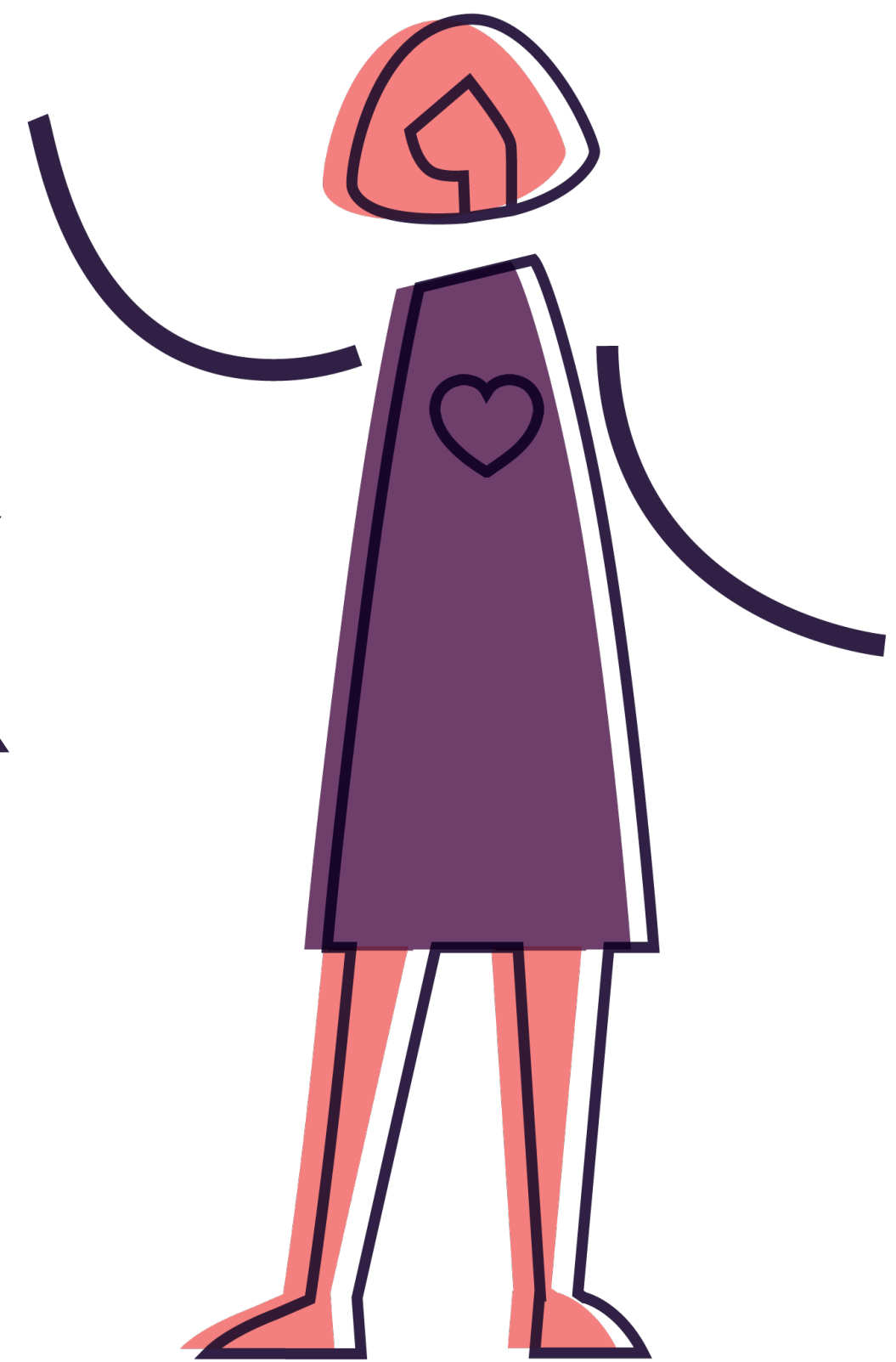


LET'S ALL
LOVEWORK



**WE GROW YOUR
BUSINESS' PERFORMANCE
FROM THE INSIDE**

BECAUSE...

