



# Training Services Suite



# Contents

About us	3
Mental health   Why prioritising mental health training is a game changer for your organisation	4
Wellbeing   Wellbeing training transforms your organisation from within	9
Empower your organisation   Developing people, leaders and teams	15
Workplace health and safety   Building a safer workplace: equipping leaders and teams for success	20
Training for the personal injury sector   Optimising recovery and return to work with tailored solutions for insurers	27
Contact us	33

# About Us

Workplace Health and Wellbeing Solutions  
That Aim Higher



Too many companies treat employee wellbeing as a box to tick—settling for what's mandated, the minimum standard, or the average. This mindset leaves people behind. We've normalised back pain, exhaustion, burnout, and feeling worn out as inevitable parts of modern life. Even those who aren't injured are often silently struggling, and we've been conditioned to accept it.

At Altius, we reject the status quo. The name Altius—Latin for 'higher'—is most famously part of the Olympic motto, adopted in 1894: 'Citius, Altius, Fortius'—'Faster, Higher, Stronger'. This timeless phrase is a rallying cry for those who refuse to settle, who believe in pushing boundaries and striving for better. But being better looks different for everyone.

That's why we've built our philosophy around the understanding that wellbeing is deeply personal and non-linear. There's nothing linear about being human. People can thrive in one area of life while struggling in another. Every employee's journey is unique—shaped by their own challenges, goals, and stage of health. For some, aiming higher means returning to work after injury. For others, it's managing stress, reaching peak performance, or simply feeling balanced, safe, and supported.

We challenge employers and employees alike to aim higher—not just meeting compliance but setting bold goals, empowering growth, and building adaptable, connected solutions that evolve with life's changing needs.

Our dedicated team of experienced health professionals is committed to delivering engaging and evidence-based learning experiences that enhance both physical and psychological wellbeing.

We offer a wide range of training topics, tailored to your workforce's needs, with flexible delivery options to suit your organisation.



In-person and online formats



Small and large group delivery



Short (1-2 hour), medium (3-4 hour) and long (full day) workshop style delivery

We understand that every organisation is different, so we tailor our training packages to align with your specific requirements. Whether you're looking for a concise, focused session or a more comprehensive program, we work with you to create the perfect package.

As part of our Altius Wellbeing Webinar Series, we also offer a selection of sessions in webinar format, as indicated within the document (\*). These webinars are available for individual purchase or as part of a complete package. For more details, please contact our webinar team at [webinars@altius-group.com.au](mailto:webinars@altius-group.com.au), or to view our upcoming webinars, [click here](#).

To book a session or find out more about our training packages, topics, and delivery options, please get in touch with us at 1800 258 487 or visit our website at [altius.au/contact-us/](http://altius.au/contact-us/).

# Mental Health

## Why Prioritising Mental Health Training is a Game Changer for Your Organisation



In Australian Workplaces, good mental health is a key factor in your organisation's success. According to Beyond Blue, one in six people in Australia have experienced a mood disorder in their lifetime and 4.3 million people have experience a mental health condition in the past 12 months. Investing in mental health training is a proactive way to build a resilient and engaged workforce.

These sessions provide your team with practical tools to handle stress, prevent burnout, and create a positive workplace culture. They also improve understanding and support for mental health issues, making it easier for everyone to contribute to a caring environment.

### Why should your organisation invest in mental health training?

- 1. Boost Productivity:** When employees are mentally healthy, they perform better. Training sessions like **Fundamentals of Positive Psychology** help your team develop resilience, manage stress, and maintain focus—leading to improved productivity and job satisfaction.
- 2. Reduce Absenteeism and Turnover:** Burnout and untreated mental health issues are leading causes of absenteeism and employee turnover. Training sessions like **The Grit Advantage** provide your team with the tools to prevent burnout and manage their mental health helps create a more stable and committed workforce.
- 3. Create a Positive Workplace Culture:** Understanding mental health and having open, stigma-free conversations are key to a supportive work culture. Training sessions like **Depression Awareness** and **Understanding and Managing Vicarious Trauma** promote a culture of empathy and support, which boosts morale and team cohesion.

4. **Empower Leadership:** Programs like the **Employee Assistance Program (EAP) / Manager Assistance Program (MAP) Awareness** give leaders the skills to identify and address mental health concerns early, ensuring timely and effective support for their teams.
5. **Support Long-Term Wellbeing:** The long-term wellbeing of employees is essential for ongoing success. Training in **Positive Psychology** and **Change Mastery** equips your team with the skills needed to cope and thrive, ensuring your organisation remains agile and resilient in the face of change.

The benefits extend beyond individual wellbeing – improved performance, reduced risks, and a positive culture that attracts and retains top talent.

 Wellbeing Training Transforms Your Organisation from Within

 Empower Your Organisation: Developing People, Leaders and Teams

 Building a Safer Workplace: Equipping Leaders and Teams for Success

 Optimising Recovery and Return to Work with Tailored Solutions for Insurers



### BREATHE EASIER:

## Practical Ways to Manage Stress and Anxiety

*Also included in the Altius Wellbeing Webinar Series – 23 July 2026\**

When life feels overwhelming, even small steps can make a big difference. In this session, you'll learn straightforward, research-backed techniques for reducing stress, easing anxiety, and improving daily focus. Whether you're managing your own pressures or supporting someone else, you'll leave with clear, practical ways to bring more calm into the everyday.

### CHANGE MASTERY:

## Discovering Silver Linings in Uncertain Times

In a world where change is a constant, resisting it can hamper our health, wellbeing, and performance. This session delves into typical reactions to change and offers practical strategies for adapting to today's unpredictable landscape. Participants will gain actionable tools and insights to cultivate a change-ready mindset, empowering them to not just cope, but thrive amid transformation.

Join us for a transformative session where you'll learn to embrace change, adapt with agility, and thrive in an ever-evolving world.

### DEPRESSION AWARENESS:

## Managing Depression with Confidence

*Also included in the Altius Wellbeing Webinar Series – 10 September 2026\**

Our **RUOK?** Day Presentation for 2026

One in five Australians will experience depression at some point in their lives. Gain insights into the intricate brain processes linked to depression and acquire vital skills for fighting stigmas and fostering open, empathetic conversations when you join this webinar. Explore effective coping strategies and self-care techniques to help people with depression on their path to recovery, while delving into a variety of treatment options, including therapy, medication, and lifestyle adjustments. Plus, learn how to be a constant source of support for loved ones who are struggling with depression.

### EMBRACING POSITIVE WELLBEING:

## Fundamentals of Positive Psychology

Maintaining focus on crucial priorities like happiness and wellbeing is increasingly challenging. This training session delves into the fundamentals of Positive Psychology to help you achieve optimal satisfaction in life. Participants will have the opportunity to reflect on their core values and align their actions with what truly matters. By exploring practical strategies, you'll learn how to cultivate a positive mindset and enhance your overall wellbeing. This session emphasises understanding and application of Positive Psychology principles to foster happiness and life satisfaction.

