

Intentional Generations 2022 Workshops & Programmes

Information Sheet

Engaging & Effective
People Development and Wellbeing
Support for Individuals and Teams

**Intentional
Generations**

mind
wellbeing

emotional
culture

facilitation

coaching

change
makers

leadership
training



01 Overview

Thank you for considering *Intentional Generations* as a provider of whole-person wellbeing, team culture and people development services. If you're reading this it is evident that you are committed to your own and/or your peoples' wellbeing, growth and supporting them to develop positive working cultures.

We are so excited for this opportunity to share examples of how our *Intentional Generations* team provides solutions and huge value to clients across a broad range of industries, age groups and 5 different time zones. Our work with organisations enables the work we do at the youth or community level to be either severely reduced or pro bono.

This document contains:

- Kind feedback and results from clients
- Information about our popular and impactful 2022 workshops, webinars and programmes
- Business Case for investing in wellbeing and people development
- Your next steps from here
- About *Intentional Generations*



Wishing you well,

Jennifer (Jen) Young

Intentional Generations Founder, 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 & Senior Consultant at PwC



03 2022 Workshops

Start with one of our popular workshop and webinar topics, mix and match or build your own from scratch by working with our expert facilitator. We specialise in co-creating/tailoring workshops and programmes to our clients' unique and diverse needs and challenges.

NOTE: Participants for in-person workshops are typically limited to 12 people per workshop - more or less attendees can be discussed. Workshops are able to fit your time availability: 45 minutes, 60 minutes, 90 minutes & 1/2 day formats. Investment starts at \$1,500 per 45 minute workshop. Multiple workshops are most popular for return on investment & value. Note: all prices exclude GST & travel if in-person. These engaging and informative sessions start important conversations and give attendees practical strategies to take away. Choose from our 9 popular topics below.



Your Change & Uncertainty Toolkit

Change and uncertainty impact all of us and in different ways. This highly requested workshop by leaders and teams addresses how and why we react to change in different ways, and provides powerful tools and strategies that help mitigate the impacts on our minds, emotions and nervous systems. Learn:

- Key research-backed insights to understand yourself and how your people react to change,
- Practices to help soothe your nervous system and retrain your brain to adapt to your new normal
- How to communicate with your team in order to help them better cope during times of change



Your Sustainable Performance

Our world has undeniably changed. Many people have realised their pace of life or work is energetically unsustainable. This workshop helps people understand the impacts of our modern day lives and how to live and work in more energetically sustainable ways. Learn about:

- The impact of our hyperconnected, fact paced lives on our productivity and wellbeing
- Your 4 "buckets" of energy and how to replenish them
- Evidence-based strategies for increasing your vitality in under 30 minutes
- Proven "Structures of Success"



Healthy Mind Healthy Life

Ever wondered what neuroscientists recommend for mental wellbeing? Or wondered how to better understand your team member's stress responses? This highly popular team development workshop gives practical wellbeing tools and starts important conversations that connect teams more. Learn:

- Key neuroscience insights for greater wellbeing
- The impacts of our modern day pace of life
- Social & emotional stressors
- How to improve stress management



Self Leadership & Wellbeing

It's commonly said in leadership development that "before we can properly lead others, we must learn to lead ourselves first". But, what does 'self leadership' actually look like in reality?. Learn about:

- The 8 elements of Self Leadership
- Understand what wellbeing is to you & your personal wellbeing continuum
- Develop a toolbox of self leadership practices & habits
- The importance of boundaries and your leadership 'Ripple of Impact'

"Jen was the consummate professional – organised, efficient, reliable.

Her presentation was on point and resonated with our audience who were engaged and provided excellent feedback. I have worked in event management for over 15 years throughout Australia and NZ and I would say that Jen's openness and professionalism stands out with some of the best in the business."

– Sarah Wylie, Freelance Event Manager / Marketing Manager, Thistle Inn



2022 Workshops (cont.)



My Wellbeing Plan

Wellbeing is often incorrectly treated as a 'one size fits all' when the reality is actually a 'one size fits one'. Many leaders and teams are proactively investing time to understand their personal 'wellbeing continuum' and to create a plan with their teams. This practical and fun facilitated workshop involving [The Wellbeing Deck](#) card game provides participants with time to:

- Understand what wellbeing is to them, their team members and what their personal wellbeing continuum is
- Check-in with where they currently are
- Create a personal wellbeing plan



Practical Mindfulness at Work

Mindfulness is about improving our quality of attention and our ability to be present in life. Over 1400 research studies recommend learning & practising mindfulness as a strategy to help improve performance, stress reduction, focus, self awareness & compassion. In this workshop participants learn:

- The science behind mindfulness
- Slowing down to speed up (The 21st century leadership advantage)
- Numerous practical mindfulness tools
- The secrets of the mind



