



Harvest

HR & PEOPLE SOLUTIONS



Harvest

TALENT RECRUITMENT & PEOPLE SOLUTIONS

Harvest HR & People Solutions 2022 Prospectus

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“Harvest are very generous with their contribution to the local HR community providing regular opportunities for learning, networking and sharing. The topics are always relevant, and the speakers are of good quality and experience.”

Leanne Perryman
HR Professional

“Both speaker were fantastic-informative, interesting and great presenters. Well worth coming to, I would like to come again and would highly recommend the HR Roundtable to others.”

Donna Hay
HR Professional

“The ‘Workforce Management in Crisis’ webinar series was an added bonus to access. In a time of rapid change due to COVID-19 and information coming in thick and fast from multiple areas, it was valuable to have these sessions available. Thank you Harvest HR for this series and the great work you have done in establishing a comprehensive Professional Development program for HR professional in the Geelong region!”

Louise
HR Professional

Introduction

Harvest launched in Geelong as a specialist/executive recruitment agency over 10 years' ago however we didn't want to be another "agency".

In 2016, to provide an opportunity for the region's HR Community to come together, share ideas, gain insight and HR thought leadership we launched the Geelong HR Roundtable.

After five years our HR Roundtables are often oversubscribed. In response, Harvest created the Geelong HR Nexus, a membership based platform where your seat (or that of an organisation delegate) is guaranteed.

Additionally, we have leveraged those topics most in demand into professional development programs ranging from half-day workshops to six month programs – especially in areas where skills are gained and learning is gleaned over time.

The event calendar is laid out for 2022 to allow bookings in advance so those that want to be at the table, don't miss out.

In addition, every organisation will be able to access our consultants who are subject matter experts in their field through onsite PD, mentoring, coaching and facilitation, accredited workshops and HR "on-demand" project work.

Our audience has shown greatest interest in six pillars which we will use as our "footprint" for our HR events and consulting services. These are:

1. HR Strategy
2. Organisational Design, Workforce Planning and Talent Management
3. Compliance and Employee Relations
4. Leadership
5. Mental Health and Mental Wellbeing
6. Culture, EVP and the Future of Work



To date the Geelong HR Roundtable topics have covered:

Organisational Design, Workforce Planning and Talent Management

- Getting the Right Staff
- The Candidate's Market – How to Compete in the New Era of Talent Acquisition
- Talent Acquisition and Management
- People Management Post COVID
- Workforce Planning for Local Government - meeting your Local Government Act
- “Pathway to the Board” - How to Access Director and Board Roles

Compliance and Employee Relations

- What is HR Business Partnering?
- Performance Management
- What's on the Industrial Relations Horizon
- Conflict Management, Mediations and Investigations
- Post Pandemic Employment Challenges
- Mediation Skills for In-House Teams
- Workforce Management in Crisis - Four Part Series

Leadership

- Emotional Intelligence
- How to Identify and Develop Leaders
- Supporting Teams to Bounce Forward During Change
- Change Leadership
- How to Build High Performing Teams
- Building Leadership Capabilities
- Emerging and Developing Leaders Programs

Mental Health and Mental Wellbeing

- Mental Health and Injury in the Workplace
- Cultivating Resilience
- Maintain Mental Health and Wellbeing in Crisis - Five part Series
- “Mindset Matters” - Perspective makes a difference

Culture, EVP and the Future of Work

- Culture – Unwritten Ground Rules
- Employee Engagement
- Managing Change
- Loss Grief and Empathy in the Workplace
- Making Transformation Stick
- Transform HR through Agile Thinking
- The positive impact of Design Thinking on the Employee Experience
- Unlocking Culture beyond COVID 19
- Taking Your Organisation's Learning Online

In addition, Harvest hosts an Executive HR Leaders Lunch twice yearly, an intimate & confidential forum for our region's HR Executive, as a community of practice to discuss HR Strategy.