Join us to discover how aligning your actions with your values and leveraging your strengths can lead to a more fulfilling and joyful life. Embrace the opportunity to nurture your positive wellbeing and achieve lasting happiness.

## Employee Assistance Program (EAP) Awareness / Manager Assistance Program (MAP) Awareness

Your Employee Assistance (EAP) and Manager Assistance (MAP) Programs are a significant investment in the wellbeing of your people. It is important that your people understand how to access these programs, and what they will experience, to maximise your return on this investment.

Short EAP and MAP awareness sessions are provided virtually, or in-person, for groups of staff and people leaders. These are an opportunity to bust some EAP/MAP service myths, weaken the stigma attached to mental health issues, clarify the support on offer and encourage proactive help seeking. Session duration is tailored to suit your operational requirements (usually 10-30 minutes long).

### MENOPAUSE AND MENTAL HEALTH:

#### Understanding the Hidden Impact

Menopause is a natural part of life, yet its impact, especially on mental health, is often overlooked. This webinar will provide a deep dive into the phases and symptoms of menopause, examining how hormonal shifts can affect mood, cognitive function, and overall wellbeing. Join us to gain insights into:

- The biology of menopause and its common symptoms
- The connection between menopause and mental health, including links to depression and anxiety
- Strategies for managing symptoms through lifestyle changes, workplace accommodations, and available therapies
- The biopsychosocial impact of menopause on quality of life, work, and relationships

With practical guidance on recognising symptoms and finding support, this session aims to empower individuals to navigate the menopause journey with confidence. Perfect for anyone seeking to better understand the unique challenges of this life stage.

### MENTAL HEALTH ESSENTIALS:

#### Building Awareness and Confidence in Mental Health

Mental illness is one of the leading causes of disability in Australia, affecting individuals personally and professionally. This training provides participants with a comprehensive understanding of common mental health conditions, their impact in the workplace, and the importance of early intervention. Through interactive discussions and practical scenarios, participants will learn how to recognise signs of mental distress, approach sensitive conversations with empathy, and take appropriate steps to offer support. The session also explores strategies for fostering a mentally healthy workplace culture and reducing stigma around mental health.

By the end of this program, participants will gain the knowledge, skills, and confidence to engage in meaningful conversations, provide support, and contribute to a safer, more inclusive environment.

## THE GRIT ADVANTAGE:

### Leveraging Resolve Through Stress and Setbacks

In today's demanding and fast-changing world, stress and burnout can feel overwhelming - but there are ways to navigate these challenges with care and confidence. This session focuses on building sustainable strategies for wellbeing while exploring how grit - the ability to stay committed and adaptable during adversity - can help you move forward without self-blame or pressure to 'just be tougher'. Participants will learn how to recognise early warning signs of stress, understand its impact on health and performance, and apply practical tools to maintain balance. We'll explore what grit really means in the workplace: not pushing through at all costs, but developing habits and mindsets that support resilience and recovery. Through actionable insights, you'll discover how to set healthy boundaries, manage energy, and respond to setbacks in ways that feel realistic and empowering. Whether you're navigating workplace demands or personal challenges, this session offers practical approaches to protect.

### Understanding and Managing Vicarious Trauma

*(Available as an Online, Self-Paced Learning Module or as Group Training)*

Sometimes we work with individuals who have experienced, or are experiencing, significant hardships. The indirect experience of this suffering can be difficult and lead to serious issues in its own right. This is called vicarious trauma. This session explores what vicarious trauma is, how it affects people, and what we can do to manage it.

### Understanding and Managing Vicarious Trauma - Advanced Vicarious Trauma Training

Deepen your understanding of vicarious trauma and expand on strategies for prevention and management. This session explores how to identify signs and risk factors, understand the impact on professional and personal wellbeing, and distinguish empathic distress from empathic care. Learn practical emotional regulation and boundary-setting strategies, and discover peer support and reflective practice models for mitigating vicarious trauma. Includes guidance on accessing further support.

# Wellbeing

## Wellbeing Training Transforms Your Organisation from Within



A healthy and engaged workforce directly influences productivity, cultivates a positive workplace culture, and enhances overall organisational performance. A 2025 Gallup Report showed that '65% of Australian employees are "not engaged". They are "quietly quitting," putting in time but not energy or passion'. Our tailored training gives your team practical wellbeing tools to thrive.

### Why should your organisation invest in wellbeing training?

- 1. Encourage Financial Literacy:** Financial stress can take a toll on mental and physical health. The **Practical Steps to Grow Your Wealth** and **Mastering your Finances** sessions offer practical strategies to improve financial wellbeing, empowering your team to make informed decisions that reduce stress and enhance overall life satisfaction.
- 2. Enhance Physical and Mental Health:** Regular physical activity is crucial for maintaining both physical and mental wellbeing. Whether it's through **Heart and Health Boost** or **Get Moving: Simple Strategies for Daily Physical Activity**, your employees will learn how to integrate effective exercise habits into their routines, leading to a healthier, more resilient workforce.
- 3. Support a Safe and Inclusive Workplace:** Domestic and family violence can have a profound impact on victims, affecting their wellbeing and work performance. **The Preventing and Responding to Domestic and Family Violence** session equips your team with the knowledge and confidence to support colleagues in need, creating a safer, more inclusive workplace.
- 4. Encourage Healthy Eating Habits:** Nutrition plays a key role in overall wellbeing. The **Food for Thought** session offers practical advice on maintaining a balanced diet, helping your team develop healthy eating habits that support sustained energy, focus, and health.

5. **Promote Holistic Wellbeing:** The **Thrive: A Holistic Approach to Be Well and Live Well** session provides a comprehensive guide to maintaining a balanced life, addressing the interconnectedness of sleep, diet, exercise, and stress management. This holistic approach ensures that your employees are well-equipped to handle the demands of modern life.
6. **Tailored Fitness Guidance:** Understanding how much exercise is just right can be challenging. The **Finding Your Fit** session offers qualified advice, ensuring that your team can create and maintain exercise routines that meet their needs and help them achieve long-term health benefits.

By integrating these wellbeing training sessions into your organisational strategy, you are investing in the health, happiness, and productivity of your team. A commitment to wellbeing creates a positive work environment where employees feel supported, motivated, and empowered to perform at their best.

 Why Prioritising Mental Health Training is a Game Changer for Your Organisation

 Building a Safer Workplace: Equipping Leaders and Teams for Success

 Empower Your Organisation: Developing People, Leaders and Teams

 Optimising Recovery and Return to Work with Tailored Solutions for Insurers



#### BALANCING THE LOAD:

### Wellbeing, Equality and Thriving Together (Women's Wellbeing)

*Also included in the Altius Wellbeing Webinar Series - 12 March 2026\**

The 'mental load' of managing work, family, relationships, and caring roles often falls unevenly, and the stress that comes with this can affect health, happiness, and balance in everyday life.

