinar, we will explore the concept of neurodivergent thinking and how leaders and teams can embrace diversity of thought to enhance outcomes. By embracing diverse thinking, we are exposing ourselves to a wider range of perspectives and ideas, which is fundamental to driving creativity and innovation.

FAMILY AND DOMESTIC VIOLENCE

Family and Domestic Violence

In these one-hour workshops designed to provide general education on how family and domestic violence (FDV) can present in the workplace context, we'll aim to equip people with the foundation skills they need to respond to individuals who are experiencing FDV.

Family and Domestic Violence Response

In this half-day training program, Transitioning Well, in partnership with our specialist legal subject matter expert, will provide individuals with an understanding of Family and Domestic Violence (FDV) within the workplace context, as well as the skills required to respond to individuals who share that they are experiencing FDV.

PSYCHOSOCIAL HAZARDS

Psychosocial Hazard Leader Coaching

Our specialised support services for small business is a bespoke boutique service for small business that focuses on tackling specific mental health and wellbeing issues in the workplace, with 1:1 support of our registered psychologists.

Understanding the Importance of Mentally Healthy Workplaces (for Managers)

In this 1.5 hour foundation session, we delve into the importance of providing a psychologically safe workplace, and delve into the psychosocial hazards that can impact mental health and wellbeing in the workplace.

Leading Psychosocial Safety: Identifying and Managing Psychological Hazards

This session provides information to help leaders identify and manage psychosocial risks that may be present in teams to support creating workplace environments that are healthier for all.

Safe to Speak: Cultivating Psychological Safety

This 1 to 1.5-hour session introduces three practical approaches to building psychological safety and help leaders develop a culture of high performance, growth and learning for their teams.

SPECIALISED SUPPORT

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Small Business EAP

Our EAP program for businesses with fewer than 200 people provides business owners, leaders, teams (and their family) with confidential 1:1 assistance to support their mental health and wellbeing and that of their business.

CAREER SHOCKS

Crises and Career Shocks: Supporting Your People Throughout Their Careers

In this 90-minute express masterclass we unpack the psychological vulnerabilities that can present through various career stages. From entering the workforce, to becoming a leader, through to being a working parent and late career, we explore the practical strategies you can apply to promote and protect the mental health and wellbeing of your workers, and support them during these challenging times in their career.

Redundancy Support (for Employees)

Our 1 to 1.5 hour redundancy support sessions provide 1:1 mental health and wellbeing support for employees who are navigating the redundancy transition in a workplace environment.

Supporting Redundancy (for Managers and HR)

Our 1 to 1.5 hour redundancy support sessions for managers and HR, equip leaders with the tools and resources they need to support the mental health and wellbeing of employees who are navigating the redundancy transition.

SUPERVISION

Internal Practitioner Support

We are proud to offer psychological supervision and support for employees of organisations within the mental health and wellbeing space.

TRAUMA-INFORMED PRACTICE

Trauma-Informed Practice: Foundation

Delivered by our workplace and trauma experts, this foundational half-day workshop is designed to equip your people with the knowledge and skills they need to create a safe and supportive workplace.

Trauma Informed Practice: Masterclass

Building on our trauma-informed practice training, this half-day masterclass will equip your team with the skills and techniques they need to conduct trauma-informed interviews, minimise risks of re-traumatisation and manage secondary traumatic stress and vicarious trauma.

Taking a Trauma Informed Approach to Communications

This 1.5-hour session is designed to support your team to communicate well to minimise the risk of harm to others, and build the skills to take a trauma-informed approach to both written and verbal communication.



MENTAL HEALTH AND WELLBEING

LEARNING SESSIONS

Our one-hour workshops and webinars are designed to support your organisation, and help you manage those messy intersections between life and work. All our sessions can be delivered virtually or face-to-face on the client site.



LIVING WELL

Calming the Monkey Mind

This session provides participants with insights and tools focussed on how to overcome the chaos that can sometimes overwhelm our minds through everyday practice of mindfulness.



The Fatigue Antidote

This session enables participants to recognise the signs of workforce exhaustion and provide practical strategies that individuals can use to combat fatigue and help your team create their own 'fresh start' moments.



The Science of Gratitude and Connection

This session introduces the concept of gratitude and provides a range of practical gratitude techniques that will help participants 'reinforce the good' in our work and lives.

Cultivating Meaningful Connections

This session provides individuals with insights into misperceptions of loneliness really means, and how an individual can cultivate meaningful connections in the workplace to create a sense of belonging at work.

Getting Out of Autopilot

This session provides participants with insights and tools focused on understanding the brain's 'autopilot' and learning how grounding techniques can be used in everyday life and work.

Making Healthy Habits Part of Routine

This session unpacks the many (many) reasons why our health and wellbeing may slip during times of change and the strategies we can put in place for a reset on our health and wellbeing goals.

