

# Craft a culture of **IMPACT**



Our **IMPACT** program unpacked

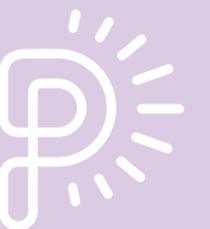
[theposifygroup.com.au](https://theposifygroup.com.au)



# We craft cultures of **IMPACT**

We believe organisations are uniquely placed to solve some of the world's most wicked problems and positively influence the prosperity of the present and future workforce.

**And we're not alone.**



# Why **IMPACT?**

Today and tomorrow's top talent are making decisions based on their values, their commitment to our planet, and the likelihood they can develop their potential.

In the New Work order, your people and customers know that meaningful work is here to stay. They demand you to stand for good, and want to know that their work, their families, and their lives matter.



Across the generations, **56%** of people would quit if work got in the way of a meaningful life



**74%** of Millennials and Gen Z want work that they can be proud of and promote as a positive extension of their identity

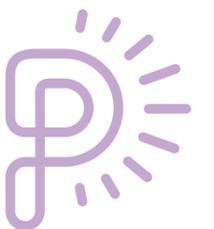


Talent tomorrow are raising the bar, with **74%** of Gen Z reporting they rank purpose over a pay cheque



Beyond a nice to have, **88%** of people want professional learning opportunities that develop their potential

Today's top performing companies are those who put purpose into motion.



**I**DENTITY

**M**EANING

**P**EOPLE

**A**UTHENTICITY

**C**OMPASSION

**T**RANSFORMATION

## Our **IMPACT** programs

equip your people and teams with research-backed practices, skills and mindsets that create high-performing and cohesive cultures of impact.



Speaking that inspires...



Workshops that activate...



Coaching that enhances...

**IMPACT**

### **Next Gen Projects** that future-proof impact

In addition to supporting your people today, we're investing in your talent for tomorrow.

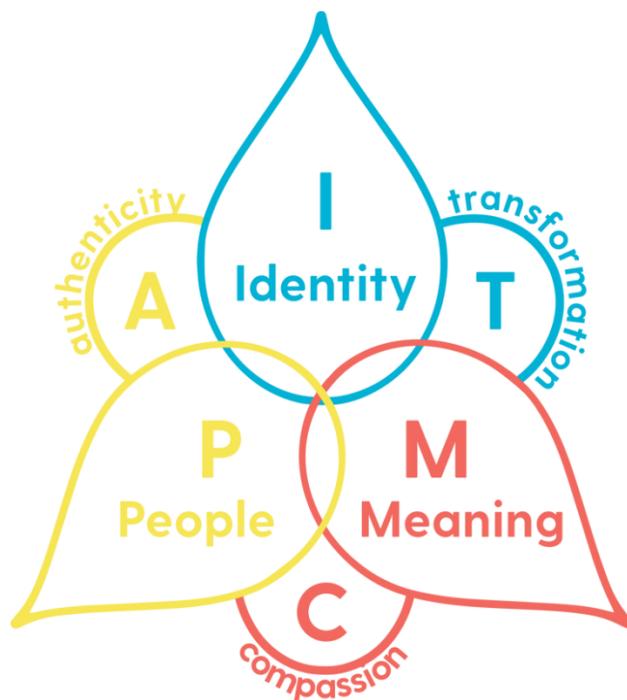
Join our **change crew** and position your company as one that cares to the kids in our classrooms that are your talent of tomorrow. Request an Ambassador pack via [info@thaposifygroup.com.au](mailto:info@thaposifygroup.com.au)



## The **IMPACT** framework

is designed to help you launch your people into their potential, for individual and organisational impact that benefits the world.

It takes a systems lens in considering the dynamic inter-relationship between human needs of employees and workplace culture characteristics. Human needs include positive identity, meaning and purpose, and relatedness and connectedness to others. These needs are met and optimized through cultures that promote authenticity, compassion and transformation.