This session is designed to spark practical conversations and equip you with strategies to:

- Recognise the 'mental load' and how it affects stress and wellbeing
- Share responsibilities more evenly at home and in relationships
- Build healthier routines that support balance and reduce burnout
- Support one another, regardless of gender, in creating a more equal share of life's load

This isn't just a conversation for women. Everyone, including men, has a part to play in creating balance.

By coming together, we can learn how to share responsibilities, support each other's wellbeing, and create a fairer, healthier life for all.

#### BEYOND TOUGH:

### Men's Wellbeing in Focus

*Also included in the Altius Wellbeing Webinar Series - 11 June 2026\**

For too long, men's health has been framed around 'toughing it out'. But real strength comes from looking after both body and mind. This session for Men's Health Week opens up an honest conversation about men's wellbeing, exploring the pressures men face, the warning signs we often overlook, and practical ways to care for ourselves and each other.

You'll gain insights into physical and mental health strategies that make a real difference, from recognising early health signals to building healthy habits that last. Importantly, we'll look at how mateship, connection, and asking for support can help men live healthier, more balanced lives.

This webinar is for everyone—men, women, colleagues, family, and friends—because improving men's health is something we all play a part in.

#### ENERGISE YOUR LIFE:

### The Dynamic Duo of Sleep and Exercise

*Also included in the Altius Wellbeing Webinar Series - 5 February 2026\**

Researchers have uncovered the profound impact of restorative sleep on both physical and mental wellbeing. This exciting session reveals how a well-structured exercise regimen can significantly enhance your sleep quality and boost your overall vitality. We'll tackle common concerns about optimising energy levels and share effective habit-building strategies for lasting success. Dive into the fascinating link between exercise and your circadian cycle, and learn how to achieve better, more rejuvenating sleep. Join us to discover the synergy of sleep and exercise and energise your life!

## FATIGUE MATTERS:

### Understanding and Managing Energy for Peak Performance

This is an engaging session on fatigue awareness, where we will delve into the of understanding and managing fatigue in various aspects of life. Fatigue is a common issue affecting workers and this session aims to equip participants with the knowledge and tools necessary to recognise, address and mitigate the impact of fatigue. We will cover the science of fatigue, identifying the signs and symptoms of fatigue, it's impact on productivity and wellbeing, and strategies for preventing and managing fatigue. Participants will learn how to develop personal strategies to overcome fatigue and optimise energy levels.

## FINDING YOUR FIT:

### How Much Exercise is Just Right?

In this session we delve into the latest evidence-based recommendations for healthy exercise and physical activity. Our expert presenters will provide a comprehensive overview of what constitutes a healthy amount of exercise, tailored to different ages, genders, and individual health statuses. Learn practical tips and hints on staying motivated, creating routines, and maintaining consistency in your exercise habits. Discover how to find the right balance for your personal fitness journey and achieve long-term health benefits.

## FOOD FOR THOUGHT:

### Harmonising Your Diet and Body

*Guest Speaker: Tara Sofair, Accredited Practising Dietitian*

Discover how eating well can be a natural, enjoyable process rather than a battle. This webinar covers simple strategies for balancing your diet without meticulous meal planning, understanding the impact of under-eating and over-eating, and tuning into your body's natural hunger and fullness cues (interoception). Join us to learn how to listen to your body and maintain a healthy, satisfying diet.

## GET MOVING:

### Simple Strategies for Daily Physical Activity

Incidental activity is key to optimising physical and mental health. In this engaging webinar, we'll explore the importance of reducing sedentary behaviour and its link to chronic disease risk. Our presenters will share practical and easy strategies to help you incorporate more movement into your daily routine, whether you work from home, in the office, or have a busy schedule. Learn how to overcome common barriers to physical activity and integrate lasting habits into your everyday life for improved health and wellbeing. Join us to discover how simple changes can make a big difference!

## HEART AND HEALTH BOOST:

### Exercise Strategies for Life

The benefits of exercise are immense, from enhancing heart health and mental wellbeing to aiding sleep, strengthening bones, and supporting weight control. This dynamic session will guide you through effective exercise strategies tailored to your age and health goals. Learn how to stay motivated and create a sustainable exercise routine that you can enjoy for life. Whether you're looking to boost your cardiovascular health, maintain strong bones, or simply feel better day-to-day, join us to discover the key to a healthier, more vibrant you.

## How Financially Healthy Are You?

*Guest Speaker: Phil Gard, Personal Money Coach and Financial Educator*

We have found that the majority of people **'don't know what they don't know'** or what to even consider when planning their financial lives. Building financial awareness of where you are now and why you are there is an essential first step before you launch into planning your financial future or investing.

We start with an interactive **'Financial Awareness Quiz'** of 25 questions, where participants are guided through each question. They rate themselves to privately arrive at their own score out of 100, comparable to international benchmarks - no need to share with anyone.

The session highlights financial behaviours and preferences so they can leave with some direction to build a better financial future.

### MASTERING YOUR FINANCES IN CHALLENGING TIMES:

## Practical Strategies for Living Well Today and Planning for a Secure Tomorrow

*Guest Speaker: Tony Caine, Finance Coach, Entrepreneur and Author*

In today's unpredictable economic climate, taking control of your finances is crucial. This webinar will provide you with the tools and knowledge needed to navigate these challenging times with confidence. You'll learn how to organise your accounts efficiently, set realistic financial goals, and implement effective strategies for managing and reducing debt.

Additionally, we'll cover fundamental investment principles and long-term strategies to help you build and maintain financial stability over time.

Our expert presenter will guide you through each topic, offering practical advice and real-world examples to ensure you can easily apply these strategies in your own life. To enhance your learning experience, the session includes an interactive Q&A segment, where you can ask questions and receive general advice tailored to your financial concerns. Whether you're just starting your financial journey or refining your existing strategy, this webinar will empower you to take meaningful steps towards a secure and prosperous future.

### NAVIGATING AI:

## Prioritising Wellbeing in the Digital Age

*Also included in the Altius Wellbeing Webinar Series - 3 December 2026\**

The integration of AI technologies is reshaping workplaces, sparking innovation and efficiency. However, these advancements bring with them certain challenges—ranging from technology fatigue and heightened workplace stress to feelings of uncertainty for employees adjusting to rapid changes. This training session focuses on exploring the transformative role of AI while emphasising proactive measures to prioritise staff wellbeing.

Participants will learn strategies to manage technology fatigue, reduce workplace stress, and foster a supportive environment that promotes mental health and resilience.

### NEXT-LEVEL FINANCE:

## Practical Steps to Grow Your Wealth

*Guest Speaker: Tony Caine, Finance Coach, Entrepreneur and Author*

This practical and engaging session is designed to take your financial know-how beyond the basics. Building on the fundamentals of budgeting, Tony will share smart, easy-to-implement strategies to help you grow your savings, prepare for life's curveballs, and create a clear path toward long-term security. Whether you're looking to boost your financial confidence, reduce stress, or make more informed decisions with your money, this session will equip you with actionable steps you can start using straight away.