Harvest HR & People Solutions – 2022



Events

Harvest event's will have access points as follows:

Audience	Forum	Admission
THE GEELONG HR ROUNDTABLE		
HR Leader, HR Team Members or Managers with HR Remits	3 per year - Mid week 2 hours - 9.30am - 11.30am	\$99 (General Admission) Complimentary for HR Nexus Members
HR LEADERS LUNCH		
Strictly HR Executives and Heads of HR or HR Operations	2 per year - Mid-week Lunch Forum	Complimentary for HR Nexus Gold Members** By Invitation Only
HARVEST HR BREAKFAST		
HR Practitioners, Educators, Economics Departments and Business Owners Release of Geelong HR Index Findings & HR Index Report	5 October 2022 7.15am – 9.00am Breakfast at Truffleduck	\$100 (General Admission) – includes breakfast and HR Index Report Complimentary for HR Nexus Platinum & Gold Members
HR WORKSHOPS		
Leadership – 6 Workshops Future of Work - 4 Workshops Mental Health and Wellbeing – 6 Workshops People Management in a Hybrid World – 5 Workshops		\$3,000 per person \$20,000 per organisation 5% discount for HR Nexus Gold Members

Audience	Forum	Admission
PROFESSIONAL DEVELOPMENT & NON-ACCREDITED TRAINING		
	Half Day Workshop	\$295* per person (A minimum fee of \$2,950* for half day applies)
HR team or general staff members	Full Day Workshop	\$550* per person (A minimum fee of \$5,500* for full day applies) 5% discount for HR Nexus Gold Members Please refer to the pillar
DIGITAL CAPABILITY COURSE FOR CORPORATE GENERALIST		\$3,000 per person
ACCREDITED WORKSHOP (MENTAL HEALTH FIRST AID TRAINING)		
All Employees	2 Day Program Recipients Receive MHFA Certificate Upon completion	\$595 + GST (per person) – minimum of 5 participants \$3,500 per workplace (max 6 attendees)

2022 HR Event Calendar

Date & Time	Event	Working Title	Facilitator	Location	Amount-General Admission (exc. GST)
23 February 2022 9.30am – 11.30am	HR Roundtable	People Management in a Hybrid World	Expert Panel	Harvest Office	\$99*
4 May 2022 9.30am – 11.30am	HR Roundtable	Course Launch - Digital Capability	Maree Herath	Harvest Office	\$49*
22 June 2022 12.15pm – 2pm	HR Leaders Lunch	Executive HR Forum	Informal Facilitation	Harvest Offices	Complimentary – Executive Lunch
20 July 2022 9.30am – 11.30am	HR Roundtable	The Future of Work	Expert Panel	Harvest Offices	\$99*
5 October 2022	HR Breakfast	Release of the 2022 HR Index	Maree Herath	Truffleduck	\$100*
16 November 2022 12.15pm – 2pm	HR Leaders Lunch	Executive HR Forum <ul style="list-style-type: none"> • Special Topic HR Strategy – Directions for 2023 	Informal Facilitation	Harvest Offices	Complimentary – Executive Lunch

*(excl. GST)

Workshops

Leadership Workshops

Workshop 1: Building Trust

- Defining Trust
- Activities for building team trust
- DISC model for understanding self and others
- Trust Behaviours

Workshop 2: Mastering Conflict

- Defining Conflict
- Conflict Continuum
- Healthy and Unhealthy conflict behaviours
- Team norms around conflict

Workshop 3: Achieving Commitment

- Defining Commitment
- Top Priority team activity
- Commitment related behaviours

Workshop 4: Embracing Accountability

- Defining accountability and understanding importance and value of peer accountability
- Value of feedback
- Accountability behaviours

Workshop 5: Focus on Results

- Connection between accountability and results
- Understanding results
- Overcoming distractions

Workshop 6: Action Planning

- In-depth action planning and establishing ongoing team priority settings and governance

This program is customisable – please contact Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

Future of Work Workshops

Workshop 1: Overview - The Natural Progression of Work

- Working Life Pre-Pandemic
- Working through a Pandemic:
- A Change in Landscape – - The Future as we know it

Workshop 2: Leadership in the Future of Work

- Soft skills versus traditional skills in leadership
- Soft Skills to look for in employees.
- Exploring soft skills through Emotional Intelligence
- Wellness Indicator

