

# LOUISE GILBERT

Performance • Growth • Wellbeing

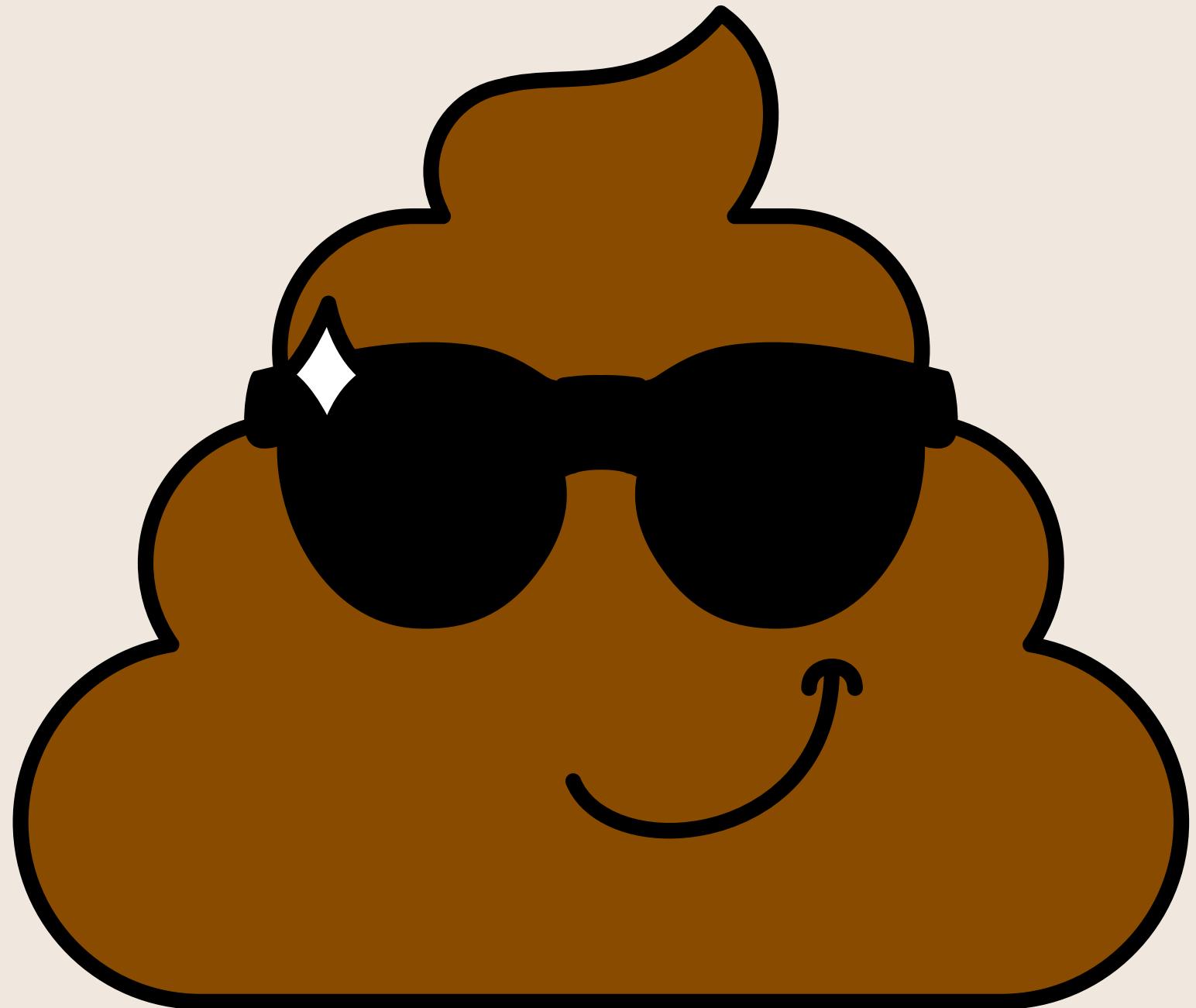
**MAKE WORK WORK FOR YOU**

Contemporary Methods for Contemporary Leaders



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Speaker • Coach • Facilitator



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## #1 LOSING TALENT



Leaders don't just manage work - they shape whether people stay.

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## # 2 STRESS BEFORE BURNOUT



Leadership isn't just a role.  
It's a responsibility to  
create change.

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## # 3 COFFEE BADGING



Behaviour is  
communication.

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## # 4 MORE WORK THAN TEAMS

CAN HANDLE



Humans are not  
robots, Elon.