Switching Off: Rest, Recovery & Burnout

For many people the last few years have involved unsustainable work life blends, an unprecedented amount of time in front of our digital distraction devices and fatigue or burnout. Zoom fatigue, hyper stimulation and challenges with "switching off" have become more commonplace because of many being confined to working from home or a hybrid model. Learn:

- The impacts of being hyperconnected on our wellbeing
- The '7 Types of Rest' and how simple changes can improve quality of sleep and rest
- Practical tools and strategies for "unplugging"/"switching off" at the end of the day and
- Why and how to implement regular digital detoxes into your life



Intentional Goal Setting & Success Structures

Life is busy for many people. They have the best of intentions to change or achieve goals but "life gets in the way" or they don't have the time, accountability or resources. This popular workshop helps individuals and teams to reset & understand powerful and effective goal setting and achievement strategies. Learn:

- Best practice goal setting & achievement tools, strategies and resources
- Your personal time wasters & strategies to reduce them
- What will personally motivate you to stick to your plans or goals
- How to sustain momentum
- Proven "Structures of Success"



Befriending Your Inner Critic

Our internal self talk can either help improve our performance and enjoyment of life or be an internal barrier to us reaching our potential and happiness. What we tell ourselves everyday will either lift us up or tear us down. The good news is that there are many research-backed strategies for improving our internal chatter. In this practical and powerful workshop, participants learn:

- How to recognise and understand their inner critic
- Powerful strategies for noticing and managing their self talk: from inner critic to inner coach
- Research backed strategies to retrain their mind to quieten pessimism and improve optimism

"Our Wellington team today were full of praise and have asked if we can get you back regularly! Your warm and engaging manner resonated with the team well. The course was well-pitched to our audience and there was an excellent balance of theory and practical exercises to assist mindfulness. The workshop will be watched and re-watched by many of our staff over the next few weeks and months"
Nicola Coom, Group Director of People & Strategy at Emerge Aotearoa



2022 Webinars

Delivered as one-hour webinar or in-person talks including Q&A, perfect for adding into staff meetings and team days. Investment starts at \$2,250 per single webinar, \$6,500 for 3 and \$12,500 for 6 (all prices exclude GST and travel if in-person). A one-hour snap shot of the longer form workshops, these informative sessions start important conversations and give attendees practical strategies to take away. Choose from the 9 popular topics below:

Your Change & Uncertainty Toolkit

Your Sustainable Performance

Healthy Mind, Healthy Life

Self Leadership and Wellbeing



More information on
page 4 of this brochure

My Wellbeing Plan

Intentional Goal Setting & Success Structures

Practical Mindfulness at Work

Befriending Your Inner Critic

Switching Off: Rest, Recovery & Burnout



More information on
page 5 of this brochure



"Jen is a wonderful facilitator and support person. I recently took part in a workshop about Emotional Resilience, which helped me to change my mindset about challenging situations thrown up by Covid-19, and gave me practical actions to take to increase my resilience. Her genuine care for the people she works with is so clear and makes every interaction special - I leave every time feeling so cared for! I cannot recommend Jen enough"

- Anya Bukholt-Payne, National Director at The Climate Challenge



04 2022 Programmes

[A] 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: Thriving Workplace Workshop [*highly recommended*]
- 1.5 hour workshop or Zoom call
 - Optional time to come back together as a group, reflect on learnings, finish off any activities, get clear on any previously undecided 'next steps'
 - 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





Intentional Culture Reset: 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 Workplace Workshop

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: \$4450 + GST



Thriving Culture Package Bronze Package + Thriving Workplace Workshop [most popular option]

.Culture Reset Package, PLUS
Thriving Workplace Workshop ('the
integration + roadmap workshop')

INVESTMENT: \$6,200 + GST



Diamond Culture Package Gold Package + additional monthly support

Thriving Culture Package, PLUS
Unlimited access to Jen to ask questions 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

Please note: 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).



[B] Lunch & Learn: Wellbeing & Goal Setting

Life and work can place huge demands on many of us. With workplace demands continuing to rise, many people respond by putting in ever longer hours, which inevitably risks leading to burnout that costs both the organisation and the individual. For many organisations, the choice is between investing in the costs of burnout or investing in their peoples' wellbeing, education & rest.

These workshops are specifically designed to give your people valuable ideas, actions and practices that are easily implemented into their everyday working life to give them more vitality. Participant feedback: "These workshops were hugely valuable to myself & others! Having these lunch & learns during the week gave me the space and time I needed to re-energise, learn something useful and return to work more focused"

Choose from our popular 60 minute workshops:

1. Intentional Goal Setting + Life by Design
2. Your Time Matters: Strategies & Tools for Defining and Designing Your Balanced Life
3. Focus, Attention & Practical Mindfulness
4. Your Sustainable Performance: Time & Energy Management
5. Self Leadership & Befriending Your Inner Critic
6. Stress & Emotional Resilience
7. Designing Wellbeing Plans, Mental Health and Wellbeing at Work
8. Switching Off & Digital Detoxes



Delivering lunchtime workshops at Westpac

\$ INVESTMENT: \$1750 PER WORKSHOP

Note: Investment is priced for up to 12 people. Prices exclude GST. Please contact us to discuss price ranges to suit your needs and budget.