Workshop 3: What Employees want in their Future Work Environment

- Personalised reward and recognition programs
- Having a competitive advantage
- Revisiting a Company's EVP
- The Great Resignation and The Great Return

Workshop 4: Optimal Performing Teams

- Collaboration Working together while working apart
- Digital Tools that assist this
- Digital Literacy

This program is customisable – please contact Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au



Mental Health and Wellbeing Workshops

Workshop 1: Cultivating Resilience

- What is resilience
- Faulty Thinking
- The importance of developing resilience for an ever-changing world
- Responding vs reacting

Workshop 2: Resilience Techniques

- Learn ways to positively engage with challenges/mistakes/feedback/adversity/fear/ rejection/change
- Deliberately adopting empowering narratives/ Keeping things in perspective
- Building Comfort/ Distress Tolerance

Workshop 3: Mindful Movements

- Set up your laptop/iPad and your gym mat
- Learn the art of mindfulness accompanied with gentle stretches to reduce stress

Workshop 4: Mindfulness

- Practice intentional breathing techniques
- Being Present
- Get Creative – Change Gear
- Create a Thriving Mindset

Workshop 5: Stress, Worry and Anxiety

- Understand the basis of stress, anxiety and worry
- Reduce Stress and Anxiety
- Improve your focus and mood and enhance your overall wellbeing at work and home

Workshop 6: Self Care

- Undertake a Self-Care Assessment
- Understand Work-Life Balance
- Develop a Self-Care Plan

This program is customisable – please contact Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au



People Management in a Hybrid World

Workshop 1: Recruitment and Onboarding

- Mastering video conferencing and optimising interviews
- Resources for assessing cultural alignment
- Virtual onboarding – bedding in your hybrid team member

Workshop 2: Leading Virtual teams / Leading in a virtual world

- Flexibility, innovation and digital leadership
- Influencing and negotiation skills
- Organisational Culture in remote teams - creating social engagement strategies to stay connected with our colleagues, clients, and managers, and building a sense of community to ensure staff feel supported and included
- Working effectively from home - life balance and 'whole-person' thinking

Workshop 3: Outcome focused Leadership

- Shifting the paradigm from measuring inputs to outputs; how to focus on results
- Performance appraisal systems
- Leadership coaching and action planning
- Leading performance effectiveness – clarifying expectations, establishing outcomes (KPIs/Goal Setting) and creating Individual Development Plans
- Coaching skills for leaders - coaching for peak performance

Workshop 4: Leading and supporting staff through change

- Understanding Change – the change curve and attachment theory
- Leading through Change - understanding the various impacts of change, recognising signs of stress, and effectively communicating during change
- Creating Psychological Safety through change
- Managing uncertainty
- Working with your team's character strengths and building collaboration and cohesion to optimise alignment to the change

Workshop 5: Managing poor performance or behaviour in a virtual world

- Conducting outcome-focused performance conversations and documenting performance goals – clarifying goals and expectations Managing under-performance and creating Performance Improvement Plans and Individual Development Plans
- Goal-directed behavioural support
- Embracing accountability
- Monitoring performance

This program is customisable – please contact Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

The Geelong HR Nexus

The Geelong HR Nexus is a collective of like-minded HR professionals and executives who seek to build their division or organisation's HR capabilities and apply best practice methodologies and HR thought leadership to attract, develop and retain top talent. Recognising our region's appetite for learning and professional development, Harvest HR & People Solutions extends a limited invitation to join the HR Nexus.

Your investment

Your organisation can gain member access to the level that suits you. Tickets are transferable within your organisation.

Why join the HR Nexus?