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## # 5 DISENGAGING FROM WORK

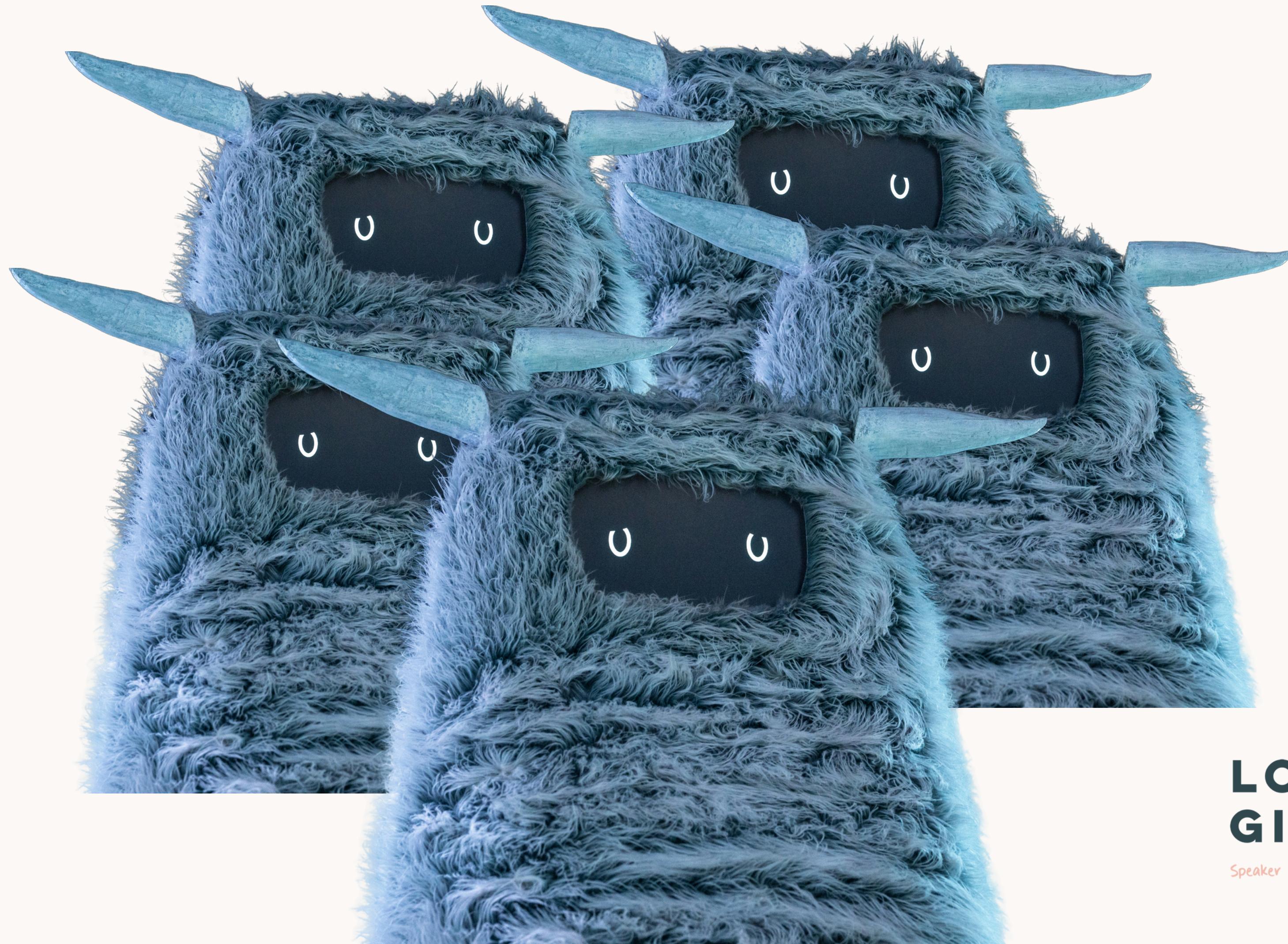


Disengagement is like a flat tire.  
No matter how hard you push,  
you're not going anywhere.

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## THE THREE PEDALS

Performance,  
Growth  
and Wellbeing  
are a package deal.



