

Intentional Support for Organisations

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Intentional Culture Reset Programme

Tailored & effective
Leadership, Culture & Wellbeing support
for organisations

**Intentional
Generations**

mind
wellbeing

emotional
culture

facilitation

coaching

change
makers

leadership
training



01 Overview

Thank you for considering *Intentional Generations* as a provider of workplace and people development services. Our "Intentional Culture Reset Programme" is a programme of customisable workshops using the Emotional Culture Deck that can be included in your culture development or employee experience programme of work.

It is evident that you are committed to your peoples' wellbeing and continuing to develop a positive working culture. For this, we acknowledge you and the courage it takes to try something new to improve your workplace or team's culture.

This document contains:

- Kind feedback from clients
- What is involved in the "Intentional Culture Reset Programme"?
- Business Case for investing in culture and people development
- Your investment options
- About *Intentional Generations*



Wishing you well,

Jennifer (Jen) Young

Intentional Generations Founder, Lead Facilitator and Coach



02 Kind Feedback from Clients

Intentional Generations

JEN Y



OUR VALUED CLIENTS INCLUDE...



"Infectiously positive and bright, brought smiles to the faces of all participants and delivered a smooth-flowing and interesting presentation. We look forward to working with you again, hopefully soon" - Google Shine Conference 2021 & Verve Ireland feedback

"Jen is a wonderful and empathic coach, and has a combination of enthusiasm and encouragement that encourages self-examination and discussion. Jen provides valuable resources and support. Highly recommend for the one to one coaching sessions or workplace coaching and training sessions" - Manager, Ministry of Education

"Thank you Jen Y. You are an engaging and passionate wellness consultant who made a positive difference to the wellness of my team in a very short period of time. We enjoyed learning from your extensive knowledge of the neuroscience of wellbeing and mindfulness and you gave us some good tools to improve our wellness. My team have embraced the new wellness tools and have actively used them in the workplace. I have already noticed my team are happier and more engaging with each other. Thanks Jen - you are awesome!" - Manager Safety Investigation, Civil Aviation Authority

"Jen has incredible, tangible impacts upon her clients' emotional, physical and spiritual wellbeing. Jen helps them reconnect to their purpose and inner peace. She has the potential to change all her future clients' and wider networks' lives for the better" - Business Director, Social Impact Sector

More feedback, testimonials and case studies at: <https://www.intentionalgenerations.com/client-love>

03 What is the "Intentional Culture Reset Programme"?

We've designed this programme of workshops using the Emotional Culture Deck to help leadership teams and their people improve their self awareness, improve their team connection and to co-create a thriving, innovative and values-aligned culture. The ECD is the #1 game, used in over 40 countries, for better workplace culture.

Most organisations and leaders don't pay enough attention to how employees are or should be feeling. They underestimate how central emotions are to building the right culture and employee experience. The emotional culture of an organisation influences employee satisfaction, burnout, teamwork, and even hard measures such as financial performance and absenteeism.

We play a game to help open up important conversations

Over a series of 2-3 workshops we go through a powerful reflective, engaging and co-creative process that answers, for individuals, and for the wider culture:

- What emotions do we want our people to feel (the emotions that enable their success)?
- What emotions do we absolutely not want our people to feel?
- How do we know when our people are feeling these?
- What behaviours/actions/rituals enable these?
- What are the critical next steps to enable this culture?



You will have an experienced facilitator there to guide you and help answer questions at all times.

"I had some very experienced people telling me that this was the most meaningful leadership conversation they've ever had in their career."

- Chief Operating Officer, Insurance Firm



Our recommended approach for teams/leadership teams:

- 1** Workshop #1: Intentional Culture Reset Workshop
 - Half day workshop e.g. 10.30am - 3.30pm with an hour break for lunch/connecting
 - Part 1: workshop participants develop understanding of what enables their success and what takes away from it + improves their understanding of their team members
 - Part 2: workshop participants work together to come up with the 'emotional culture' of their [e.g. middle management] team
 - Part 3: workshop participants grow awareness of what behaviours and key actions enable this team culture
 - Outcomes:
 - improved understanding of each other as team members
 - clear on how to work together