The benefits of joining the Geelong HR Nexus include:

- Network and affiliation with key executives and HR practitioners in our region
- Gain thought leadership and insights into the new world of HR
- Access continued professional development within key HR focus areas (with AHRI CPD recognition)
- Collaborate on training and projects. Gain collegiate support.
- Be recognised as an HR leader
- Become an Employer of Choice



Membership Level	Geelong HR Roundtable	HR Programs	Hr Breakfast	Annual Investment
Platinum	1 x Ticket to HR Roundtable x 3	HR Consulting “On-Demand” (Max 6 hours specialist HR advice)	2 x Tickets to HR Breakfast	\$1,250*
Gold	1 x Ticket to HR Roundtable x 3	5% discount on HR Workshops, PD programs and Consulting	2 x Tickets to HR Breakfast	\$450*
Silver	1 x Ticket to HR Roundtable x 3	X	X	\$225*

*(excl. GST)

Memberships available at pro-rata pricing. All event pricing excl. GST

Online programs continually under development

To subscribe please contact Maree Herath, Director, Harvest Talent Recruitment and People Solutions on 1300 363 128 / 0438 517 085 or email maree.herath@harvesthr.com.au to book your professional development program.



Key Pillars



1. HR Strategy

Many HR Executives are drawn into daily operational requirements and struggle to take the time to consider strategy. Many also seek out the company of their peers to discuss key areas of strategy. To allow HR Executives time for peer networking and strategic thinking and discussion, Harvest has added HR strategy to its offering.

Event Timetable

Date	Event	Time	Topic
22 June	HR Leaders Lunch	12.15pm - 2.00pm	Informal Facilitation
16 November	HR Leaders Lunch	12.15pm – 2.00pm	Information Facilitation Strategic Directions for 2023

Consulting Services

Harvest offers consultants who can assist in the design & development of HR strategy or provide interim HR management support.

Case Study

A Local Shire's Acting HR Manager fell ill amidst the restructure of the organisation's people and culture team. Harvest placed an interim HR Manager within 3 working days to lead the HR division's restructure and recruit and onboard its new team.

2. Organisational Design, Workforce Planning and Talent Management

If you are addressing “workforces of the future”, workforce capability and capability frameworks, prospective future gaps or purely seek support in Talent Management, Harvest has a team of qualified consultants to assist.

Event Timetable

Date	Event	Time	Topic
23 February	HR Roundtable	9.30am - 11.30am	People Management in a Hybrid World
4 May	HR Roundtable	9.30am - 11.30am	Course Launch - Digital Capability

Consulting Services

Harvest’s HR Nexus partners are subject matter experts in organisation design, workforce planning and talent management.

Consulting services include:

- Workforce Plans – advisory or development,
- Compliance with changing employment legislation,
- Remuneration and Rewards (review and recommendation) & Salary Surveys, and
- Interim HR business partners

Case Study

In 2019 an expert panel addressed Strategic Workforce Planning at one of Harvest’s HR Roundtables.

With the directive for local shires, under the Local Government Act to deliver their Workforce Plan by January 2022, Harvest, through its specialist workforce planning consultants delivered two half-day masterclasses in 2021 and provided further consulting to Shires. This allowed them to deliver a Workforce Plan that not only met the base line deliverables of the Local Government Act but also to ensure their organisation’s workforce plan delivered to their strategic plan and organisation’s objectives over the coming years.

Professional Development

Organisation Design & Strategic Working Planning Half Day Workshop

This half day professional development program will provide participants with a breadth of knowledge, interactive learning and insights to understand how workforce planning interacts with an organisation's strategic plan and the factors to take into account in undertaking organisation design.

This half day program consists of practical tips'n'tricks, tools and frameworks for progressing workforce planning in your organisation, so that you are delivering for today, with the stretch for tomorrow.

Learning Objectives

- Gain an Understanding of Strategic Workforce Planning
- Learn the Elements of Organisation Design and how the Strategic Plan and Operating Model are key to effective Organisation Design
- Learn how to engage your leaders in understanding why action is needed.
- Identify better Practice Tools, Models and Methodologies in Workforce Planning

The program is interactive with a maximum of 25 participants.

Indicative Program

10.00am - 10.30am Harvest Welcome and Overview

10.30am - 11.15am Workforce Planning

10 minute leg stretch / Zoom break

11.25am - 12.25pm Workforce Plan is a Noun, Workforce Planning is a Verb

As part of this module

- The interrelationship between Workforce Strategy and Business Strategy
- Workforce Strategy answers 5 key questions
- 9 key words of Workforce Planning

12.25pm - 12.45pm Baseline your starting points(s)

- Using a Readiness to Workforce Plan checklist, evaluate what you need to begin your Organisation's Workforce Plan

30 minute Lunch / Zoom break – Facilitator's will Map, theme, and consolidate individual Organisation's views for next activity

1.15pm - 1.45pm Baseline your starting points(s) continued...