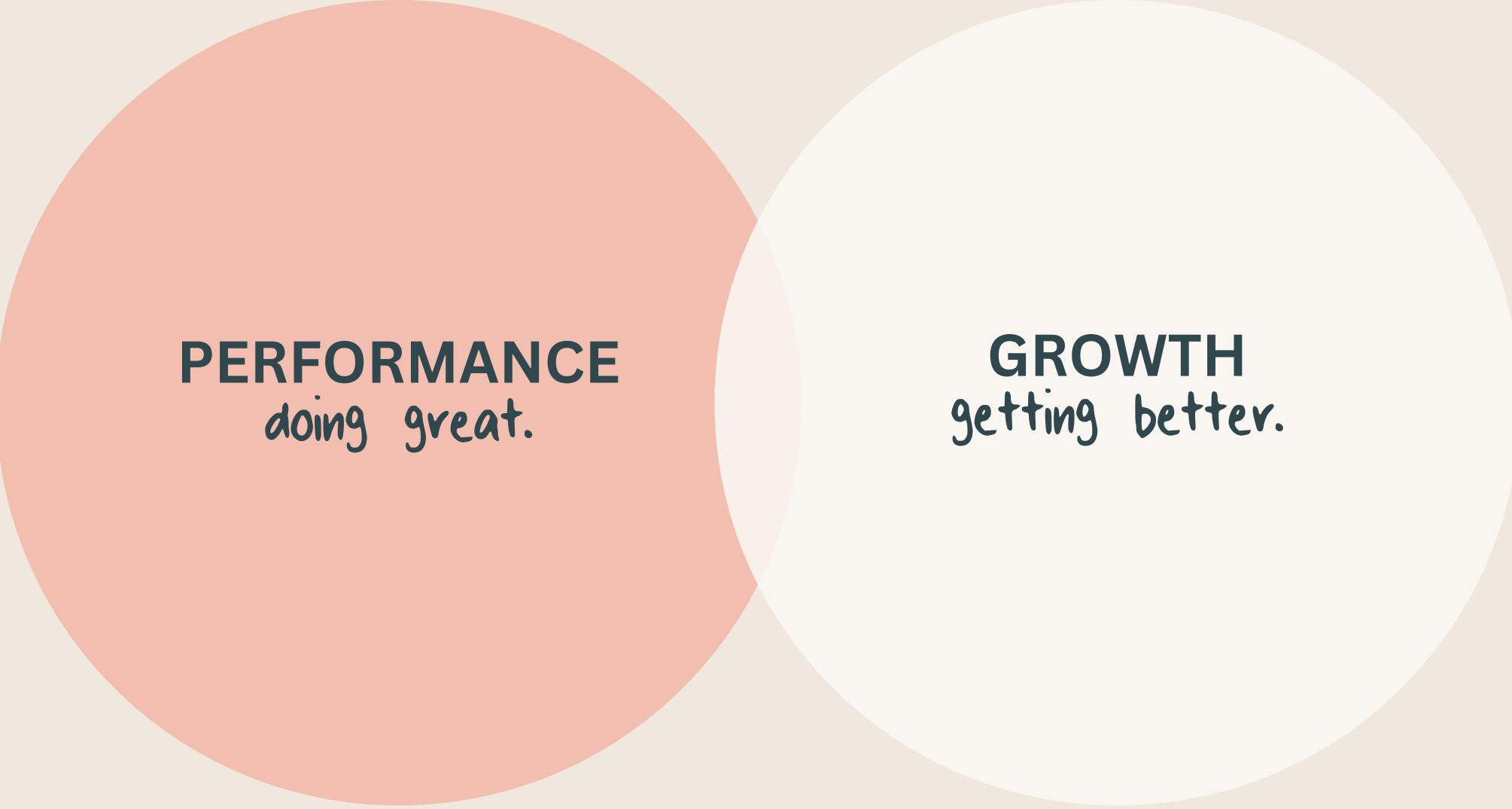
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**PERFORMANCE**  
*doing great.*

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**PERFORMANCE**  
doing great.

**GROWTH**  
getting better.

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## 3 PEDALS OF EXCELLENCE





**PERFORMANCE**  
doing great.

**GROWTH**  
getting better.

**EXCELLENCE**

**WELLBEING**  
feeling good

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WORK WAS BUILT FOR  
ONE TYPE OF BRAIN.  
IT'S TIME TO UPGRADE.