**HAPPINESS MAKES THE
GREATEST DIFFERENCE OF ALL**

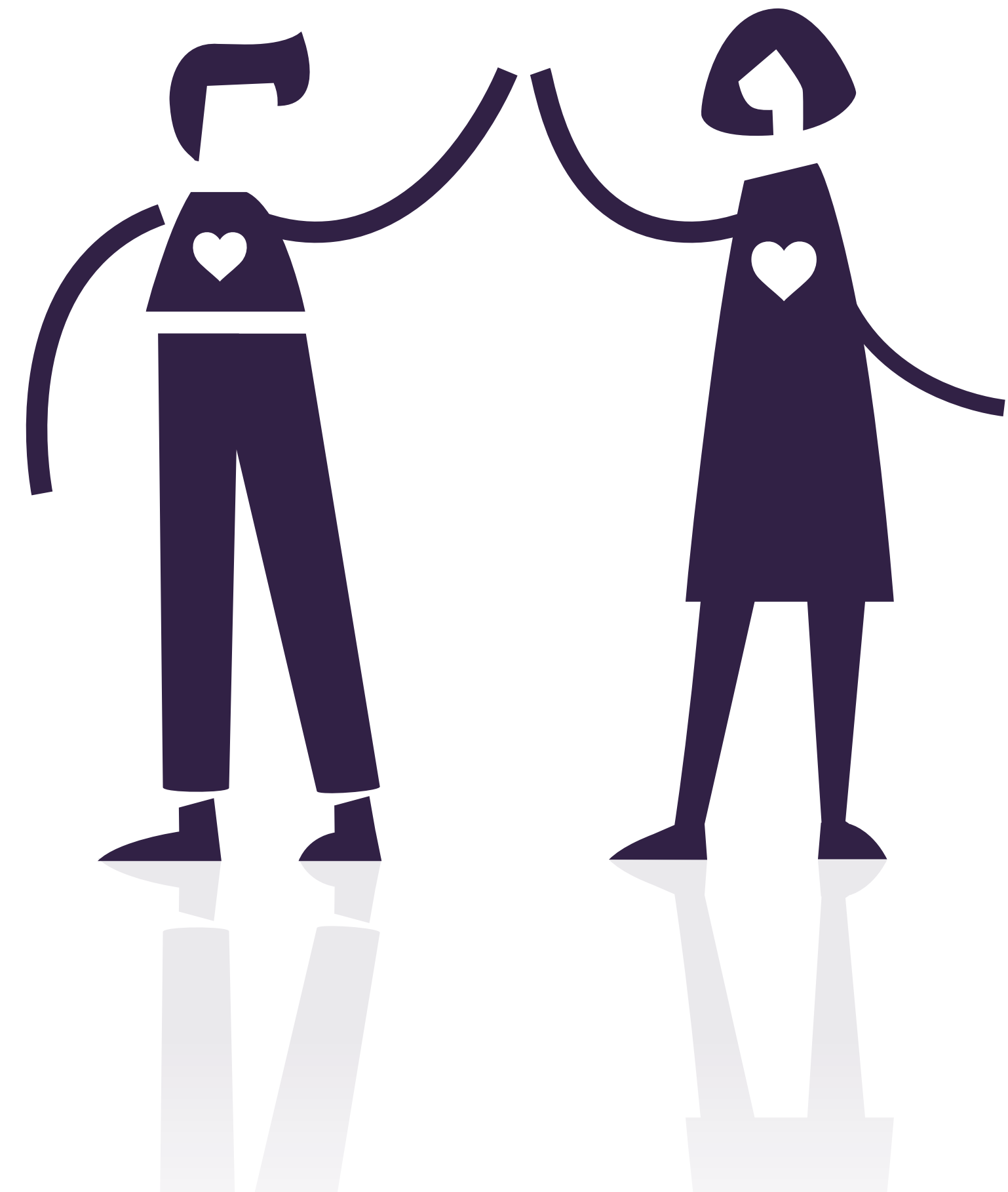
LOVEWORK DURING & POST COVID-19

THE NEED / OPPORTUNITY

Support & maintain team productivity, relationships and overall wellness through the crisis

WHY LOVEWORK

Combines business & brand strategy with deep understanding of employee alignment and culture plus holistic wellness



CULTURE: AT THE CORE OF EFFECTIVE WORKING, WINNING TEAMS.

Regardless of where we work and the nature of that organisation, every one of us is hard-wired to desire and feel a sense of belonging. This 'belonging' fulfils our basic desire for relatedness. The context whereby we make a meaningful impact and experience fulfilment and validation.

So far from being 'fluffy', a managed collaborative employee culture is a vital pillar of business success.

Led by managers, your culture is a mutual contract to put your agreed values into action every hour of every day. To actively live the co-owned behavioural standards that set your business, brand and service delivery apart. The rituals and values that uphold your team culture embed responsibility, encouraging shared ownership of both systems and outcomes as well as pride and employee engagement.

In a modern-day business world characterised by information overload and parity promises, your team culture drives your competitive edge.

But far more than this, an intentional workplace culture represents a 'web of belonging' that provides connection, support and motivation in times of disruption and confusion.