1.45pm - 2.25pm What's Next

2.25pm - 2.30pm Close

Fee: \$295 plus GST per person

Minimum Half day fee of \$2,950 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

Professional Development

People Management in a Hybrid World Half Day Workshop

The pandemic has changed the workplace forever and how employees engage with their employer and perform their work. This workshop tackles the topics of how to engage your people, build capability, deliver outcomes and work through people challenges that a hybrid workplace presents.

This workshop will help HR & P&C Managers or those with the People Management responsibility in their organisations accommodate the new ways of working and maximise employee engagement, development and performance amidst a hybrid work environment.

Learning Objectives

- Identify the major challenges and opportunities created by hybrid work models
- Re-address team members' KPI's with a focus on outcomes.
- Learn the leadership models that support hybrid workforces.
- The inclusivity piece – optimising team work and collaboration incorporating media and technology.
- Assess and manage performance of Hybrid workers.

The program is interactive with a maximum of 25 participants.

Indicative Program

9.00am - 9.15am Harvest Welcome and Overview

9.15am - 9.45am Implications of Remote and Hybrid Work

9.45am - 10.15am Unpacking KPIs and Shifting to Delivery and Outcomes

15 minute Morning Tea / Zoom break

10.30am - 11.30am Leading and Supporting staff through change & coaching for peak performance

11.30am - 12.15pm Managing poor performance in a Hybrid World

12.15pm - 12.30pm Workshop Recap and Close

Fee: \$295 plus GST per person

Minimum Half day fee of \$2,950 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

3. Compliance and Employee Relations

Employing and managing staff is becoming increasingly complex and organisations large and small must be HR compliant. At the ground level, Harvest's offerings allow you to gain an understanding of the essentials of HR compliance or learn how to manage employees in difficult situations; ensure you are covered with regards to Fair Work obligations and when to mediate or investigate on workplace grievances/complaints. Gain a taste for our offering as our HR Nexus Partners present on "Workforce Management in Crisis - Part 1 - Standing Down Workers" https://youtu.be/csc_oswhkUA & "Mediation Skills for In-house Teams" <https://youtu.be/LEKXEFNf-9o>

Consulting Services

Harvest has specialists in workplace and employee relations. These include partnership with the region's Law Firms and their Special Counsel and Workplace Relations Lawyers.

The Harvest HR Nexus partner team comprise

- Qualified and registered Mediators and Investigators who have undertaken several mediations and investigations for our clients when an objective third party is required to walk employees through the process.
- Workplace and Industrial Relations specialists to assist develop, consult, negotiate and ratify Employment Agreements or assist with agreement interpretation.

Case Study

An international education provider with multiple sites required a face-to-face mediation to occur in Geelong amidst the COVID-19 pandemic. Harvest entertained the parties creating a COVID-Safe environment at our Geelong head-office and our Mediator took both parties through the process to successful outcome.

A local shire was going through the negotiation of a new EA when their HR Manager left suddenly. Harvest HR Nexus partner and HR & IR specialist successfully took the organisation through the process to the ratification of the agreement and hand over to the HR team.



Professional Development

Conflict Management, Mediations & Investigations Full Day Workshop

This one day* professional development program will provide participants with a breadth of knowledge, and interactive learning. The workshop will address workplace grievances, complaints and the process that follows. Understand how to address workers' issues confidently and successfully and when outsourcing Investigations is necessary.

The program is interactive with a maximum of 25 participants with a full day's program and full program resources provided.

Learning Objectives (Technical)

Conflict Management

- Understand the nature of conflict and how it escalates.
- Identify the dynamics and corrosive effect of conflict within teams and groups, in addition to core conflict management understanding.
- Understand the five main styles of conflict resolution.
- Understand, apply and adapt a four-stage conflict management process to any conflict management incident as your basic conflict management skill set.
- Understand the specific competencies required for effective conflict management, associated with each stage of the conflict management journey.
- Understand conflict management as an essential leadership skill.
- Be able to use basic anger management and stress management techniques to be able to stay centred, balanced and collaborative in high-pressure conflict situations.