## Preventing and Responding to Domestic and Family Violence

Domestic and family violence can have devastating consequences on the target's physical and mental health. In this session, participants build an understanding of the breadth and complexity of these problems, and the importance of challenging the attitudes and beliefs that help perpetuate violence. Participants develop the skills and confidence in providing support to employees experiencing domestic and family violence.

**SAY IT SO IT LANDS:**

### Communicating Clearly in Tough Moments

*Exclusive to the Altius Wellbeing Webinar Series - 22 October 2026\**

Every relationship has its tough conversations — whether with a partner, family member, or friend. But these moments don't have to turn into conflict. In this practical session, you'll learn how to express yourself openly, listen with care, and keep discussions constructive even when emotions are running high. You'll walk away with simple strategies to stay calm, manage your reactions, and approach conversations in ways that build trust, respect, and deeper connection.

## Steps to Retire Early – Building Your Passive Income Stream

*Guest Speaker: Phil Gard, Personal Money Coach and Financial Educator*

How will you **build your investments and a passive income stream** over time to the point where you can replace your need to work for an employer? How much do you need invested to achieve the freedom to choose your own financial future - to work part time or not at all. What steps can you take to give you the best chances of getting there? We investigate, discuss and answer these questions.

## The Essentials of Financial Health / Reducing Financial Stress

*Guest Speaker: Phil Gard, Personal Money Coach and Financial Educator*

We explore the '**financial fundamentals**' that everyone needs to have in place to take control of their financial life. Using a series of worksheets, participants are guided through creating their own '**Money Plan**' with strategies to put in place in real life. We discuss limiting the sabotaging behaviours and perceptions of money - It doesn't have to be your '**present self vs your future self**'... you can satisfy both.

**THE POWER OF CONNECTION:**

### Prioritising Relationships in a Disconnected World

Maintaining strong relationships with our loved ones is key to a happy home life and overall wellbeing. However, with so many of us feeling time-poor, it's easy to neglect the connections that truly matter. This webinar will explore practical pathways to revitalising and enhancing these essential relationships, helping you foster deeper connections and a more fulfilling life.

**THRIVE:**

### A Holistic Approach to Be Well and Live Well

Uncover the essentials of proactive health management and explore practical tips to enhance sleep, make informed nutritional choices, and understand the crucial link between movement, exercise, sleep, and stress. Learn evidence-based strategies to maintain a healthy body and mind in the face of life's busyness. Join us for a concise guide to optimising your wellbeing and thriving in the modern world.

# Empower your Organisation

Developing People, Leaders, and Teams



The success of any organisation relies heavily on its ability to empower its people, develop effective leaders, and build cohesive teams. Investing in these key areas enhance individual performance and drive collective organisational growth. Our training sessions are designed to equip your team with the skills, knowledge, and confidence needed to excel in their roles, creating an environment where everyone can succeed.

## Why Focus on Empowerment?

- 1. Enhance Leadership Effectiveness:** Understanding what separates good leaders from great ones is key to driving organisational success. The session **The Leadership Edge: Strategies to Elevate Your Impact** explores the traits of outstanding leaders and offers practical strategies for current and aspiring leaders to elevate their leadership skills, inspiring excellence within their teams.
- 2. Improve Communication and Conflict Resolution:** Effective communication is essential in managing difficult conversations and conflicts that can arise in any workplace. **Effective Communication for Difficult Conversations** equips your team with the skills to manage challenging situations, ensuring that conflicts are resolved in a way that protects mental wellbeing and promotes a positive work environment.
- 3. Support Mental Health in Performance Management:** Managing performance while also addressing mental health issues can be a delicate balance. The **Managing Mental Health while Managing Performance** session provides practical tips for managers to support their teams' mental health while maintaining clear performance expectations, ensuring a healthy and productive work environment.
- 4. Boost Productivity and Efficiency:** In an age of constant distractions, mastering time management is more important than ever. **The Productivity Playbook: Hacks for Working Smarter** session offers powerful techniques to help your team work smarter, not harder, setting them on the path to peak productivity and efficiency.

5. **Create a Safe and Collaborative Culture:** A culture of psychological safety is the foundation of a high-performing organisation. **Creating a Culture to be Ourselves at Work: The Power of Psychological Safety** explores how to create an environment where everyone feels safe to share ideas and take risks, driving creativity and innovation throughout your organisation.
6. **Empower Employees through Thoughtful Work Design:** Good work design is key to job satisfaction and overall wellbeing. The sessions **Good Work Design: Setting Yourself up for Success** and **Good Work Design: Setting the Foundations for Effective Teams** provide practical insights into how thoughtful work design can enhance employee engagement, reduce risks, and support long-term success, both for individuals and teams.
7. **Support Work-Life Balance:** Balancing work with home responsibilities can be tough. The session **Balance Without Guilt: Practical Strategies for Work and Life Harmony** provides strategies for effective communication and self-compassion, enabling your team to manage their dual roles without guilt while nurturing a supportive network for sharing experiences.

By focusing on these areas, your organisation is investing in its most valuable asset—its people. Empowering your employees, leaders, and teams not only boosts morale and job satisfaction but also drives organisational success in a sustainable and meaningful way.

 Why Prioritising Mental Health Training is a Game Changer for Your Organisation

 Wellbeing Training Transforms Your Organisation from Within

 Building a Safer Workplace: Equipping Leaders and Teams for Success

 Optimising Recovery and Return to Work with Tailored Solutions for Insurers

# Empower your Organisation | Developing People, Leaders and Teams



## BALANCE WITHOUT GUILT:

### Practical Strategies for Work and Life Harmony

Finding balance between work and personal life can feel like an impossible juggle, especially when competing demands lead to stress and guilt. This session provides practical strategies to help you communicate effectively at work and at home, identify common sources of guilt, and use self-compassion as a powerful tool for reducing pressure. You'll also discover ways to build supportive networks and create habits that foster a healthier, more sustainable work-life balance.

## CREATING A CULTURE TO BE OURSELVES AT WORK:

### The Power of Psychological Safety

What do high-performing organisations have in common? A culture of psychological safety. This engaging training dives into how creating an environment where everyone feels safe to take risks and share ideas is key to fostering creativity and innovation. Whether you're in a leadership role or part of the team, you'll explore the theory behind psychological safety and learn practical strategies for contributing to and nurturing this crucial workplace culture. Discover how each team member can play a role in transforming your organisation into a thriving hub of courage and collaboration. Join us to unlock the secrets of a workplace where creativity and engagement can truly flourish!

## DIVERSITY IN ACTION:

### Creating Inclusive Workplaces Where Everyone Matters

*Extended titles also available*

Our world's vibrant diversity isn't just a fact—it's a powerful asset for any organisation. In this session, we delve deep into the multifaceted nature of diversity and the real impacts it can have on staff experiences and organisational outcomes. We'll explore the various dimensions of diversity, recognise the subtle ways discrimination can occur, and uncover practical strategies for fostering an inclusive workplace. Attendees will leave with a clearer understanding of how a diverse workforce can drive success and actionable insights on creating a truly inclusive environment where everyone can thrive.