Now more than any other time, the authenticity and resilience of your team culture may be the difference between coming through Covid-19 intact, and prospects being derailed by a disoriented, struggling and mis-aligned group of people struggling to find their feet in a strange new world.



“

The opportunity is not to discover the perfect company for ourselves. The opportunity is to build the perfect company for each other

Simon Sinek

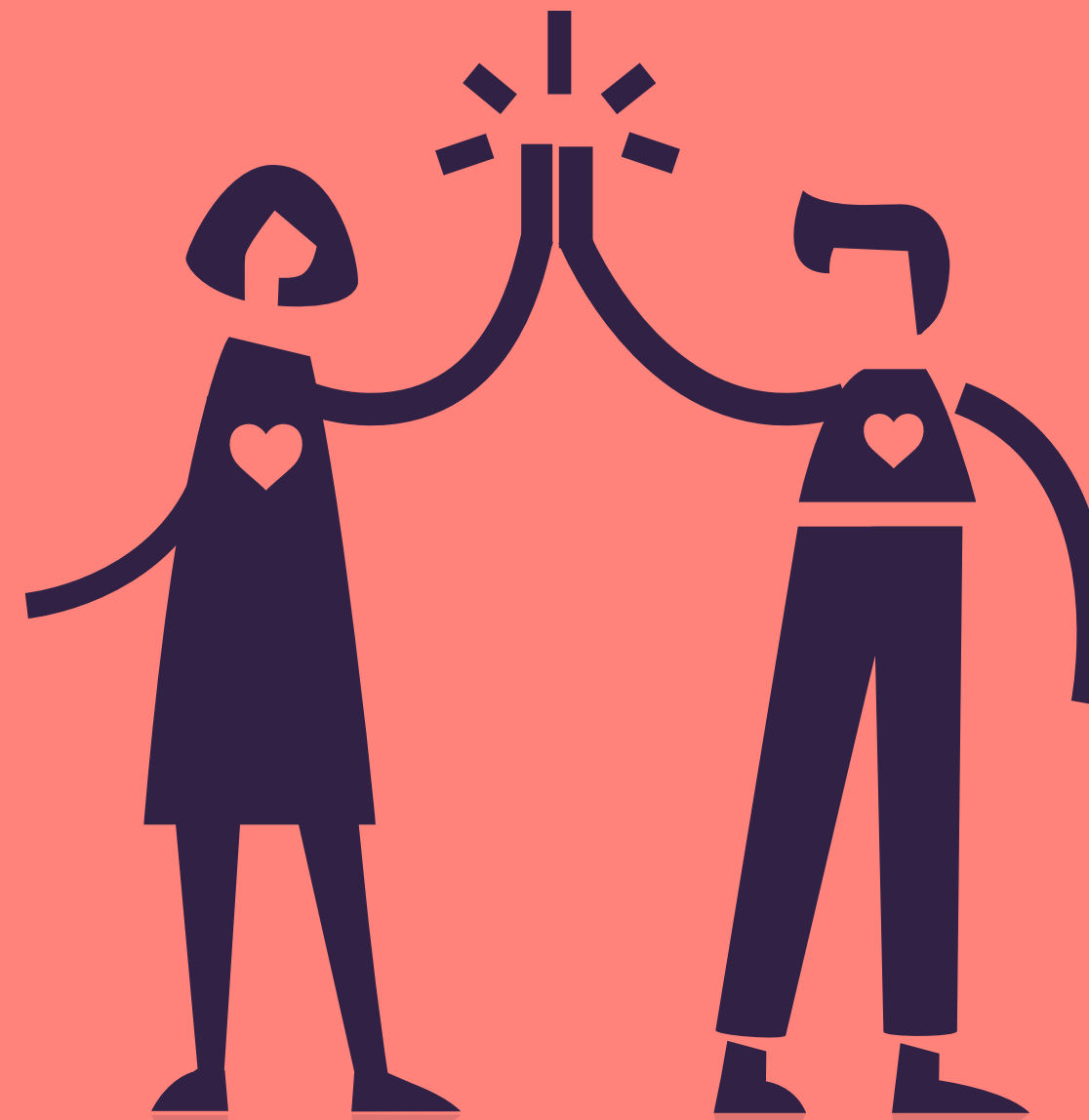
”

“

94% of executives and 88% of employees believe a distinct workplace culture is important to business success.