Mediations and Investigations

- Learn the definitions of mediation and investigation and what each entails.
- Understand why organisations use mediation as a strategy and when it applies.
- Learn the model, process and methods practiced in mediation.
- Understand when to launch an investigation.
- Learn why many organisations outsource investigations.
- Understand who conducts investigations and why?
- Gain confidence in walking through the investigation process.

Participant Experience

An accessible workshop with expert facilitators.

A safe environment to tackle a difficult topic.

Participants will gain

- Increased confidence to address, resolve and manage conflict in the workplace.
- Clarity on when to mediate and when to investigate.
- A toolkit to achieve workplace harmony.

Key highlights

- Gain key understanding and clarity to manage conflict, undertake a mediation and conduct investigations in your organisation.
- Handbook and resources to access during and after workshop conclusion.

Indicative Program

9.00am - 9.15am Harvest Welcome and Overview

9.15am - 11.15am Conflict Management (Part A)

15 minute leg stretch / Zoom break

11.30am - 12.30pm Conflict Management (Part B)

12.30pm - 1.00pm Mediations and Investigations (Part A)

- Introduction to Mediation and Investigations (why it is a necessary part of an employee relations journey)

40 minute Lunch / Zoom break and Lunch Time Learning Activity

1.40pm - 3.00pm Mediations and Investigations (Part B)

- Learn the principles and tools of mediation
- Mediation Role Play

15 minute Afternoon Team Break

3.15pm - 4.25pm Mediations and Investigations (Part C)

- When escalation to workplace investigations is necessary
- Why outsource
- What to expect

4.25pm - 4.30pm Close

Fee: \$550 plus GST per person

Minimum Daily Fee of \$5,500 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

4. Leadership

In the 2019 Geelong HR Index over 60% of the 120+ employers that were surveyed said their leadership was either satisfactory or needed development.

Further in 2020 when many workplaces and workforces became disseminated leadership took on a new dimension with many organisations reporting their leaders needed to have more touch points with their staff. The 2020 Geelong HR Index survey revealed 33% of workplaces were challenged with employee engagement amidst the crisis and almost half of those surveyed are addressing capabilities across the organisation as a key initiative as we emerge from the pandemic. Harvest's Future of Work and Leadership program addresses building leadership capabilities.

Harvest's offering includes Leadership Training, Coaching, Mentoring and Facilitation. We have hosted HR Roundtables and Masterclasses on the subject see <https://youtu.be/9wVSycptwtY> and this continues to be offered through half-day or full-day professional development workshops. Appreciating that developing leadership skills is a journey; we have established a six-month leadership program in collaboration with our HR Nexus Partners. An example of the program can be found on page 11.



Professional Development

Leadership Full Day Workshop

This one day* professional development program will provide participants with a breadth of knowledge, and interactive learning. The workshop will address the pathway to leadership, your leadership brand, developing a leadership mindset, leadership dimensions, communication and conflict in addition to resilience and wellbeing.

The program is interactive with a maximum of 25 participants with a full day's program and full program resources provided.

Learning Objectives (Technical)

Understand what it takes to be a leader

- Address personal brand
- Learn how to persuade and influence for success
- Understand a "Leadership Mindset"

Unpack key models and leadership tools. When and how to apply them. Choose two (2) from below:

- Empowering Teams - Patrick Lencioni – Model for Teamwork
- The PRES model – Halpern and Lubar, 2003
- The Thomas Kilmann Conflict Mode Instrument
- The Ladder of Inference (excerpt from the 5th discipline fieldbook) – Peter Senge
- Situation, Behaviour, Impact (or SBI) Feedback Model – Center for Creative Leadership
- Immunity to Change – Robert Kegan

Understand Leadership Dimensions

- The positive leader
- The Authentic Leader
- The Vulnerable Leader
- The Purposeful Leader
- The Resilient
- The Reflective Leader
- The Connected Leader
- The Agile Leader
- The Inclusive Leader

