

# *Intentional Support for Organisations*

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## **Intentional Team Development**

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 Team Development services are highly effective and tailored offerings 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 our Intentional Team Development services?
- 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...



"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."

– Event Manager / Marketing Manager, Thistle Inn

"Three words I'd use to describe working with Jen are: fun, authentic & capable. I'd also like to add on safe. When you're dealing with personalities, stress and culture it's so important, as a leader of your organisation, that you know you've got someone who's safe for your team to be involved with." – Chief Executive, Kendons Chartered Accountants

"I cannot thank you enough for the help that you provided BioGro on our team development day. I had a lot of great feedback from the team on how well it was planned and managed. I thought the day went amazingly and we solved some prickly issues and also set ourselves up to succeed. You deserve all the credit for delivering an excellent outcome for the BioGro team" - Chief Executive, BioGro

"I wanted to thank you. In 2.5 hours, I learnt more about myself than I have in my 56 years. Having run teams of up to 460 members I wish I had the skills that you passed on yesterday to assist not only myself but also each one of them, it would have made for a much more enjoyable work experience for all. I have attended many leadership and training courses over the years and have never left feeling so enlightened." - Senior Leader, Hospice Sector

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

# 03 What is our "Intentional Team Development" offering?

We've designed this programme of customisable workshops using a combination of powerful content from positive psychology and neuroscience plus utilising tools like the Emotional Culture Deck and the Wellbeing 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 Team Connection Workshop

- 2.5 hour workshop e.g. 9.30am - 12.00pm (recommend: following with team lunch/connecting)
- Content can be selected from topics including: Boundaries, Individual Stressors (Neuroscience: SCARF model), Workplace Appreciation Languages, Intentional Connection, Understanding Generational Mindsets, Communication Styles (DOPE/Birds Quiz) and/or My Wellbeing Plan
- Pre-work, maximum 1 hour: 2 x self assessment tests
- Follow-up/Integration Content: 1-2 x articles, Reflection and Action Resource
- Outcomes:
  - improved self awareness (e.g. workplace stressors, appreciation languages, communication styles) and understanding of each other as team members
  - improved sense of connection and understanding of how to work together and support each other

2

### Workshop #2: Intentional Team Culture Reset Workshop

- Half day workshop e.g. 10.30am - 3.30pm with an hour break for lunch/connecting
- Part 1: participants develop understanding of what enables their success and what takes away from it + improves their understanding of their team members
- Part 2: participants work together to come up with the 'emotional culture' of their team
- Part 3: participants grow awareness of what behaviours and key actions enable the desired and undesired team cultures
- Pre-work, maximum 1 hour: 1 x article and a 3 minute video
- *Note: We have enough Emotional Culture Decks for up to 10 participants. Additional card decks can be purchased at a discounted cost to the client for additional participants.*
- 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

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### Workshop #3: Roadmap & Integration Workshop [*Optional And Highly Recommended*]

- 1.5 hour online workshop e.g. 10am - 11.30am
- The intention of this workshop is to bring together all the elements of workshops 1 and 2, create a roadmap/next steps together as a team and answer any questions
- Pre-work, maximum 1 hour: reviewing notes from previous workshops and sending questions to facilitator a minimum of 72 hours before scheduled workshop
- Outcomes:
  - team have clarity on the key, manageable and practical, action steps to take in the immediate future and in the mid-to-longer term

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

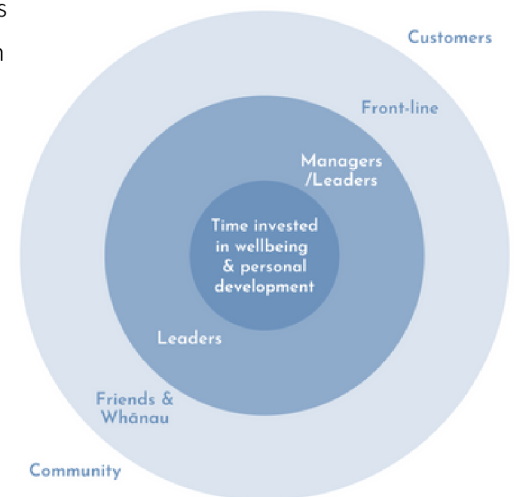
## Sources:

<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.



## Connected Team Package: Custom Designed *Intentional Team Connection Workshop*

- Pre- and post-workshop resources
- 2.5 hour custom designed 'Intentional Team Connection' workshop
- Workshop booklets
- High level follow-up support (30-45 minute Zoom/phone call) + email support

INVESTMENT: \$3,250 + GST



## Culture Reset Package: Connected Team Package + *Intentional Culture Reset Workshop* [most popular option]

Connected Team Package, PLUS

- 1/2 day 'A Great Place to Work' workshop using the Emotional Culture Deck
- Workshop booklets
- High level support (before and after workshops)

INVESTMENT: \$6,250 + GST



## Integrated Team Culture Package *Culture Reset Package + additional monthly support*

Culture Reset Package, PLUS

- Roadmap Integration Workshop (1.5 hour online workshop to finalise actions & integrate learning)
- Monthly 1:1 coaching and mentoring calls for 6 months with 3 people to further integrate concepts and provide individualised support

INVESTMENT: \$14,050 + GST

### Important notes:

- Additional resources required for teams larger than 10 people (onset to client) or if team members wish to keep the Emotional Culture Decks. These can be ordered either separately or via Jen (who has a discount code for clients wanting to order multiple resources).
- Investment does not include cost of travel or accommodation - these are onset to client



# 06 *Your Next Steps from Here...*

Are you ready for your team to connect and flourish or to reset your team culture? 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](mailto: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 upfront with the balance due before 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. 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 teams and 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 Cloud, ICANN US, Verve Ireland, Ministry of Education, Civil Aviation Authority, Horowhenua District Council, Cigna Insurance, HEB Construction 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.

# 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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