Deloitte

”



WHAT WE OFFER

7 tightly focused modules, delivered as video workshops for teams of varying size that can be adapted to suit the needs of the business and individuals:

1

INTRODUCTION

Scope of the programme, why it's important, how to get the best from it, who we are – 30 mins

2

BOOSTING TEAM COHESION THROUGH CULTURE

40 mins (allows for questions)

3

PRODUCTIVITY BY REMOTE

40 mins (allows for questions)

4

MEANINGFUL VIDEO MEETINGS

40 mins (allows for questions)

5

MOJO MOTIVATION IN UNCERTAIN TIMES

40 mins (allows for questions)

6

NURTURING RESILIENCE

40 mins (allows for questions)

7

MIND-NEEDS BODY CONNECTION

40 mins (allows for questions)

MODULE 1

INTRODUCTORY / ENROLMENT SESSION

Scope of the programme, why it's important, how to get the best from it, who we are – 30 mins

What this is, why it matters

There are very few businesses who haven't been deeply impacted by the Covid-19 crisis and subsequent local lockdowns.

But businesses are more than names, logos, labels, buildings, factories and products.

They are made up of human beings – caring, responsible, sentient creatures, whose daily actions are powerfully influenced by what we're feeling and the degree to which our needs are met.

Lovework makes businesses work better, perform better, deliver better bottom line results, create better customer experiences because we help you support, align and develop the human potential of your team.

We guide you in unlocking the developmental potential in your people as individuals and as a focused tribe, as a way of creating a meaningful, sustainable, competitive edge.

Now as Australia and New Zealand transition to the early stages of recovery, supporting and aligning your people is more important than ever.

Core Content:

- Why what we're going to do together is vital now.
- How what we'll share has longer term value to you.
- What the programme covers, and how you can participate.
- Scheduling in sessions.
- What informs our work.
- Who we are, what we do.

MODULE 2

BOOSTING TEAM COHESION THROUGH CULTURE

40 mins (allows time for question)

Why a reset of your culture is vital now

The Covid-19 crisis has destabilised almost every constant of our professional and personal lives, removing predictability and replacing it with extreme uncertainty.

Each of us, regardless of rank, experience or situation will be somewhere on the trauma response spectrum.

The situation is likely to trigger embedded anxieties and highlight unmet needs – the ‘ghosts in our machine’.

These will be exacerbated by remote working which removes...

- The reassurance and comfort of human contact (mirror neurons)
- The motivation of direct supervision
- The stability of established routines and rituals
- Visible evidence of progress

As well as blurring boundaries and balances between work and home life, adding even more confusion and stress.

To counter this, an organised, values-based culture provides a vital compass bearing for everybody in your team, creating focus, alignment and support.

Leading a transition from fear to flow.

Core Content:

- Brief on adapting then focusing on the 4 pillars of team culture:
- Trust, rhythm, connection, communication.
- How to extend psychological safety into remote working.
- Planning and encouraging participation with a ‘culture canvas’.
- Upskilling leaders’ emotional intelligence (how to model and lead in these uncertain times).
- Resetting expectations and establishing support teams.
- The value of compassionate empathy and vulnerability.
- Building culture with a long-term view.

MODULE 3

PRODUCTIVITY BY REMOTE

40 mins (allows time for question)

Sudden entry into remote working

Remote working brought in by the lockdown immediately eliminated the routines enjoyed week-in-week-out.

This removed comfort and familiarity as well as structure and boundaries.

Boundaries are essential for both productivity and health - as well as a way of softening the unknown.

If one set of boundaries are removed, a new set needs to be installed, or we invent our own.

Trust (in myself, in my relationships and in the business) will have moved. Expectations will have to shift accordingly. And new routines and rhythms re-introduced.

In short, everybody has to be coached to understand and learn a new working system.

The choice is to plan to thrive, not merely survive.

Core Content:

- Clear structure of new routines and boundaries.
- Creating the capacity for change through a weekly skills update.
- Aligning technology (equipment and usage abilities).
- Assessing and responding to core needs.
- Creating a functional, supportive home working space.
- Setting boundaries. People and place.
- Maximum productivity through deep v shallow work time.
- Adapted reporting lines and smaller support teams.
- Managing goals, deadlines and deliverables.
- Essential wellness guidelines.

MODULE 4

MEANINGFUL VIDEO MEETINGS

40 mins (allows time for question)

From live human connection to talking heads - it's different

Communication isn't just language. When the familiarity of face-to-face is replaced with the limitations of video conferencing, much is lost.

This is compounded by the effects of ongoing destabilisation of routine, self and place.

In an information sharing or decision-oriented situation, confidence, knowledge and precision can be replaced with hesitancy, disengagement and avoidance.

Communication and productivity suffer. Valuable time is wasted.

Regardless of Covid-19, some level of remote working is very likely to become part of the 'new normal', including video meetings. Therefore making a successful transition is vital.