Participant Experience

- Warm and nurturing facilitators to take you and/or your team on the leadership journey
- Lots of "Aha" Moments
- Leave with tools and tactics to build a high performing team
- While there is no "I" in team, learn the importance of "you" in leading your team

Key highlights

- High energy interactive workshop
- Significant opportunity to embed learning (within and outside the workshop setting)
- Handbook and resources to refer to upon return to the workplace

Indicative Program

9.00am - 9.15am Harvest Welcome and Overview

9.15am - 11.00am Leadership Traits

15 minute leg stretch / Zoom break

11.30am - 1.00pm Leadership Models & Tools

40 minute Lunch / Zoom break and Lunch Time Learning Activity

1.40pm - 3.00pm Leadership Styles

15 minute Afternoon Team Break

3.15pm - 4.25pm Resilience and Wellbeing

4.25pm - 4.30pm Close

Fee: \$550 plus GST per person

Minimum Daily Fee of \$5,500 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

5. Mental Health and Wellbeing

Mental health and employee wellbeing continue to be an area of focus for many employers today. The Geelong HR Roundtables of 2019 on the topic “Mental Health and Mental Injury in the Workplace” and “Cultivating Resilience” were both oversubscribed.

Furthermore, the mental health challenge has been further exacerbated during COVID and many workers cite “burn-out” from the COVID year as a fundamental challenge.

You can sample components of our mental health and wellbeing programs here;

Maintaining Mental Health & Wellbeing in Crisis – Five Part Series

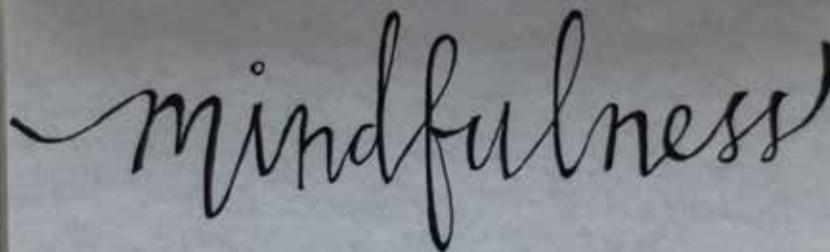
- The Resilience Advantage Program - https://youtu.be/Fp6U_3Kx7Bg
- Coping with Stress, Worry and Anxiety - <https://youtu.be/ln3isiAvvCM>
- Managing Mental Health Challenges and Applying Self Care Strategies - <https://youtu.be/obxIB-wsVDo>
- The Power of Mindfulness - <https://youtu.be/U0VtVHcB7U8>
- Accessing Employee Assistance and Personal Assistance Programs - <https://youtu.be/VJb8npx9OVw>

HR Masterclass Resilience - Melanie Kearsey - <https://youtu.be/ta17PxTL01w>

“Mindset Matters” – Perspective makes a difference – Jem Fuller - <https://youtu.be/R1sgSerq1jc>

To accommodate the growing need for support in this area we have created a mental health and well-being program to provide business owners, employers and employees strategies, tools and resources to best manage their and their team members’ mental health and wellbeing. A sample program can be found on page 11. All can be co-designed with you according to your need.

An accredited Mental Health First Aid Training workshop is also offered under this banner.



mindfulness

Professional Development

Self-awareness, mindfulness and resilience in the workplace Full Day Workshop

This one day* professional development program will provide participants with a breadth of knowledge, interactive learning and insights to identify, respond and facilitate best practice in both the workplace and for oneself.

This one-day program, consists of online modules and workshop participation.

The program is interactive with a maximum of 25 participants with a full day's program and full program resources provided.

Learning Objectives (Technical)

- Identify what is resilience
- Learn and Develop strategies to become more resilient
- Mindfulness, focus and perspective
- Understand self and behavioural triggers
- How to manage responses to environmental triggers
- Recognise the important of a safe, transparent and supportive workplace
- Develop your sense of meaning

Participant Experience

Our Facilitators bring a practical and experiential approach. Participants will learn by accessing their own experiences in addition to hearing case studies and stories from the facilitators and the lessons they've personally learned along the way.