Combined, these six factors work together to optimise individual and collective **IMPACT**.

## HUMAN POTENTIAL --- HUMAN NEEDS

### **IDENTITY:**

Knowing our unique set of skills, strengths, interests and values, and integrating our home and work lives

### **MEANING:**

Understanding our wider role and unique contribution

### **PEOPLE:**

Feeling a sense of belonging and inclusion

### **AUTHENTICITY:**

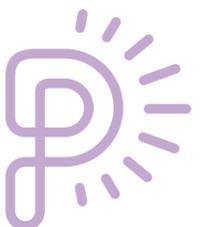
Cultures that walk the talk

### **COMPASSION:**

Cultures of kindness

### **TRANSFORMATION:**

Cultures that support professional, personal, and spiritual growth and development



# IDENTITY



## We help your people tap into their potential by:

- Improving their wellbeing and flourish at work
- Recognising and utilising their core strengths and capabilities
- Improving self-awareness and increasing self-confidence
- Challenging unconscious biases that hinder relationships
- Developing positive beliefs that support growth and development

Each of your people bring with them a unique personal narrative; a set of core beliefs, unconscious biases, and a broad understanding of their personal strengths, skills, interests and values that determine their efforts at work. Research demonstrates the strong association between positive work identities and employee flourishing, which in turn fosters greater resilience by employees in the face of challenge, and increased willingness to take on new opportunities.

Supporting the positive identity development of your people plays a crucial first step in creating a culture of impact. Thanks to the plethora of research from positive psychology and the social, personality, and human potential sciences, we have access to hundreds of interventions to help your people build empowering self-identities.



When people know their unique set of strengths and attributes, they're equally motivated to find ways they can use them to contribute to making the world a better place. Purpose at work packs a punch, especially when it comes to attracting and retaining new talent. When it comes to Millennials, 87% believe that "the success of a business should be measured in terms of more than just its financial performance"\* and 73% believe businesses can have a positive impact on society.

Meaning at work predicts positive outcomes including high levels of engagement, reduced psychological stress, greater organisational commitment, and increased creativity. Leading organisations help their people understand how the work they do has an impact on the organisation, the customers they serve, and the world at large.

\*The 2016 Deloitte Millennial Survey



# MEANING



## We help you foster meaning at work by:

- Connecting your people to their community
- Developing a culture of customer obsession
- Increasing meaningful interactions
- Designing jobs that promote consistent work-life identity
- Uncovering individual and organisational purpose
- Provide purpose project frameworks that increase prosocial behaviours



# PEOPLE



## We help you develop a sense of unity by:

- Moving your culture from competitive to collaborative
- Building daily opportunities for high-quality connections
- Designing pathways for peer-to-peer coaching and mentorship
- Uncovering the personal stories that foster strong social bonds
- Driving intentional strategies that promote inclusion
- Learning to confidently communicate differences to create more inclusive teams and environments

Akin to a sense of meaning is a desire to belong. Despite living in a technological era that boasts incredible capacity for connection, people are reporting rising rates of loneliness. Social connectedness is a human drive that predicts both positive personal and occupational outcomes.

The latest research on the importance of belonging in the workplace demonstrates its significant role in fostering employee motivation and commitment, which impacts employee pride and retention. Setting the scene for belonging helps you build a diverse and inclusive culture where everyone feels invited to come together and drive impact.



Influential cultures have one thing in common: congruence between what they say and what they do. Brene Brown caught the world's attention with her research on the role of vulnerability in promoting positive, high performance cultures. More recently, Stephen Covey provides compelling rationale for the transition from the "command and control" paradigm to "trust and inspire" style of leadership. Authentic cultures start from the top, with leadership teams that walk their talk.

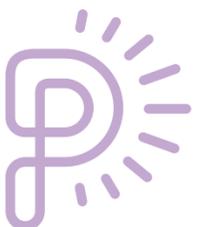
The demands for a rapidly changing workforce call for leadership that is genuine, transparent, values-aligned and ethically motivated. People naturally trust, listen to, and follow authentic leaders, and feel more empowered to bring their whole selves to work as a result.