Core Content:

- Planning ahead for each video meeting.
- The best tech / platform option for your needs.
- Understanding video meeting etiquette (courtesy + efficient process).
- Ensuring that everyone feels included.
- Dealing with disengagement, using conscious language, eye contact.
- Posture, expressions and volume.
- Session structures that create desired outcomes.
- Physical environments.
- Zoom Boss and session leadership.
- Introducing fun to add humanity.



MODULE 5

MOJO MOTIVATION IN UNCERTAIN TIMES

40 mins (allows time for question)

The relationship between motivation and resilience

In the face of challenge and extreme uncertainty, our horizons shrink.

Personal safety and finding comfort become primary drivers.

There's a shift from 'we' to 'me' and present moment over imagined future.

Resilience is our capacity to bounce back from adversity. To retain the ability to function and respond.

Motivation is our inner urge to respond in a certain way, to achieve a specific end.

But sustaining resilience requires motivation.

Covid-19 has brought dislocation and enforced introspection.

Anxiety, insecurity and isolation are enemies of motivation.

To rebuild motivation in a way that supports both team performance and resilience requires effective empathetic leadership, re-establishing trust and cohesion, and setting clear goals.

Core Content:

- The role of purpose within culture.
- Understanding different brain states.
- Recognising new team dynamics.
- Identifying grassroots leaders.
- Setting goals from short to long-term.
- The power of 'anchoring into the future'.
- Overcoming barriers - transtheoretical behaviour change model.
- Supporting with structure and connection.

NURTURING RESILIENCE

40 mins (allows time for question)

Resilience is, until it isn't

Comfort and predictability help us feel resilient. But with Covid-19 every aspect of our lives changed shape dramatically and rapidly.

Resilience is defined as our ability to respond to challenge and difficulty by bouncing back. By adapting and retaining focus so that we're capable of retaining our equilibrium and thriving in the face of shifting external circumstances.

But retaining resilience – both individually and as a team - particularly in a time of escalating uncertainty, takes work as well as support.

We need self-awareness and structure. The ability to take responsibility for ourselves mentally, emotionally and physically.

Regardless of the business' goals and needs, if individual team-members don't know the basics of self-care, they won't be at their best.

Which then impacts the business' ability to respond and perform.

Core Content:

- What resilience is and isn't.
- Self-compassion, self accountability and modelling.
- Taking responsibility and finding nourishment.
- Managing self-talk. The inner critic and chattering voice.
- Watching for triggers. The 'spot, review, choose' approach.
- Habits that build resilience:
 - Quiet time
 - Mindfulness and presence
 - Phrase for the day
 - Body-mind connecting.
 - Boundary setting
 - Better sleep, conscious eating
 - Filling your 3 buckets
- Buddy-ups and the honest conversation checklist.

MODULE 7

MIND-NEEDS-BODY CONNECTION

40 mins (allows time for question)

We are connected systems

Our bodies are amazingly adaptable machines.
An interconnected, selfcleansing miracle of bio-mechanics powered by electronic impulses and oxygenated blood.

But life changes, stress, uncertainty, lack of motivation, self-esteem and focus can mean we let connections slip.

In the same way that our mental state can influence our physical condition, a healthy body connection is proven to support mental function and emotional wellbeing.

Everything from correct 3-chamber breathing to healthy posture.

Activating the 3 movement planes – sagittal, lateral and transverse.

Safely utilising the full range of functional abilities.

Building effective core strength, stability and balance control.

Which in turn supports mental function, fatigue recovery, confidence and creativity.

As well as holistic wellbeing and a robust immune system.

Core Content:

- Breath + body connection. 3-chamber breathing.
- Grounding with the embodied stance.
- Stability and balance.
- Building core strength.
- Energising and releasing.
- Movement for connection and trust-building (social choreography - Michael Klien social realisation & relationships).
- Hydration and eating patterns.
- Better sleep.