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**GROW YOURSELF**

**GROW YOUR ORGANISATION**

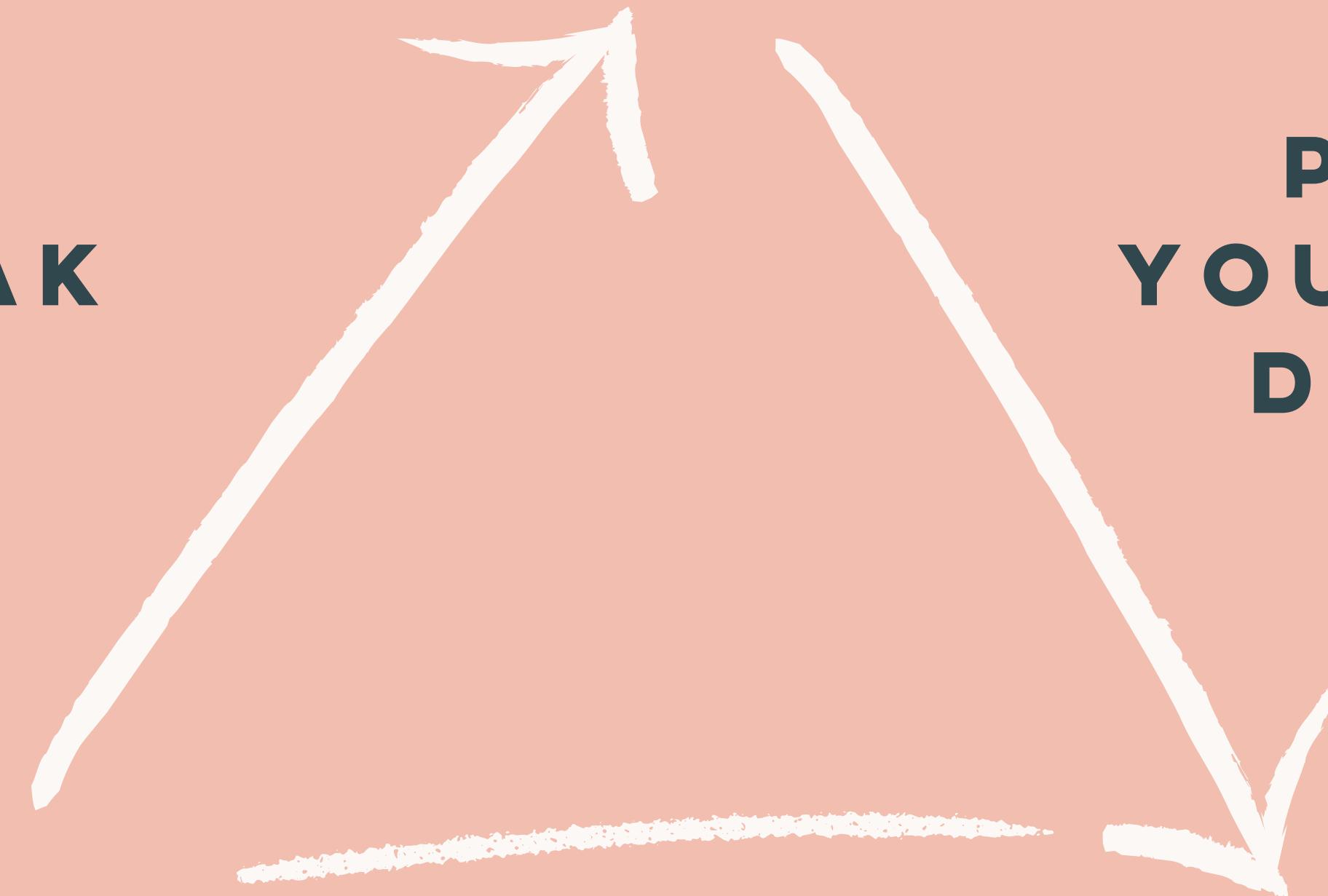
Create a growth plan  
that **energises** you  
and aligns with your  
organisation's goals



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PEAK



PULL  
YOURSELF  
DOWN

PLATEAU

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**“Action is movement with intelligence.**

**The world is filled with movement.**

**What the world needs is more conscious movement, more action.”**

*- B.K.S. Iyengar*

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ENERGY IS  
EVERYTHING



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TRIPLE FOCUS,

TRIPLE ENGAGEMENT

Use performance,  
growth and wellbeing  
conversations to build  
employee engagement.



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**People want to  
feel good, do well and  
get better at work.**



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**How are you doing?**

(Energy/Battery charge)

**How are you feeling?**

(Outcomes/Benefits)

**How are you getting better?**

(Skills/Capacity)

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BUILD IN WELLBEING

DON'T BOLT IT ON

Wellbeing isn't  
a workshop.

It's part of how your  
organisation operates.



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# YOUR LEDGER OF WELLBEING

## ⊕ DEPOSITS

- Supportive colleagues
- Adequate training
- Positive work environment
- Career development opportunities
- Interesting and rewarding work
- Autonomy
- Learning and growth opportunities
- Resources to deal with job demands

## ⊖ WITHDRAWALS

- Demanding tasks
- High workloads
- Tight deadlines
- Workplace conflicts
- Unclear expectations
- Poorly designed work
- Tasks that create strain and stress
- Boring, routine tasks that don't engage

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