- 2** Workshop #2: A Great Place to Work Workshop
 - 2.5 hour workshop e.g. 10am - 12.30pm or 10.30am - 1pm
 - Part 1: workshop participants grow awareness of and vote on how they'd like their people to feel when they're working with their team [i.e. the broader culture]
 - Part 2: workshop participants grow awareness of what behaviours and key actions enable this workplace culture
 - Part 3: workshop participants vote on the top 5 key actions and longer term priorities/actions to enable this workplace culture
 - Outcomes:
 - team have clarity on what enables their wider team members' success and what takes away from it - behaviours, actions etc
 - team have clarity on the key, manageable and practical, action steps to take in the immediate future and in the mid-to-longer term

- 3** Optional - Workshop #3: Intentional Employee Experience [*highly recommended*]
 - Half day workshop e.g. 10.00am - 3.00pm with 45 minutes for lunch/connecting
 - This optional workshop applies the 'emotional culture' to the Employee Experience life cycle and touch points. It involves learning what are the "moments that matter" to your people and how they can be improved.
 - Facilitator provides advice on key recommendations and best practice next steps

Note: this process can be repeated and/or customised for large and multiple teams





04 The Business Case for investing in Culture, Team Development & Wellbeing

As leaders we are Chief Emotions Officers (CEOs) - we have an impact on, and responsibility for the wellbeing & culture of our teams. Due to being in an often-public position, our emotions and wellbeing has a ripple of impact on those around us - our immediate team members, the wider culture and our whanau/family. Neuroscience calls this 'emotional contagion'.

Wellbeing is *our ability to feel good and function effectively*. It is what provides us with the resilience to navigate the natural highs and lows we all experience in our lives, while enabling us to flourish intellectually, emotionally, socially and physically.

Why care about Workplace Culture & Wellbeing at Work:

Over the last decade, researchers have discovered that people with higher levels of wellbeing are more sociable and energetic, more charitable and cooperative, and better liked by others. They are more resilient in the face of hardship, have stronger immune systems and are physically healthier and happier. The business case for building and maintaining wellbeing in the workplace is compelling. Workplace wellbeing is a key driver of engagement and is strongly linked to employee attention, retention, improved safety, productivity and positive workplace behaviour.

The cost of not caring about Wellbeing at Work: The 2015 Wellness in the Workplace survey estimated that New Zealand lost 6.7 million working days to absence in 2014 (an average of 4.7 days per employee). Manual employees have a higher rate of absence than non-manual employees (an average of 5.1 days). In 2015 the direct cost of absence was estimated at an average of \$616 per employee, or \$1.45b for the total New Zealand economy

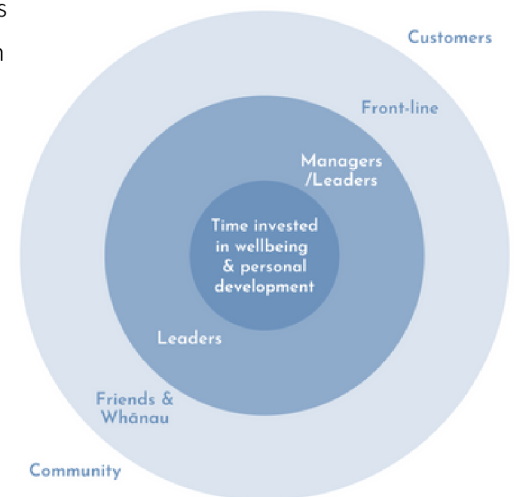
Sources:

<https://wellplace.nz/assets/Uploads/Workplace-Wellbeing-Evidence-Review.pdf>

<https://www.brighthr.com/articles/pay-and-benefits/health/promoting-health-wellbeing-at-work/>

<https://www.wellsteps.com/blog/2020/01/02/employee-well-being-at-work/>

ROI – RIPPLE OF IMPACT





05 Your Investment Options

We've designed these packages with small to medium sized businesses in mind (up to 12 people per workshop - more people with discussion), to give you access to the specialist knowledge, experience and support you need to create a productive and genuine team culture within your organisation.