Participants will feel empowered to take control of their work and life journey and be able to respond to their own behavioural triggers and become aware of others' needs and know the steps to take to ensure a psychological safe workplace.

Key highlights

- Interactive
- Small group discussions
- Multiple facilitators providing you with various perspectives
- Practical – apply the tools immediately

Indicative Program

9.00am - 9.45am	Harvest Welcome and Overview
9.45am - 11.00am	Resilience & Wellbeing (Part A) As part of this module <ul style="list-style-type: none">• Fostering psychologically safe workplaces• Leading with empathy & understanding• Navigating & tolerating uncertainty• Adapting to adversity• Adjusting expectations• Motivating others during a crisis• Compassion, fatigue and overwhelm• Self-care and restorative practices 15 minute leg stretch / Zoom break
11.15am - 1.00pm	Resilience & Wellbeing (Part B) 40 minute Lunch / Zoom break and Lunch Time Learning Activity
1.40pm - 3.00pm	Mindset & Mindfulness (Part A) Part of this module <ul style="list-style-type: none">• Focus & Perspective• The CIA acronym• Your meaning• Self-talk• Practices to position for positive experiences 15 minute Afternoon Team Break
3.15pm - 4.25pm	Mindset & Mindfulness (Part B)
4.25pm - 4.30pm	Close

Fee: \$550 plus GST per person
Minimum Daily Fee of \$5,500 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

6. Culture, EVP and the Future of Work

The disruption and opportunity COVID presented has reset our workplaces and workers' expectations from their employers. Culture, EVP, Employee Retention and New Ways of Working (beyond remote working) are now firmly on the agenda.

Today employers are addressing change and transformation; to be efficient and responsive to the changes in landscape, to take advantage of technology and to be more responsive to customers' needs.

Because of this, organisations are looking at how they can change and how they can bring their employees along on the journey.

Event Timetable

Date	Event	Time	Topic
23 February	HR Roundtable	9.30am - 11.30am	People Management in a Hybrid World
4 May	HR Roundtable	9.30am - 11.30am	Course Launch - Digital Capability
20 July	HR Roundtable	9.30am - 11.30am	The Future of Work



Professional Development

Future of Work Full Day Workshop

This one day professional development program will provide participants with the opportunity to analyse your organisations current and ideal cultures, identifying specific behaviours to focus on to improve performance.

This one-day program comprises a mix of facilitated sessions and breakaway group activities to consolidate learning.

The program is interactive with a maximum of 25 participants with a full day's program and full program resources provided.

Learning Objectives (Technical)

- What does the Future of Work look like? How is it different to the history of work??
- Understanding soft skills and how they can be utilised to manage people.
- What skills will give your organisation the competitive advantage.
- The personalised EVP, plus reward and recognition – where to start.
- Skills and online tools to work effectively together whilst everyone is apart.

Participant Experience

- Using online tools and resources gain a clear picture of who you are managing.
- Review how your transition transpired with the announcement of restrictions.
- Evaluate what needs to change from the topics discussed.
- Construct an action plan.
- Re-evaluate your EVP including your reward and recognition policy. Develop a more personalised, tailored approach to Employee Value Proposition.

Key highlights

- Practical and accessible through theoretical learning and case studies
- Personalised EQ1 - 2.0 Assessment and Report
- Handbook and further resources to access throughout and post workshop

Indicative Program

9.30am - 9.45am Harvest Welcome and Overview

9.45am - 11.00am The Future of Work - definition, looking back to look forward

15 minute leg stretch / Zoom break

11.15am - 1.00pm Skills of the Future. What will be needed? The importance of Soft Skills. Measure your skill base

40 minute Lunch / Zoom break and Lunch Time Learning Activity

1.40pm - 3.00pm Employee Value Proposition – why historical EVP's are now redundant and what people want now

15 minute Afternoon Team Break

3.15pm - 4.25pm Future of Work Action Plan

4.25pm - 4.30pm Close

Fee: \$550 plus GST per person

Minimum Daily Fee of \$5,500 plus GST

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“Our ambition is to be the region’s most trusted end to end HR services firm”