

Team Building and Professional Development

With Catie Kirke

A.R.T Your Life assists individuals and teams to increase their capability, outcomes, and potential through a strong focus on self-leadership and personal management. Our contemporary programs elevate emotional and social intelligence, mental well-being, resilience, self-awareness, mutual understanding, and respect. They strongly focus on behavioural flexibility and agility, mindfulness and stress management, expectations and accountability, and cultivating a positive and purposeful mindset at work, rest and play.

A.R.T is not about fingerpainting or drawing. You need to do it when you choose to draw a line in the sand. That line may be about your health, wealth, career, the leadership of others, parenting and and/or about the relationship you have with the most important person in your life – YOU!

To make positive changes in any of these areas of your life, you need to:

A – Activate your self-awareness.

Self-awareness is having clarity about what YOU want and who and how YOU want to be in life. It's knowing what makes you tick and tock. It is exploring your values, triggers, needs, perceptions, beliefs and purpose.

R – Reshape your thinking.

Your thinking creates your reality. It will direct, criticize, judge, make sh!t up, second guess and cause paralysis by analysis. When you mindfully manage your mind and redirect your thinking, your circumstances, outcomes, relationships and experiences begin to transform.

T – Transform.

Transformation is consciously and habitually putting evidence-based tools and strategies into practice to ensure you are more than okay - at work, rest and play.

Our Signature Training Programs

The Leadership Edge - coach your people to excellence

Communicate With Influence

Elevating Emotional Intelligence & Resilience

Being Positive, Safe and Productive

The 7 Elements of Being More Than Okay at Work, Rest and Play

The Leadership Edge – *coach your people to excellence*

In the face of rapid, constant change, organisations realise that managers can't and don't have all the right answers. Consequently, successful modern-day leaders are making a crucial shift to move away from the old 'command/control' and 'sell/tell' practices.

This new approach sees managers becoming Workplace Coaches skilled at giving support and guidance rather than advice and instruction. In short, coaching is becoming integral to the fabric of a learning culture in which attitudinal behaviours are deeply embedded in self-responsibility, proactivity, and mutual respect.

The evolution of coaching to unlock people's potential to maximise their performance requires a focus on workplace coaching being an essential leadership and managerial skillset at all levels.

The Leadership Edge training program for workplace coaches is a five-day program beginning with a three-day workshop followed by a four-week workplace experiential learning period before the final two-day workshop.

The Leadership Edge training program gives leaders and managers the skills, experience and tools they need to:

- Understand the importance and capacity that coaching has as a high-performance development strategy
- Understand how coaching enhances strength and confidence in individuals and how this directly builds greater cohesiveness within a team
- Know how coaching differs from mentoring and counselling and why it is so powerful in terms of action and collaboration
- Identify your strengths and come to know and manage yourself even more effectively
- Gain effective communication strategies, particularly questioning, listening and hearing skills that foster the workplace coaching relationship and assist in all aspects of life
- Learn a sound model and structure for the setting of goals and action plans – including accountability and flexibility
- Experience a range of coaching models and techniques that cater for diverse circumstances, needs and personalities
- Gain essential insights into the fundamentals and nuances of human behaviour to better understand and bring out the best in others
- Have the skills and tools to coach individuals and teams to achieve peak performance and, ultimately a positive and productive organisation
- Provide coaching to enhance growth, confidence, engagement and belonging in the workplace
- Create a respectful, integrous, vibrant and innovative culture that exemplifies professionalism.

COMMUNICATE WITH INFLUENCE

This full-day workshop gives you the soft skills you need to communicate more confidently, clearly and purposefully. You learn the four principles of successful communication and become more assertive and influential. You also gain the knowledge and experience needed to:

- Understand the four key principles of successful communication
- Use specific language to influence positively
- Be an active and effective listener
- Have confidence in asking specific questions
- Build rapport and genuine connections
- Saying 'no' and asserting oneself effectively and appropriately
- Understanding the importance and power of meaningful questions
- Changing your communication to change your outcome

ELEVATING EMOTIONAL INTELLIGENCE & RESILIENCE

This half-day workshop gives you the tools to manage stress, overcome adversity, deal with emotions, understand others more and feel calm, confident and in control. You also gain the knowledge and experience needed to:

- Understand emotional intelligence and resilience and their impact on the workplace
- Recognise the amygdala hijack and stay calm under pressure
- Know the difference between emotions and feelings
- Deal with challenges and bounce back from adversity
- Apply the practice of mindfulness to self-regulate and manage stress
- Be empathetic and, at the same time, assertive and authentic
- Feel optimistic, composed and able to cope with life's roller-coaster ride

BEING POSITIVE, SAFE AND PRODUCTIVE

This half-day workshop teaches you how to rise above negativity, deflect drama, address unacceptable behaviour, maintain assertive boundaries and cultivate mutual understanding and respect. You also gain the knowledge and experience needed to:

- Address unacceptable workplace behaviour
- Understand moral and legal obligations
- Disrupt the toxic triangle of bullies, blamers and enablers
- Overcome misunderstandings and breakdowns in workplace relationships
- Be assertive and authentic
- Empower others as opposed to enabling negativity
- Be focused and productive even when it is the last thing you feel like doing
- Take action to build mutual respect and ownership of teamwork



The 7 Elements of Being More than Okay at Work Rest and Play

This five-day comprehensive team development program encapsulates the essential key principles and habits that need to be nurtured, integrated and acted upon for individuals and teams to be More than Okay!

The 7 Elements are a pendulum of the essential key principles and habits that must be nurtured, integrated and acted upon to be more than okay at work, rest and play. These elements are interdependent and have a ripple effect on each other.

As they swing from one to the other and back again continuously, we drive our own life in alignment with our values and purpose by:

- Treating ourselves and others with kindness, respect and understanding. Believing in ourselves and our potential and using the gift of time consciously and wisely.
- Maintaining healthy boundaries and taking responsibility for our attitudes, emotions, perspectives and outcomes.
- Standing in our truth, communicating assertively, listening proactively and championing and celebrating the achievements of others.
- Being curious, open-minded and valuing diversity and differences.
- Knowing wholeheartedly that our thoughts, feelings, opinions, experiences and dreams matter as do those of others.
- Taking care of ourselves and encouraging others to do this too.

We know, deep within ourselves, that we are the same. Fundamentally we all need and want to be more than okay at work, rest and play.

Additional Workshops for Teams

The Balancing Act of Work and Life

The Art of Feedback

Dealing with Conflict

Managing Stress and Being Well

Bullying is Everybody's Business

Boosting Happiness

Behaviour Dynamics – Yours and Everybody
Else's

(Includes Extended Disc Team Personality Profiling)

Additional Services

Group Performance and Productivity

Personal and Professional Coaching

Executive Coaching

Mental and Physical Health Coaching

Focus Group and Forum Facilitation

Participatory Action Research

360-Degree Feedbacks

Workplace Investigations and Mediation

