

LOUISE GILBERT

Performance • Growth • Wellbeing

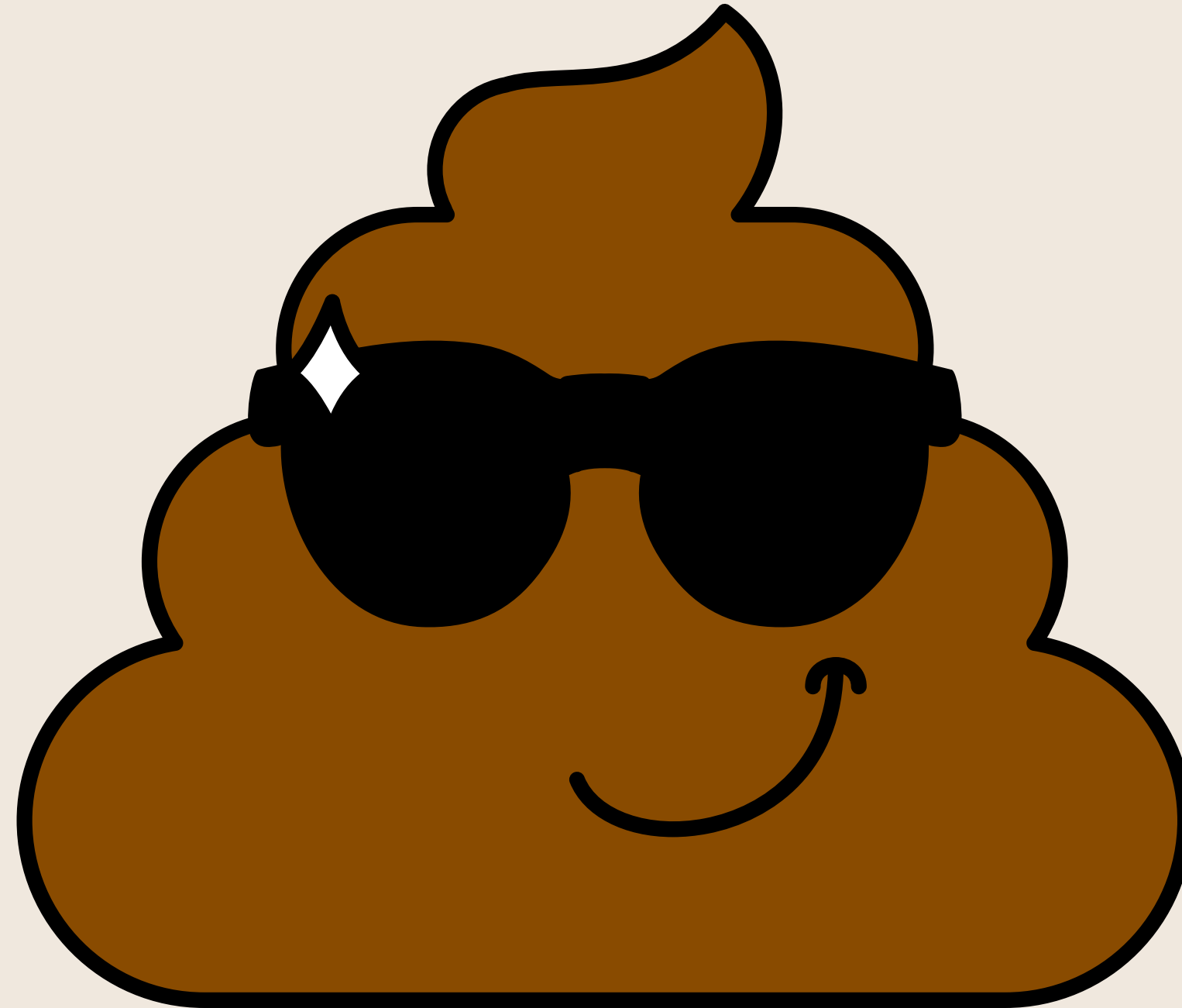
MAKE WORK WORK FOR YOU

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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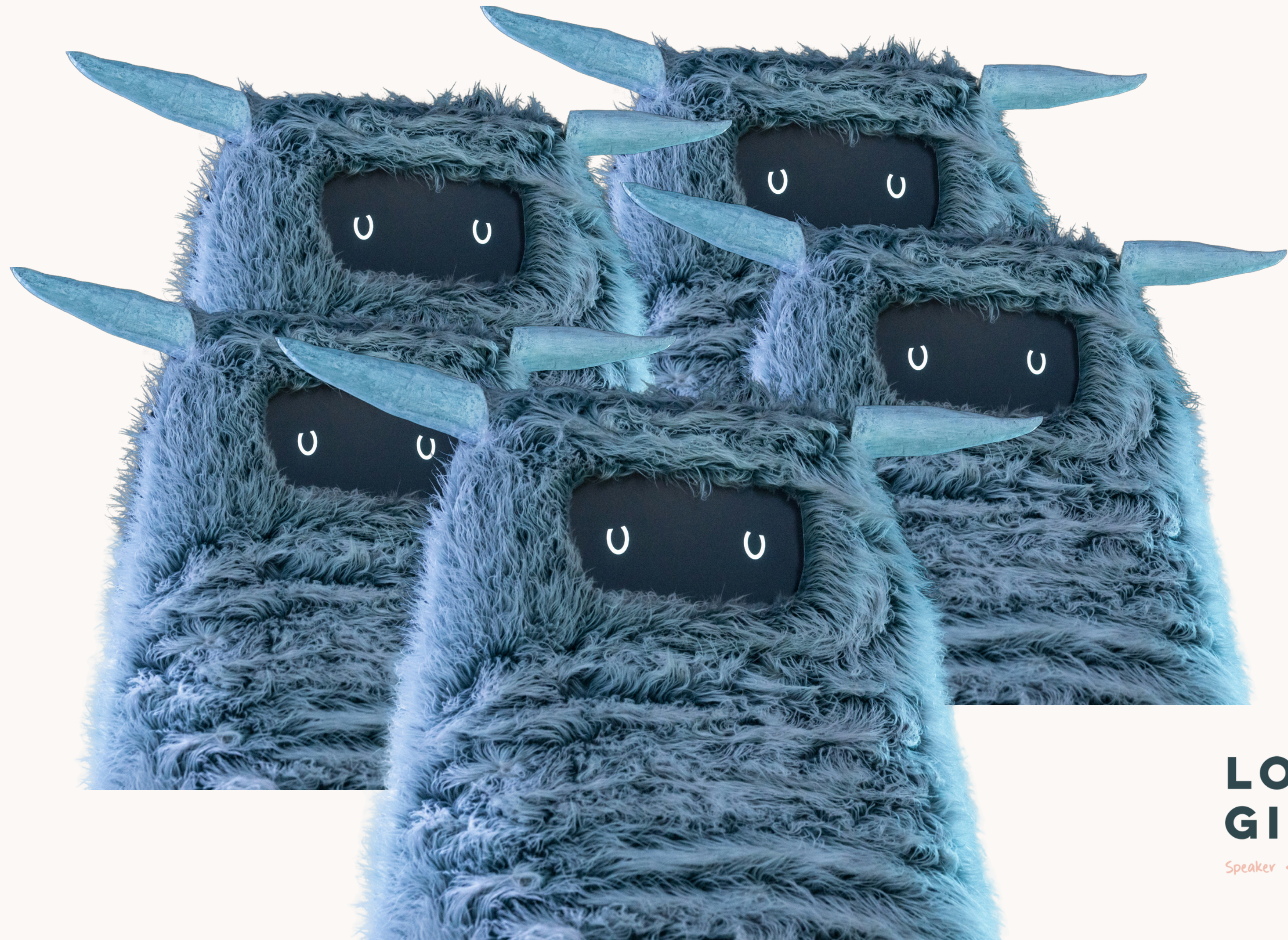
#5 DISENGAGING FROM WORK



**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



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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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tools