### Effective Communication for Difficult Conversations

We all face difficult people at some point in our lives and situations of conflict can escalate and impact the mental wellbeing of those involved in the conflict situation. During this training, participants develop an understanding of the ways in which conflict escalates. They are taken through a series of activities to recognise their own triggers and emotional responses. They learn skills and strategies to manage difficult situation, such as assertiveness and de-escalation.

#### GOOD WORK DESIGN:

### Setting the Foundations for Effective Teams

This training session equips leaders with the essential principles and practices of good work design to foster a productive and positive work environment. Leaders will learn how to structure roles, tasks, and workflows to maximise team engagement, efficiency, and wellbeing. Through interactive discussions and case studies, participants will gain practical insights into how thoughtful work design can drive performance, reduce risks, and support the long-term success of their teams.

#### GOOD WORK DESIGN:

### Setting Yourself up for Success

This interactive training session is designed to empower employees with the knowledge and tools to actively participate in shaping their work environment. Participants will learn key principles of good work design, focusing on creating a balanced and sustainable work experience. Through practical exercises, employees will explore strategies to enhance job satisfaction, productivity, and overall wellbeing, contributing to a healthier and more effective workplace.

#### INCLUSIVE LEADERSHIP IN ACTION:

### Building Workplaces Where Neurodiversity Thrives

Empower managers to foster genuine inclusion for neurodivergent employees. This session covers the value of neurodiversity in the workplace, common barriers, and practical strategies for adapting communication and workflows. Learn how to support neurodivergent staff through recruitment, onboarding, and career development, and access resources for ongoing learning and organisational change.

#### INCLUSIVE TEAMS IN ACTION:

### Understanding and Embracing Neurodiversity

Embracing neurodiversity in the workplace can significantly enhance organisational success. In this webinar, we explore the crucial role neurodiversity plays in today's organisations, tackling the challenges of understanding, integrating, and adapting to neurodiverse talents. Gain valuable insights, hear realworld success stories, and discover strategies to help your company foster an inclusive environment and boost engagement as it strives towards a more equitable future.

### Introduction to Cultural Safety

This introductory course is designed to build awareness and understanding of cultural safety in everyday interactions and professional settings. Cultural safety goes beyond cultural awareness, it focuses on creating environments where people feel respected, valued, and free from discrimination. Participants will explore how culture influences behaviours, communication, and decision-making. The session provides practical strategies for engaging respectfully across diverse cultural contexts and highlights ways to foster inclusion and trust. Participants will also learn where to access further resources and support to continue developing culturally safe practices.

## Managing Mental Health while Managing Performance

Performance management can be tricky at the best of times and managing performance when someone is dealing with a mental health condition can be particularly challenging. This session trains managers how to identify and address the warning signs of mental illness. It provides practical tips and strategies for providing mental health support in the workplace while maintaining clear boundaries.

## Strengthen Interpersonal and Conflict Resolution Skills - Full Day Workshop

Learn how to navigate workplace conflict with confidence and foster stronger, more respectful relationships. This comprehensive workshop explores how to identify early signs of interpersonal tension, understand the cultural and psychological factors that influence team dynamics, and choose appropriate resolution pathways. Participants will deepen their interpersonal skills, including how to manage difficult conversations, maintain confidentiality, and contribute to a psychologically safe and inclusive team culture. The session includes practical strategies for giving and receiving feedback, and highlights the role of trust, openness, and accountability in building high-performing teams.

### THE LEADERSHIP EDGE:

## Strategies to Elevate Your Impact

*Extended titles also available*

Ever wondered what separates a good leader from a great one? Research reveals that outstanding leaders share key traits that set them apart. In this session, we delve into the latest findings on effective leadership, offering you a chance to reflect on your own leadership strengths and areas for growth. Discover how to develop your unique leadership style and enhance your performance to reach new heights. Whether you're a seasoned leader or aspiring to lead, this training provides valuable insights and practical strategies to elevate your leadership game and inspire excellence in your team.

### THE PRODUCTIVITY PLAYBOOK:

## Hacks for Working Smarter

In today's fast-paced world filled with distractions and competing priorities, staying productive can feel overwhelming. This session is designed to help you work smarter, not harder, by introducing practical productivity hacks that streamline your workflow and boost efficiency.

You'll learn how to overcome common challenges like procrastination and poor prioritisation, sharpen your focus, and optimise your time and energy. Discover simple yet powerful techniques to manage tasks effectively, reduce stress, and reclaim control of your day. Walk away with actionable strategies that will transform how you approach work and help you achieve more with less effort.

# Work Health and Safety

## Building a Safer Workplace: Equipping Leaders and Teams for Success



Workplace Health and Safety (WHS) is a cornerstone of organisational success, ensuring that every team member feels safe, supported, and equipped to perform their best. WHS compliance is a legal requirement, with costly penalties for poor adherence and design practices. Our training sessions are designed to equip your organisation with the essential tools, knowledge, and strategies needed to create a safe and productive workplace.

### What makes WHS Training Essential for Your Organisation?

- 1. Prevent and Manage Psychosocial Hazards: A Manager's Guide to Psychosocial Hazard Prevention & Management** and **Creating a Psychosocially Safe Work Environment** sessions equip managers and employees with the latest insights and strategies to prevent and manage psychosocial risks. Understanding these hazards is important for creating a work environment where everyone can perform effectively.
- 2. Address Common Workplace Challenges:** Sessions like **Supporting Each Other at Work** and **Conflict Resolution Skills** focus on building a culture of support and effectively resolving conflicts. By addressing these common challenges, organisations can significantly improve team dynamics and overall job satisfaction.
- 3. Combat Bullying, Harassment, and Violence:** The **From Bystander to Upstander: Combating Bullying, Harassment, and Sexual Harassment** and **Crisis Control: Responding to Violence and Aggression** sessions empower your team to tackle workplace misconduct head-on. These sessions are designed to equip employees with the knowledge and tools needed to create a safer and more respectful work environment.
- 4. Support Remote and Isolated Workers:** With the rise of remote work, the **Thriving in Isolation: Mastering Remote and Isolated Work** session provides essential strategies to ensure that employees working remotely or in isolated conditions remain connected, supported, and productive.