"We cannot thank you enough for coming into Westpac and supporting our emerging leaders and managers. The feedback was stellar and we've been impressed to see their improved performance"

- Team Leader, Westpac



[C] Self Leadership Programme

Self leadership has been identified by a McKinsey 2021 report as a critical capability to be "future-fit at work". We designed this programme for graduates and those in their first 5-10 years of their career ('Early in Careers') to provide them with critical self leadership, mind wellbeing and goal setting tools and capabilities. Choose from our three formats.

[1] Self Leadership Taster (1.5 hour online or in-person workshop)

In this workshop, participants will learn practical tips to support self-leadership and self-care in order to be the best version of themselves in the workplace. Topics covered include:

- Intro to self-leadership | Self awareness and self knowledge | Mindset, self-care and neuroscience of social stressors | Managing yourself: Wellbeing and boundaries

[2] Self Leadership: Integrated Taster

("Taster" + pre-and-post surveys, 1 x 60 min group coaching session + 1:1 x 45 minute coaching integration/application sessions)

[3] Self Leadership Graduate/Early-In-Careers Year Long Programme (in-person and hybrid options available) *[note: online course due by mid 2023]*

Pre-programme 1:1 45 minute coaching sessions | Pre-and-Post Programme Surveys | 6 x 2.5 hour modules | Fortnightly 'integration' check-ins (online form) | Post-programme 1.5 hour integration & 'next steps' goal setting group coaching | Resources





[D] Emerging Leaders: Mental Fitness & Growth *(example of a co-created client programme)*

EMERGING LEADERS WELLBEING PROGRAMME

We've designed this package with [client]'s goals for their emerging leader members in mind: to give emerging leaders access to the specialist knowledge, experience and support they need to better thrive and develop in their workplaces and in their lives.

WORKSHOP 1: 1 hour webinar Mindfulness in the Workplace

- Benefits of mindfulness
- Slowing down to speed up (The 21st century leadership advantage)
- Learning to focus
- The secrets of the mind

WORKSHOP 3: 1 hour webinar Healthy Mind Healthy Life

- Neuroscience of Wellbeing
- Mindset
- Work life blend
- Structures of success

WORKSHOP 5: 1 hour webinar Integration & Reflection Mastermind

- Reconnection as a group
- Reflection session
- Integrating the concepts in "real life"
- Chance for Q&A & Live Coaching

WORKSHOP 2: 1 hour Webinar Your Adaptability Toolkit

- Understanding your stress response and how to complete the stress cycle
- Developing resilience
- Dealing with pressure & expectations
- Adaptability tools

WORKSHOP 4: Half Day OnSite Your Sustainable Performance & Future Proof Mindset

- Your sustainable performance
- Future proof mindset
- Practical mindfulness
- Workplace appreciation & motivation

PROGRAMME INVESTMENT: P.O.A.

If you're interested in a custom designed hybrid programme like this for your team, organisation or clients please contact us at hello@intentionalgenerations.com or book a call directly with Jen at <https://intentionalgenerations.as.me/JenY30>



05 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

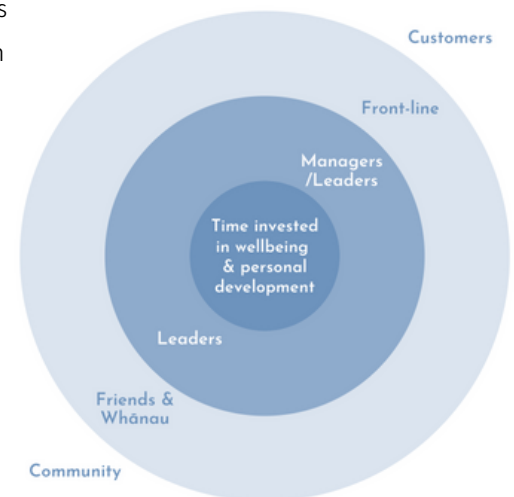
Sources:

<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





06 Your Next Steps from Here...

Are you ready to provide the specialist in-house support for your team to truly flourish? 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] Reach out to our team about what support is needed

- Email hello@intentionalgenerations.com or book online a free 30 minute (no obligation) conversation with one of our team directly by going to <https://intentionalgenerations.as.me/JenY30>

[2] Confirm Service(s) & Dates

- After a conversation, 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 or Services Preparation

- We get to work organising final logistical details with your coordinator (ensuring all workshop resources are organised, our team organises a series of resources on our end, food/catering etc - 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 services

[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 our Founder



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 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, Trust and Growth.

Talk soon,
Jen



Founder, Facilitator & Coach
Intentional Generations

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