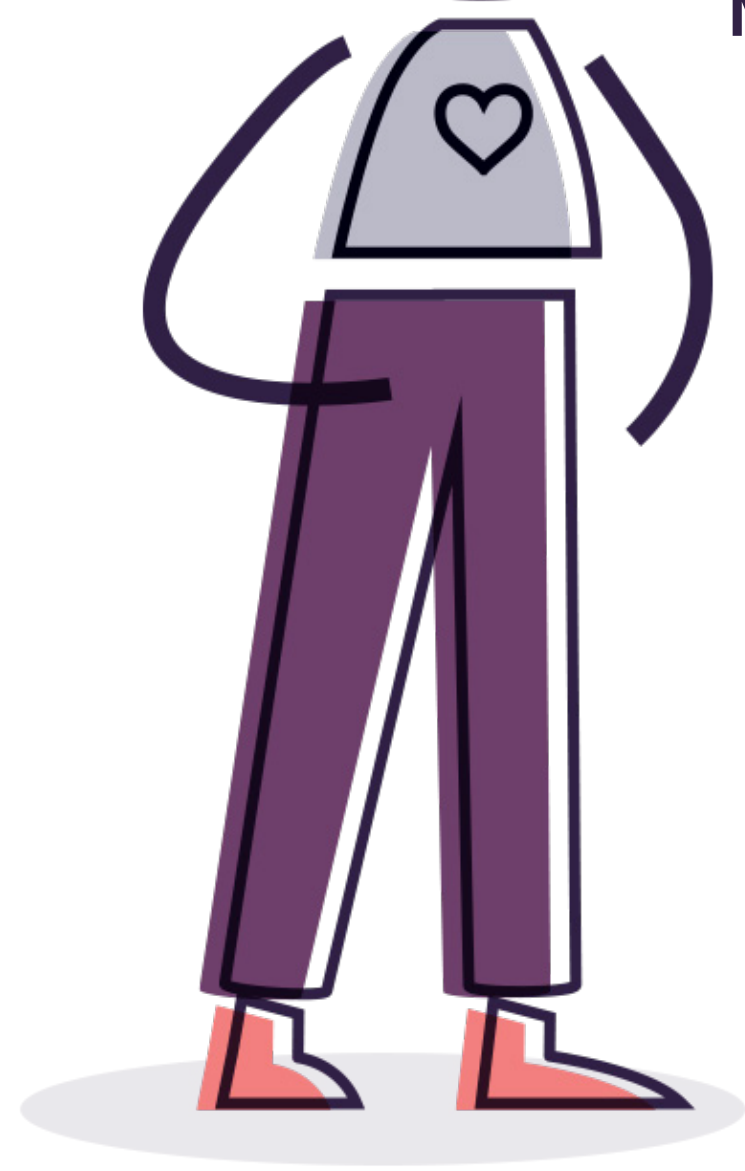
MODULE FORMAT

Module	Duration	Reference follow up
1. Introduction + enrolment	30 mins	<p>Depending on the size of the organisation, we recommend minimum 8 people to max 12 people for each module. Modules can be run concurrently within an organisation to suit the best needs of the team's requirements.</p> <p>After each module session, a follow up email & supporting materials will be provided and ongoing support as when required.</p>
2. Boosting team cohesion through culture	40 mins	
3. Productivity by remote	40 mins	
4. Meaningful video meetings	40 mins	
5. Mojo motivation in uncertain times	40 mins	
6. Nurturing resilience	40 mins	
7. Mind-needs-body connection	40 mins	