5. **Navigate Organisational Change:** The **Sail Through Change: Navigating Organisational Transitions** session helps organisations manage change effectively. Participants will gain insights into supporting their teams through transitions, ensuring adaptability and resilience during periods of change.
6. **Promote Fairness and Recognition:** The **Recognise, Reward, and Rise: The Path to Organisational Fairness** focuses on the importance of recognition and reward in the workplace. By enhancing these practices, organisations can cultivate a culture of fairness that motivates employees to perform at their best.
7. **Ensure Due Diligence and Risk Management:** Sessions on **Due Diligence** and **Risk Management Training** provide leaders with the knowledge necessary to manage safety obligations effectively, ensuring compliance with WHS legislation and promoting positive safety performance throughout the organisation.
8. **Improve Ergonomic Practices:** With the **Ergonomics Training** and **Ergonomics Train the Trainer** sessions, organisations can enhance workplace health by addressing ergonomic risks. These sessions cover critical topics such as workstation optimisation and manual handling techniques, promoting overall wellbeing and reducing injury risks.
9. **Incident Preparedness:** The **Hazard and Incident Investigation** session equips participants with the skills needed to investigate and respond to workplace incidents. This training is crucial for maintaining a safe environment and preventing future incidents.
10. **Manage Workplace Injuries: Injury Management for Supervisors and Managers** ensures that your organisation can effectively manage workplace injuries, supporting a prompt and safe return to work for injured employees while minimising disruption and costs.
11. **Supporting WHS Committees: WHS Committee Training** and **WHS for Supervisors and Managers** offers the skills necessary for implementing effective WHS policies, ensuring commitment to safety at all organisational levels.

Investing in WHS training highlights your organisation's proactive commitment to creating a safe and supportive workplace. These sessions equip both leaders and employees with essential tools to prioritise safety as a collective responsibility within the organisation.

 Why Prioritising Mental Health Training is a Game Changer for Your Organisation

 Empower Your Organisation: Developing People, Leaders and Teams

 Wellbeing Training Transforms Your Organisation from Within

 Optimising Recovery and Return to Work with Tailored Solutions for Insurers

# Work Health and Safety: Psychosocial Risk



## A Manager's Guide to Psychosocial Hazard Prevention & Management

In this session, managers will gain a deep understanding of psychosocial hazards, exploring their impact on individuals, teams, and organisations. We'll delve into recent Australian legislation changes, clarifying unique managerial responsibilities and guiding participants through the risk assessment and management process. With a focus on prevention and effective management strategies, managers will also discover the array of support avenues available to navigate the complexities of psychosocial hazards.

## Creating a Psychosocially Safe Work Environment

Empower employees to contribute actively to a psychosocially safe work environment by understanding the nuances of psychosocial hazards. This session covers recent Australian legislation affecting employees, delineates employee responsibilities, and offers practical steps for cultivating a positive workplace atmosphere. Participants will also gain insights into reporting hazards, understanding the process, and leveraging available support structures to foster a culture of wellbeing and resilience.

**Based on results from your Psychosocial Risk Assessment, we offer the following training for your organisation, which address the fourteen common hazards as identified by Safe Work Australia.**

### BLUEPRINT FOR SUCCESS:

#### Crafting Positive Workplace Environments

##### *Addressing environmental factors and exposure to traumatic events*

Want to know the impacts of the work environment on employees? In this session, we will be diving into the psychosocial hazards of poor environmental conditions such as hazardous working environments, and exposure to traumatic events. This session is designed to provide participants with a deeper understanding of how workplace surroundings and traumatic events impact employee wellbeing and how these can cause both psychological and physical harm.

### CONFLICT RESOLUTION MASTERY:

#### Navigating Workplace Turbulence

##### *Addressing conflict or poor workplace relationships and interactions*

Join us in deepening our understanding of the impacts of poor relationships and conflict in the workplace. This training is designed to equip participants with a comprehensive understanding of what poor workplace relationships look like and its impacts, we will provide the necessary tools to navigate workplace conflicts with confidence and provide practical strategies and actionable techniques for effective conflict resolution.

## CRISIS CONTROL:

### Responding to Violence and Aggression

#### *Addressing violence and aggression*

Throughout this session, participants will explore various facets of aggression and violence, from understanding what it is and what it looks like, its impacts and how it can be prevented. We will provide participants with tangible tools and steps to respond and report violence and aggression in the workplace.

## FROM BYSTANDER TO UPSTANDER:

### Combating Bullying, Harassment, and Sexual Harassment

#### *Addressing bullying and harassment, including sexual and gender-based harassment*

Empower employees to become proactive upstanders in the face of workplace misconduct such as bullying, harassment and sexual harassment. This session will cover what workplace bullying and harassment looks like and its impacts, examples of covert and overt behaviours and distinguishing between upstanding and bystanding behaviours. This session aims to upskill participants with the knowledge, strategies and tools to intervene effectively and create a safer, more respectful work environment.

## GETTING THE JOB DONE:

### Optimising Information & Resources to Cope with Job Demands

#### *Addressing job demands, lack of role clarity and low job control*

In this session, participants will deepen their understanding of the psychosocial hazard of job demands and job control. We will explore efficient techniques to optimise information handling and resource management for meeting job demands, as well as ways that employees can enhance job control where possible. By the end of this session, participants will be better prepared to handle tasks effectively and maintain a balanced approach to their professional responsibilities.

## RECOGNISE, REWARD, AND RISE:

### The Path to Organisational Fairness

#### *Addressing inadequate reward and recognition, and poor organisational justice*

Join us to enhance your understanding of the impacts of recognition and reward efforts in the workplace and how these impact perceived organisational fairness and justice. In this session, we will be exploring the importance of rewards and recognition in organisations today, the impacts of these on perceived organisational justice, and how employers can enhance these fundamental components in the workplace.

## SAIL THROUGH CHANGE:

### Navigating Organisational Transitions

#### *Addressing poor organisational change management*

In a continually changing world, organisations go through changes too. In this session, participants will explore the impacts of organisational change on employees, what poor organisational change management looks like, and some early warning signs that someone isn't coping well with change. Participants will take away some practical insights and strategies to thrive amidst change, fostering adaptability and resilience within dynamic working environments.

## THRIVING IN ISOLATION:

### **Mastering Remote and Isolated Work**

#### *Addressing remote or isolated work*

Equip employees with the knowledge and skills to thrive in remote and isolated work. In this session participants will dive into understanding what makes remote and isolated work a psychosocial hazard, the impacts of isolation on employees, and provides some practical steps for both employees and employers to maintain collaboration and connection.

## UNITED WE STAND:

### **Supporting Ourselves and Each Other at Work**

#### *Addressing poor support*

In this session, we'll delve into the essential elements of fostering a supportive work environment that promotes both individuals and collective wellbeing. We'll be covering how support in the workplace impacts mental health, productivity, and overall wellbeing. Participants will gain practical skills, tools, and a deeper understanding of how to cultivate a supportive working environment, with a focus on strategies and practices they can implement.



## Due Diligence

This training will provide officers and senior managers with the knowledge necessary to effectively exercise their positive duty of care and manage safety in the working environment. Participants will learn the tools to interpret and apply due diligence, as well as develop an understanding of key elements of relevant safety legislation, including risk management, consultation, and incident notification, and the importance of positive safety performance.

## Ergonomics Training

Enhance workplace health and productivity with our professional Ergonomics Training program. Designed for employees at all levels, this comprehensive training equips participants with the skills to identify and address ergonomic risks, fostering a safer and more efficient work environment. Using sound ergonomic principles, these strategies can promote workplace health, minimise injury risk, boost productivity and morale, and decrease staff turnover and absenteeism. The program covers critical topics such as workstation optimisation, general health and wellbeing and proper lifting techniques through interactive and practical learning.

