



ChangeFit
Programs

ChangeFit Programs

ChangeFit is here to help your organisation's most vital asset, your people.

Together, we will build the essential capabilities so your team can embrace and thrive through change.

“Our research involved speaking to leaders in corporate Australia. They said one of the three dominant problems they are facing is the sheer quantity and pace of change. And this left them feeling daunted and frankly, overwhelmed.”

VANESSA PORTER

Why ChangeFit now?

Teams are increasingly change-fatigued, and individuals struggle with their resilience which impacts both engagement and productivity. Leading businesses invest to strengthen the positive links between employee experience and engagement. Our programs connect mental, physical and emotional fitness to ensure the success of the business and individuals.



Is this program for your organisation? Are you...

- on a significant growth trajectory?
- changing your business, or service model?
- reorganising how your team is going to operate?
- adapting to significant changes in the marketplace?
- responding to disruption, or are you the disrupter?

Program Overview

The program has a Leader stream consisting of four modules, and a Team Member stream consisting of six modules. These streams can be delivered both face-to-face, and, in combination with our online learning modules. We will work with you to use real life examples to ensure the frameworks and practices learned are applied immediately and successfully within your business.

Leaders Modules – these four modules cover being a vision translator, being resilient, positive and focused.

**Vision
Translator**

**Resilient
Leader**

**Positive
Leader**

**Focused
Leader**

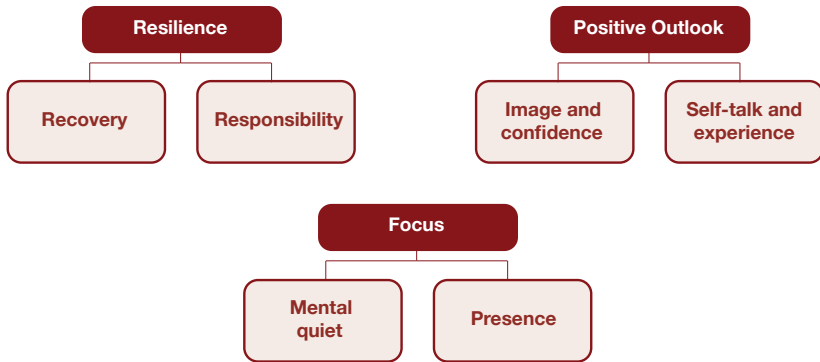
Vision Translator: How does a leader translate the change strategy to the team/s so that they can effectively implement it? What are the stories that they need to tell? This module equips you with the skills to communicate through compelling and engaging storytelling.

Resilient Leader: We understand that stress cannot always be avoided. This is why resilience is so important. Resilience ensures that leaders can recover after setbacks rather than letting it amplify and impact their professional and personal lives.

Positive Leader: Positivity is infectious and as a change leader, it is important your positivity for the future of the business is felt by the team/s. This contributes to an energised workplace.

Focused Leader: Clarity leads to focus but many of us struggle to find clarity in our roles as leaders, and when we do have it, we are unsure how to best utilise it. 'Focused Leader' will ensure that your leaders have the tools to gain clarity and use it to its best effect.

Team Member Modules – Six modules are presented across the topics of: Resilience, Positive Outlook and Focus.



Resilience: Times of change often involve many small changes along with the larger ones. Being resilient ensures that no matter what changes occur and how often they happen, your team members can continue to move forward.

- Recovery
- Responsibility

Positive outlook: The impact of positivity cannot be understated, especially during change.

- Image and confidence
- Self-talk and experience

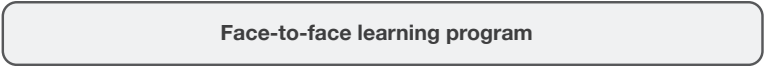
Focus: Gaining and maintaining focus provides us with energy and clarity.

- Mental quiet
- Presence

Flexible Delivery Methods

Every organisation's needs are different which is why we offer a customisable delivery method. From a completely face-to-face program, a blended version which incorporates online learning modules and face-to-face coaching sessions or completely online.

Face-to-face – This program incorporates a series of curated masterclasses, informed by analytics collected before and during the course. This allows data-driven decisions for your learning needs.



Blended – This program is the perfect blend of face-to-face interaction with self-paced online learning modules. This is interspersed with group coaching sessions informed by self-reflective responses captured by the Guroo Producer platform.

The online components allow learners to experience expert knowledge and facilitation of activities in their own time with a deadline for accountability. They can refer to it as many times as they like in a year and it shows trackable progress for motivation.

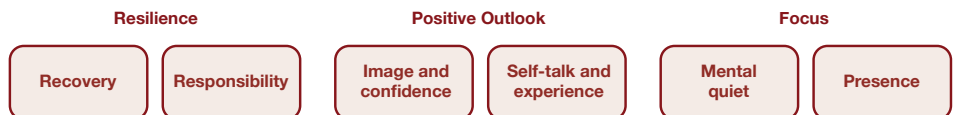


100% online learning – This program is a series of online learning modules made available to your organisation that allow you to control the timing of this unique learning experience.

Leader:



Team Member:



Leading Experts

Vanessa Porter is the founder of All of You Pty Ltd which she established in 2015. Working with the C-Suite she is known for clearly articulating strategy, cultivating positive workplace cultures and developing talent to deliver tangible business outcomes. She does this by challenging people to consistently contribute their best selves. Vanessa has lived change from a very early age. By the time she was 12 she had lived on three continents – South Africa, Europe and Australia and experienced change in environments, ethics and cultures. This means that she brings a human perspective that enables her to support others through change.



Chris Wilson has had a diverse background working with emerging talent and elite performers from areas such a corporate, military, sports and performing arts. By using data and the right systems, Chris drives the development of the physical, mental and emotional capacity of people with the ultimate goal of improving their performance.

Guroo Producer - While we understand that face-to-face learning is often the most immersive approach, we believe that the skills and mindsets to deal successfully with change should be available to everyone. As a result, we have partnered with Guroo Producer who are online learning experts to allow us to provide a blended model for optimal learning. They have created hundreds of digital learning programs across the corporate and education sectors, powered by the learning design platform – PRODUCER.



For more information contact us:



Vanessa: **+61 408 024 596**

Chris: **+61 452 419 070**



vanessa@changeffit.co

chris@changeffit.co

www.allofyou.co/changeffit