Culture Reset Package: *Team Reset + A Great Place to Work Workshops*

- Pre- and post-workshop resources
- 1/2 day 'team reset' workshop
- 2.5 hour 'A Great Workplace' workshop
- Workshop booklets
- High level follow-up support (30-45 minute Zoom/phone call) + email support

INVESTMENT: \$7,250 + GST



Thriving Culture Package *Culture Reset Package + Employee Experience Workshop* **[most popular option]**

Culture Reset Package, PLUS

- Intentional Employee Experience Workshop ('the integration and roadmap workshop')

INVESTMENT: \$10,250 + GST



Integrated Culture Package *Thriving Culture Package + additional monthly support*

Thriving Culture Package, PLUS

- Unlimited access to Jen to ask questions via phone call or Zoom and get support with implementing actions + using resources via email and phone within working hours for 6 months post workshop
- Discounted ongoing monthly support for 6 months post workshop

INVESTMENT: \$15,500 + GST plus additional months at \$2250+GST per month



Important notes:

- investment does not include cost of Emotional Culture Deck cards. These can be ordered either separately or via Jen (who has a discount code for clients wanting to order multiple decks).
- Investment does not include cost of travel or accommodation - these are onset to client



06 *Your Next Steps from Here...*

Are you ready to reset your culture or improve upon a great basis to enable a team culture and workplace that truly flourishes? We've laid out the next steps from here below. Our friendly team will make it as pain-free as possible to help you ...

[1] Confirm your acceptance of proposal

- Hit reply to the email (hello@intentionalgenerations.com)

[2] Confirm Dates

- The Intentional Generations team will be in touch to confirm dates and send through calendar invites.

[3] Pay Deposit

- To lock in dates we require a 50% deposit for the agreed service with the balance due on completion of the programme. Please let us know the best email contact for this to be sent through to. The team will send through the invoice once you confirm acceptance.

[4] Workshop Series Preparation

- We get to work organising final logistical details with your coordinator (ensuring all workshop resources & catering/food is organised, our team organises a series of resources on our end - and we connect with you to confirm final details prior to delivery)

[5] Communications to your team

- Prior to the workshops we will send you through templated emails to send to participants including any resources for the workshop.

[6] Delivery

- We deliver the workshops

[7] Feedback & Integration

- We send out a feedback survey to participants to capture any insights or remaining questions along with follow up resources where required.





About Jen

Jennifer Young is the founder of Intentional Generations and Jen Y Insights. Previously working as a leadership development consultant (after leaving life as an admitted barrister and solicitor), Jen witnessed first-hand the need for a greater focus on wellbeing, mental health and inclusivity in the workplace. She's been supporting thousands of people and diverse organisations to make change and impact in their lives, organisations and in the world without burning out since 2017.

Jen has delivered team development, emotional & mental wellbeing and culture development workshops plus coached hundreds of leaders and youth in a variety of different industries, organisations and schools including Google, ICANN US, Verve Ireland, Ministry of Education, Civil Aviation Authority, Cigna Insurance, HEB Construction, BioGro and Scots College.



"INFECTIOUSLY POSITIVE AND BRIGHT, BROUGHT SMILES TO THE FACES OF ALL PARTICIPANTS AND DELIVERED A SMOOTH-FLOWING AND INTERESTING PRESENTATION. WE LOOK FORWARD TO WORKING WITH YOU AGAIN, HOPEFULLY SOON" - Google Shine Conference 2021 & Verve Ireland feedback

"JEN IS A WONDERFUL AND EMPATHIC COACH, AND HAS A COMBINATION OF ENTHUSIASM AND ENCOURAGEMENT THAT ENCOURAGES SELF-EXAMINATION AND DISCUSSION. JEN PROVIDES VALUABLE RESOURCES AND SUPPORT. HIGHLY RECOMMEND FOR THE ONE-TO- ONE COACHING SESSIONS OR WORKPLACE COACHING AND TRAINING SESSIONS."

– Manager, Ministry of Education



Our Philosophy

We believe that life improves when people embrace intentionality, innovation and inclusiveness. We also believe that money shouldn't be an issue with accessing our services. Contact us for a confidential, non-judgmental conversation about your needs and what payment options we have to suit your needs. During Covid-19's impacts we have options including: pay-what- you-can and pay-what-you-think-it's-worth.

Hi, I'm Jen

Your Coach, Facilitator + Wellbeing & Culture Specialist

I've had the privilege of working with thousands of people and over a hundred diverse organisations, locally and internationally, over the last 6 years to help them implement successful & effective workplace development, well-being & culture programmes. I have a firm belief that workplaces should be an environment where we are able to bring our best self to work every day. And that all starts with a culture of Wellbeing.

Talk soon,
Jen



Founder, Facilitator & Coach
Intentional Generations

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