## Ergonomics Train the Trainer

Elevate your organisation's ergonomic standards with our professional Ergonomics Train the Trainer program. This advanced training is designed for HR professionals, safety managers, and team leaders, equipping them with the expertise to identify and mitigate ergonomic risks across the workplace. Led by allied health professionals, the program offers a comprehensive curriculum that covers critical topics such as workstation optimisation and manual handling techniques through interactive and practical learning.

## Hazard and Incident Management Training

Incident investigations identify the root cause of an event enabling control measures to be put in place to avoid further incidents. By collecting incident information and analysing it within a risk management process everyone can learn and improve safety practices.

This training provides an overview of the legal requirements when reporting and investigating incidents. It will provide participants with the skills and knowledge required to plan, conduct, and report on investigations of work health and safety (WHS) incidents that have the potential to, or have resulted in, injury or damage.

## **Injury Management for Supervisors and Managers**

Managing injuries within the workplace benefits everyone. Workers with an injury see their prospects of recovering and returning to their former lifestyle maximised, employers retain experienced workers, productivity is restored swiftly, and claim costs are controlled.

This training will assist participants to appropriately manage workplace injuries and worker's compensation claims in order to achieve a prompt, safe and durable return to work for a worker with an injury, ideally into their pre-injury employment.

## **Manual Task Training**

Are you managing your employees' risk? With over a third of workplace injuries associated with manual tasks, we guide employees through best practice for lifting, carrying, pushing, pulling or holding a load, object or person. Training plays a key role in protecting workers from harm associated with manual tasks that are part of getting the job done. This training is tailored to cover duties specific to each workplace.

## **Risk Management Training**

All business decisions involve some level of uncertainty or risk. Risk management is the continuing workplace process that identifies, assesses, and controls all reasonably foreseeable hazards and risks.

This training session will guide participants in creating, implementing, and evaluating a risk management strategy that supports their organisational objectives and ensures the minimisation of risk. Participants will become competent in identifying and managing risk while applying risk management processes and coordinating a risk management strategy.

## **WHS Committee Training**

Health and Safety Committees (HSCs) allow organisations to work together with workers on health and safety matters and ensures genuine representation and consultation occurs at all levels of an organisation.

Participants will gain the necessary skills and knowledge to be an effective member of the Health and Safety Committee (HSC) under applicable legislation, to develop better safety standards and practices in their workplace.

## **WHS for Supervisors and Managers**

Managers and supervisors within any organisation have a responsibility to understand and implement Work Health and Safety legislation and requirements. This ensures staff are working within a safe work environment.

Participants will gain a thorough understanding of the legal requirements associated with WHS, as well as the significance of implementing comprehensive WHS policies and frameworks within an organisation.

# Training for the Personal Injury Sector

Optimising Recovery and Return to Work: Tailored Solutions for Insurer Partners



In the context of injury recovery and return-to-work processes, insurers have an important responsibility in facilitating optimal outcomes for both employers and employees. These targeted training sessions are intended to provide teams with the necessary tools, knowledge, and strategies to handle complex claims, assist with recovery and return-to-work planning.

## What makes WHS Training Essential for Your Organisation?

- 1. Comprehensive Understanding of ADL Assessments: Activities of Daily Living (ADL) Assessment and ADL Screening Tool for Remote Areas** sessions equip participants with a deep understanding of how ADL assessments can significantly enhance an individual's post-injury recovery. These sessions focus on assessing functional abilities and providing remote support, ensuring that every claim is managed with precision and care.
- 2. Strengthening Communication Techniques for Claims Managers:** The **Optimising Communication Skills for Claims Managers** session equips claims managers with essential communication skills to build rapport, diffuse tense situations, and navigate difficult conversations with confidence. It offers actionable takeaways, including recommended phrases, real-life case studies, and self-care strategies for after challenging interactions.
- 3. Engaging Healthcare Providers in the Return-to-Work Process: Engaging GPs in Return to Work** offers practical strategies for insurers to effectively collaborate with General Practitioners. By strengthening these partnerships, insurers can ensure smoother communication, timely recovery, and successful return-to-work outcomes.
- 4. Leveraging Technology for Vocational Assessments: Vocational Assessments & Counselling** training introduces participants to a cutting-edge vocational and career matching platform, guiding individuals toward meaningful employment aligned with their skills and injury considerations. This session showcases how insurers can leverage technology to deliver accurate insights and support career transitions.

5. **Navigating Psychological Claims: Managing Primary and Secondary Psychological Claims** sessions delve into the complexities of psychological injuries. Insurers will gain skills to confidently manage these claims, improving outcomes and supporting a safe return to work for those affected.
6. **Addressing Emerging Health Concerns:** The **Navigating Long COVID** training provides critical insights into the long-term impacts of COVID-19 on workplace health and wellbeing. This session equips insurers with the knowledge to support workplaces in managing the multifaceted challenges posed by long COVID.
7. **Understanding the Role of Rehabilitation Providers: Introduction to the Role of a Workplace Rehabilitation Provider** and **Understanding and Managing Complex Claims** offer a foundational and advanced understanding of how Workplace Rehabilitation Providers contribute to successful return-to-work outcomes. These sessions are ideal for insurers seeking to deepen their expertise in managing complex claims using a biopsychosocial approach.
8. **Early Intervention for Optimal Recovery: Optimising Workplace Rehabilitation and Early Intervention for Sustainable Return to Work** highlights the importance of early planning and support in injury recovery, focusing on best practices in workplace rehabilitation. This session provides insurers with insights into how early intervention can lead to better health outcomes and faster, sustainable return-to-work processes.
9. **Maximising the Role of Allied Health Professionals: The Essential Role of Allied Health in Recovery and Return to Work** session emphasises the critical contributions of allied health professionals across various disciplines. Insurers will learn how these professionals' expertise can be harnessed to support comprehensive rehabilitation and successful return-to-work outcomes.
10. **Clarifying Assessment Processes: Understanding Independent Medical Examinations and Fitness for Duty Assessments** provides a clear overview of these vital assessments. This session ensures insurers are well-prepared to navigate these evaluations and support their clients effectively.
11. **Ensuring Safe and Sustainable Work Environments: Workplace Assessments** training teaches insurers how to identify and address workplace health issues. By understanding the role of these assessments, insurers can contribute to creating safe, ergonomic, and supportive work environments, facilitating smoother return-to-work processes for both physical and psychological injuries.

These training sessions are intended to give your insurer teams the fundamental skills and useful resources they need to effectively manage the rehabilitation and return-to-work processes. By investing in these training programs, you are improving the knowledge of your team while also contributing to the overall health, wellbeing, and productivity of the workplaces you support.

All training modules are suitable for claims staff and Injury Managers working in the personal injury sector across workers compensation, life and CTP insurance.