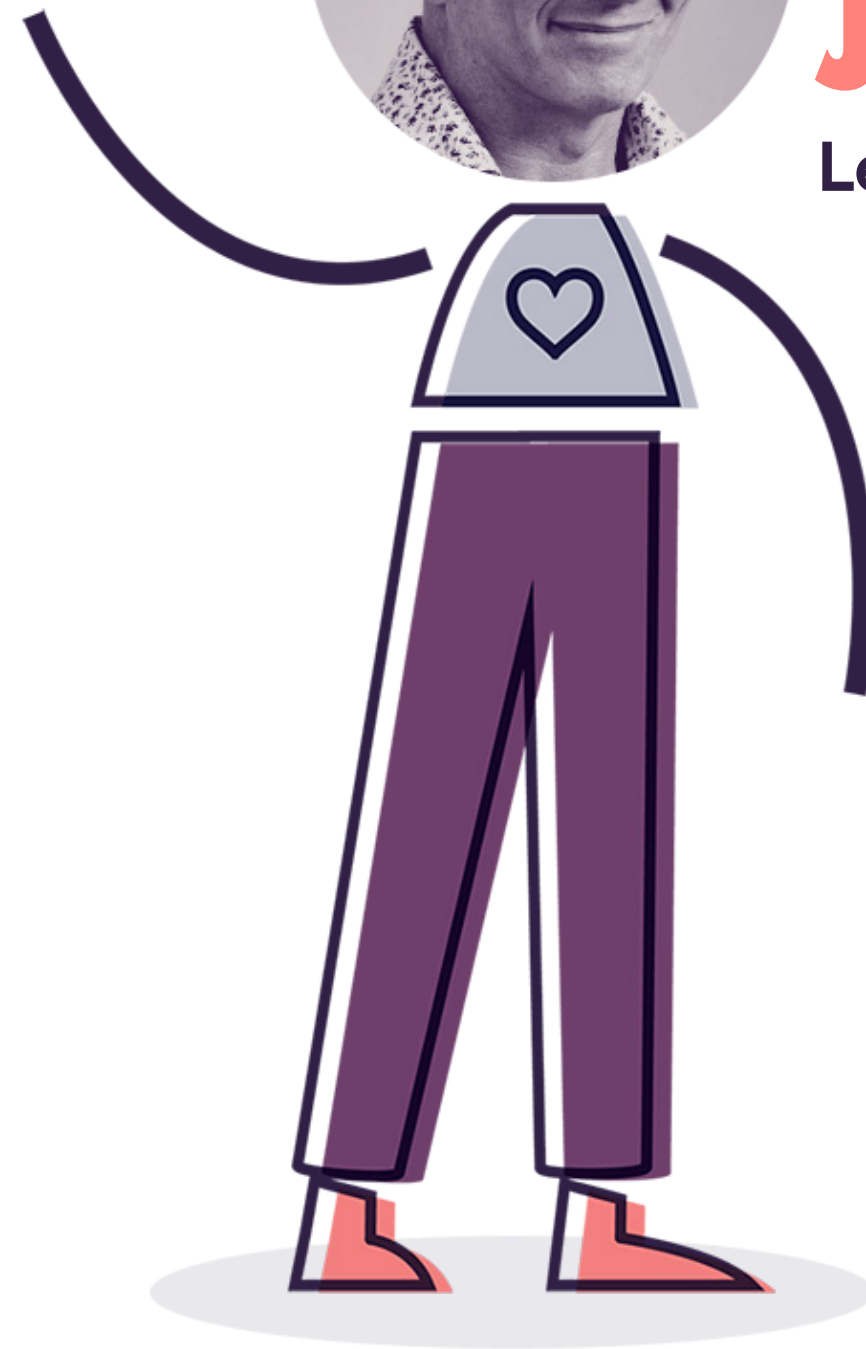
YOUR **LOVEWORK** TEAM



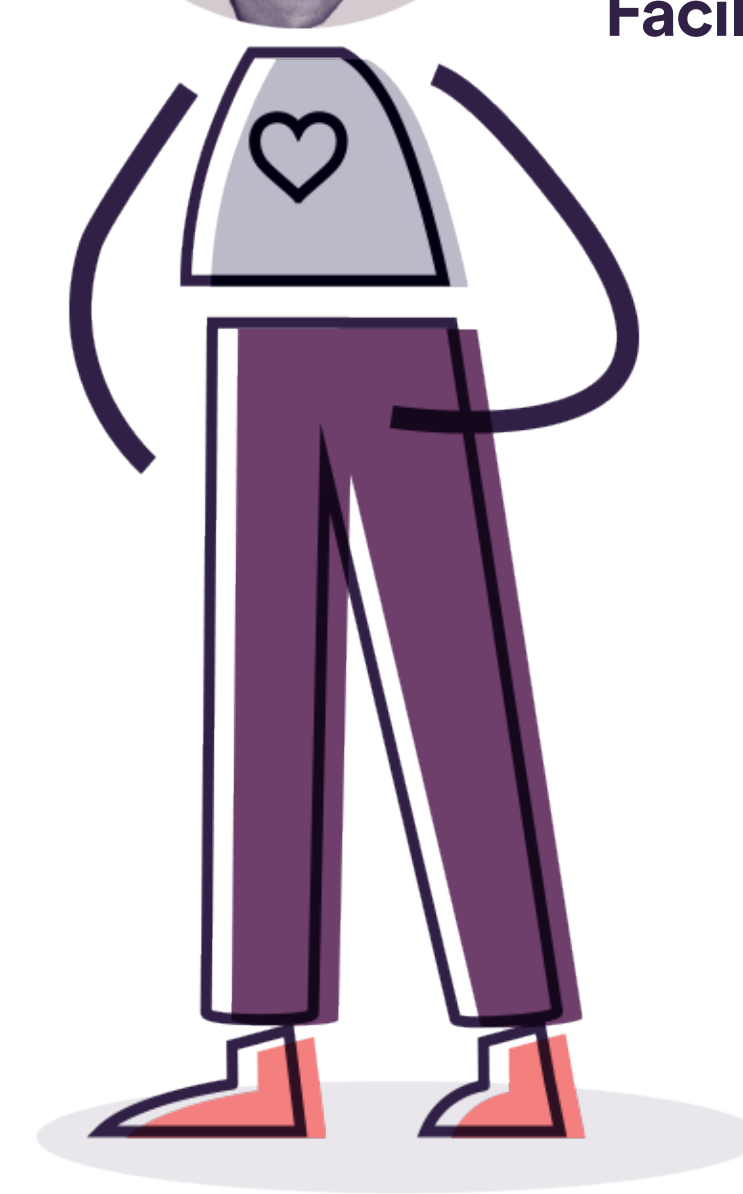
MARTIN
Managing Director



JERRY
Lead Facilitator



ROD
Facilitator



YOUR LOVEWORK TEAM

Supported by:

- A clinical psychologist**
- Advanced analytics experts**
- Business, leadership and performance coaches**
- A top psychotherapist, creative director and design teams, director wellness and life coach**
- Exercise scientists and movement coaches**

LOVEWORK WILL TRANSFORM YOUR ORGANISATION

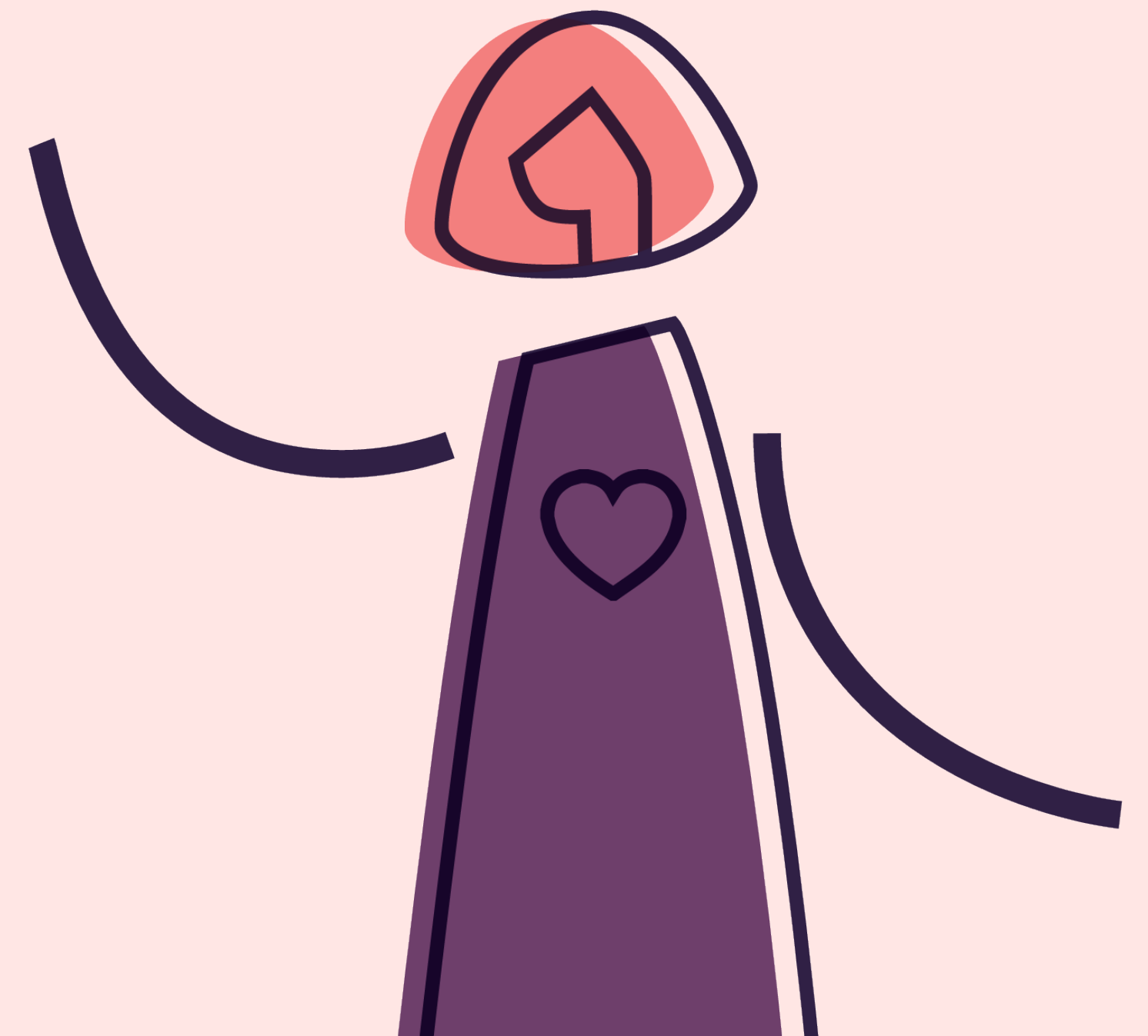
We can create bespoke programmes and adapt our methodologies to suit your organisation and your team.

This will dramatically boost productivity and performance by creating a purpose-driven, values based culture that generates happiness and fulfilment for all employees.

Please contact Martin O'Sullivan for a confidential discussion on how we can partner to help rebuild your future together.

Martin O'Sullivan
Managing Director
martin@weareiceberg.co
+64 21 773 134

lovework.co.nz





LOVEWORK
WILL TRANSFORM
YOUR ORGANISATION