# AUTHENTICITY



## We help you create a culture of authenticity by:

- Improving psychological safety in your workplace
- Developing open, non-defensive communication strategies
- Adopting co-design principles to amplify authentic voices
- Improving resilience, risk-taking and vulnerability
- Identifying and practising organisational values and purpose



# COMPASSION



## We help you build a culture of kindness by:

- Promoting healthy interpersonal relationships
- Leading with human hearts in mind
- Adopting mindfulness to cultivate compassion and wisdom
- Supporting employees facing individual challenges and hardships
- Becoming aware of our inner critics and learning to quieten them

Involving elements of empathy, care and love, compassion aims to acknowledge and reduce the troubles of others. Research highlights that showing compassion towards others is likely to strengthen relationships and increase prosocial behaviour. Organisations with leaders that promote compassionate cultures benefit from teams with reduced stress, increased employee retention and reduced absenteeism, increased productivity, increased likelihood to take risks, and greater job satisfaction.

Furthermore, employees given the tools in self-compassion demonstrate greater emotional and psychological resilience to successfully cope with life challenges, including those at work. Compassion toward customers, suppliers, and the community also communicates to the world that your organisation truly cares about their impact.



Today's workforce demands agility from our people and a genuine willingness and ability to constantly learn and evolve. Transformational leadership promotes a working culture that is characterised by self-actualisation, the achievement of high goals, and the opportunity for continual transcendent growth.

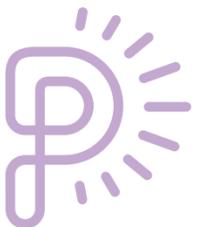
When employees perceive their leaders to be high in transformational capacities, they are more likely to report the organisational culture to be inclusive, adaptive, innovative, and purpose driven. This sort of culture thrives on a model of continuous improvement and, in turn, responds more rapidly, creatively, collaboratively, and objectively to the changing world in which it contributes.

# TRANSFORMATION



## We teach you practical, scientific strategies that:

- Support goal setting, productivity, and effectiveness
- Tackle wicked problems through curiosity, creativity, and play
- Develop life-long learning mindsets
- Create whole humans with equal parts, integrating intellectual, emotional, and spiritual intelligence
- Integrate cutting-edge practices from the sciences of spirituality and transcendence
- Normalise and integrate diversity in spiritual and religious beliefs



# Work with us to create **IMPACT**

## **Keynotes & Workshops**

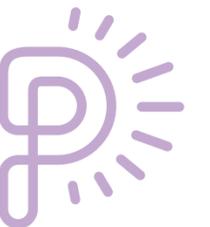
Keynotes and workshops are a popular option for those wanting to get a taste of our style and content prior to engaging in bespoke services, or for the likes of business chambers and networking groups wanting to offer engaging training for their members.

## **Coaching**

Our one-to-one coaching services, available across all stages of the leadership journey, equip your people with evidence-based frameworks and strategies to foster leadership capable of inspiring and developing creative, courageous and compassionate teams that drive positive impact within and beyond your organisation.

## **Consulting**

We scope the needs of your team or wider organisation and run measurement where appropriate, then work with your executive team to curate a bespoke evidence-informed program across necessary IMPACT framework pillars.



# Get in TOUCH

[www.theposifygroup.com.au](http://www.theposifygroup.com.au)

[info@theposifygroup.com.au](mailto:info@theposifygroup.com.au)

[@posifygroup](https://www.instagram.com/posifygroup)

Contact us to see how we can  
help create **IMPACT**.



**Mariane Power**

Co-Founder, Head of Corporate Programs

0405 667 782

[mpower@theposifygroup.com.au](mailto:mpower@theposifygroup.com.au)



**Jenna O'Connell**

Co-Founder, Head of School Programs

0409 071 825

[joconnell@theposifygroup.com.au](mailto:joconnell@theposifygroup.com.au)