Tech reset: How to Minimise Technoference

This session promotes intentional approaches and cultivate digital wellness habits to harness the benefits of technology and lessen its impact.



SESSION OUTLINES

To receive a complete session outline of any of the sessions, complete with learning outcomes, contact us at info@transitioningwell.com.au

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WORKING WELL

Managing Full Plates and Stress Overload

This session enables participants to appreciate different ways to 'lighten our load' and reinforces that we can be effective in the face of a 'full plate', even when we can't remove what's causing the stress.



Check in Culture: How to Ask Someone R U OK

This session explores the concept of a 'check-in' culture where peers are able to create safe places for themselves and colleagues to regularly check in with each other and ask R U OK.

Focusing on What We Can Control

This session explores models from organisational settings and sports psychology to understand concrete ways to: assess what we can control, focus on action and performance in those areas, and acknowledge when to let go.

Compassion Fatigue: How to Curb the Cost of Caring

This session provides participants with insights informed by current research and tools focused on understanding compassion fatigue and vicarious trauma, what it is, who is at risk—and critically—ways to prevent and manage it.

Finding Flow in Chaotic Environments

This session introduces techniques that provide opportunity to capitalise on getting into a state of 'flow', with complete absorption in activity, especially in busy environments where distractions are rife.

Navigating Change

This session explores common individual emotional responses to change at work, and unpacks practical strategies to support managing anxiety, worry and stress.

Preventing Burnout

This session provides leaders with insights into the 'culture' of burnout that has emerged in the shadow of the modern, blended workplace and offers practical approaches for sustained wellbeing.

Adapting to change and disruption

Change and disruption, while a common part of working life, can bring discomfort, challenges and disturbances to a work environment. How we navigate these times can play a big part in how quickly change is adapted, and how we steer through disruption. We'll draw on recent examples, like AI in the workplace, to unpack how you can prepare for change and disruption to ensure a smooth transition.

Specialised Content Support

From tip sheets for your management team, through to articles, templates and checklists to include on your intranet/wellbeing hub, our team of workplace content experts can work with you to create **custom content** to support the mental health and wellbeing of your people.

Contact info@transitioningwell.com.au to discuss your mental health and wellbeing content needs.

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MANAGING THE MESSY INTERSECTIONS OF LIFE AND WORK

How to Disconnect from Work

This session provides participants with insights and tools focussed on understanding the stress and relaxation responses, and practical ways to 'switch off' so we can relax and detach from work.



Self-Compassion for Life and Work

This session explores the biological basis of self-compassion and the evidence for its benefits. Participants will be invited to practice the art of giving ourselves a 'self-compassion break'.

Life-work Transition Tactics

This session helps individuals to develop practical life-work boundary management tools, and applies these strategies through the sharing of best practice.

Living and Working with Purpose

This session helps participants understand why having a purpose and meaning in life is important to living a fulfilling and content life, supporting our wellbeing.

Setting Life-Work Boundaries

This session deep dives the techniques of setting clear boundaries between work and home to create a clear delineation between entities within life to support health and wellbeing.

Getting Clear on Our Values

This session provides an opportunity to explore and refine your values and consider what is meaningful for you. The session introduces tools to discover what's important to individuals right now so they can get moving in that direction.

How to Support your People in their Right to Disconnect

This session provides managers and leaders with the tools, resources and understanding they need to build the scaffolding required to support their people to disconnect from work outside of working hours.

Effective and Respectful Communication in Work and Life

Using the Four Styles of Communication approach, this session explores the key factors that contribute effective communication. Covering such topics as active listening, and how to give and receive feedback, this 1.5-hour session provides participants practical insights they can use to communicate well.



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THINKING WELL

Building Adaptability

This session explores the concept of adaptability and provides practical strategies on how individuals respond flexibly and effectively to changes that occur in a work environment.

Building Confidence: Overcoming Imposter Syndrome

This session unpacks imposter syndrome and equips individuals with practical strategies to overcome it by understanding internal beliefs and how to reframe them to build confidence in ourselves.

Emotional Intelligence: Interpreting Your Feelings to Understand Others

This session provides practical tools and strategies to become aware of emotions in ourselves and others, and to develop a language to discuss them.

Neurodivergent Thinking in the Workplace

This session explores the concept of neurodivergent thinking and how teams can embrace diversity of thought to enhance and drive creativity and innovation.

Paradox Mindsets: Thinking Differently When Things Aren't Black and White

This session explores the idea of paradoxes and why paradoxical thinking is a critical skill in achieving solution-focused thinking.



NEXT STEPS

To book a session, or talk to us about how we can help you support your people to live well and work with, contact the Transitioning Well team on info@transitioningwell.com.au.

MENTAL HEALTH AND WELLBEING

LEARNING SESSIONS

Our Leading Well workshops are designed to equip leaders and skills to both be well, and to lead well.

LEADING WELL

For Managers and HR

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For more information please contact:

P 1300 824 808

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