 Why Prioritising Mental Health Training is a Game Changer for Your Organisation

 Empower Your Organisation: Developing People, Leaders and Teams

 Wellbeing Training Transforms Your Organisation from Within

 Building a Safer Workplace: Equipping Leaders and Teams for Success

# Personal Injury Sector: Skills



## Engaging GP's in Return to Work

Throughout the return-to-work process, GPs play a central role in managing an injured worker's health and wellbeing. Having a GP who is actively engaged in the process can assist with a safe and timely recovery and return to work. However, GPs high caseloads and limited availability can often make them difficult to reach and challenging to communicate with. This training provides practical tips and strategies to effectively communicate with GPs and engage them in the return-to-work process.

## Managing Primary Psychological Claims and Secondary Psychological Claims

Recovering from a psychological or secondary psychological injury can be complex. This training focuses on navigating and supporting individuals recovering from psychological or secondary psychological injuries. Participants will learn skills to improve their confidence when dealing with psychological claims and the services available to support return to work. Through a blend of theory and actionable tools, participants will develop the skills to positively contribute to improved outcomes.

### NAVIGATING LONG COVID:

## Understanding Impacts on Health and Wellbeing in the Workplace

This training is dedicated to unraveling the complexities of long COVID and its profound effects on individuals' health and wellbeing within the workplace. Long COVID, characterised by persistent symptoms long after the acute phase of COVID, presents significant challenges for both employees and employers.

Participants will gain a deeper understanding of the diverse array of challenges posed by long COVID, spanning physical, cognitive, and mental health symptoms, and examine their implications for workplace productivity and wellbeing. Our expert consultant will provide valuable insights into recognising and addressing the multifaceted impacts of long COVID on individuals' capacity to work effectively.

Furthermore, we will explore proactive strategies and best practices for workplaces to support employees grappling with long COVID, fostering an inclusive and supportive environment conducive to recovery and optimal performance.

Participants will gain essential knowledge and practical guidance for navigating the complexities of long COVID in the workplace, as we strive to promote understanding and resilience in the face of this evolving health challenge.

## Optimising Communication Skills for Claims Managers

Enhance your communication toolkit with this practical webinar designed specifically for claims managers.

In this session, you'll learn how to:

- Build rapport with injured workers and claimants over the phone
- Diffuse situations when an individual becomes distressed, irritable, or angry
- Navigate difficult conversations with confidence
- Practise self-care strategies after challenging interactions

Packed with actionable takeaways, including recommended phrases and real-life case studies relevant to your scheme, this session equips you with the skills to handle even the most demanding conversations effectively.

## Optimising Workplace Rehabilitation and Early Intervention for Sustainable Return to Work

This session focuses on best practices in workplace rehabilitation, emphasising strategies to achieve return-to-work outcomes. Participants will explore the health benefits of good work, which include improved overall health and wellbeing, reduced long-term work absences, and enhanced productivity. Additionally, the training covers the advantages of early intervention in return-to-work planning, highlighting its role in facilitating safe and sustainable return to work after injury or illness.

### Role of a Workplace Rehabilitation Provider – Introduction

Workplace Rehabilitation Providers (WRPs) are a vital component of supporting someone back to work and to return to life following injury or illness. Participants who are new to the industry will develop an understanding of the role of a WRP and how this can support their role and an injured worker or claimant in the achievement of a return to work or life.

### Role of a Workplace Rehabilitation Provider – Understanding and Managing Complex Claims

In this training, participants will learn how to navigate and manage complex claims. The training will teach how to apply a biopsychosocial framework to understanding claims and the risk of long-term disability due to injury, and once these risks have been identified, which services and interventions are best suited to address these risks. This training is ideally suited for those that have been managing claims for at least 6 months.

### The Benefits of Early Intervention in Return to Work

Research shows that early support and return to work planning significantly improves a person's ability to recover from their injury or illness and return safely and sustainably to their life and their workplace.

During this training, participants build an understanding of the key benefits of Early Intervention in Return to Work and the services to support best outcomes.

## The Essential Role of Allied Health in Recovery and Return to Work

Allied health professionals serve as indispensable pillars in the comprehensive journey of an individual's recovery and successful reintegration into work and life post-injury, illness, or disability. Their multifaceted roles span various disciplines, encompassing occupational therapy, physiotherapy, speech pathology, psychology, exercise physiology and beyond. Their collective expertise is instrumental in addressing the intricate needs of individuals undergoing rehabilitation.

This training session aims to explore the important role of allied health professionals in the holistic process of recovery and return to life and their workplace. This session will demonstrate how these experts enable individuals to regain autonomy, function, and a sense of purpose, fostering a successful transition back to work and an engaged life.

## Understanding Independent Medical Examinations and Fitness for Duty Assessments

The purpose of this training is to provide an overview of Independent Medical Examinations (IME) and Fitness for Duty (FFD) assessments. We will discuss the differences between these two types of assessments, when each might be appropriate, and what to expect in a report. This training will also address how to prepare the client for the evaluation.

## Workplace Assessments

Workplace Assessments identify an individual's specific health issues and potential sources of symptom elevation. This enables our rehabilitation consultants to provide confirmation of appropriate work duties and make specific recommendations, such as advice on correct working postures, ergonomic postures and safe working principles. During this training, participants build an understanding of what a Workplace Assessment is, and how it can be used to support a safe and sustainable return to work for both physical and psychological injuries.

# Personal Injury Sector: Service



## Activities of Daily Living (ADL) Assessment

ADL Assessments measure an individual's level of functional ability with consideration to their performance of self-care tasks, domestic maintenance and general community mobility.

During this training, participants develop an understanding of ADL Assessments and how they can be of benefit following surgery or injury.

## Activities of Daily Living (ADL) Screening Tool for Remote Areas

This screening tool has been designed to provide a fast and effective service to claims agents, enabling them to provide support to workers with an injury, who are either about to undergo surgery or have recently undergone surgical procedures. Experienced Occupational Therapists triage the screening tool results, with a 24-hour turn around providing efficient overview of an individual's capacity to independently perform essential self-care activities that safely maintain independence and quality of life.

## Vocational Assessments & Counselling: Matching Capability, Career Pathways and Sustainable Return to Work

Our Vocational Assessments and Vocational Counselling services provide clear, evidence-based insights to guide clients toward realistic, fulfilling and sustainable employment outcomes. By combining assessment tools, labour market insights and professional coaching, our consultants help individuals identify suitable vocational options that align with their skills, interests, values and any injury-related considerations.

This session explains how our rehabilitation consultants evaluate transferable skills and employment capacity, identify meaningful and achievable career pathways, and provide personalised coaching that builds confidence and supports job-seeking, redeployment and return to work planning. We also demonstrate how digital assessment tools are integrated into the process to enhance accuracy and decision-making across the vocational journey.

To book a session or obtain more information about our training packages, topics, and delivery options contact us:

**E:** [referrals@altius-group.com.au](mailto:referrals@altius-group.com.au)

**P:** 1800 433 966

**W:** [altius.com.au](http://altius.com.au)