



Corporate and Government

# Training Packages

Whole organisation solutions

## EVOLVE

EVENTS AND TRAINING

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# Course Packages

Our training packages are for organisations who seek **genuine cultural shift** and ways to ensure learning is retained and becomes embedded in workplace behaviours.

They offer an alternative to the typical scatter-gun approach of booking a range of unrelated training programs for different people. These packages offer **continuity, consistency of language and a sense of common purpose** across the organisation, which is essential for genuine development.

We have five flexible **“mix and match” packages** available, which offer a sequential organisation-wide program, to be implemented over 6 to 12 months.



## Mentally Healthy Workplace

With an emphasis on prevention and early intervention, this package is for those organisations who would like to benefit from the retention, productivity and morale benefits of offering a psychologically safe and healthy environment for all.

## Communication and Interpersonal Skills

Communication has such a profound impact, and this package will transform the way your organisation interacts, both internally and with the wider world.

## Diversity and Inclusion

Develop a deeper understanding of others, prevent discrimination and ensure everyone feels welcome.

## Creative Thinking and Innovation

Disruptive thinking, problem solving and brain-hacks for organisations ready to become more innovative.

## Governance and Leadership

Decision making, risk management and strengths-based, ethical leadership for all levels of your organisation.

### All 1 or 2 day courses:

- ✓ Suitable for **24 people**
- ✓ Delivered at **your workplace** or our own training premises in **Subiaco.**
- ✓ **Include:**
  - pre & post survey
  - customisation
  - quality materials and outstanding delivery
  - personalised certificate of attendance

# Mentally Healthy Workplace



**One in four Australians** experience a mental illness at some point in their lives. That means right now, some of your staff either have or recovering from a mental health disorder.

But mental health is **not just about illness**. Just like physical health, there are many ways **maintain our mental wellbeing**.

Research shows that **work practices** make a **big difference** to staff mental health plus productivity, retention and work quality.

This package is for those organisations who are ready to become a **psychologically safe and mentally healthy workplace**.

## Topic Booking Bonus\*

- 3** Book at least three course topics and receive a **FREE guest speaker with lived experience** of mental health issues to tell their story.
- 5** Book at least five course topics and receive a **FREE guidance and support to attain Mental Health First Aid Australia Skilled Workplace Gold recognition** with assistance to achieve all criteria.
- 7** Book at least seven course topics and receive a **FREE pre and post training assessment and training ROI report** and recommendations for development.

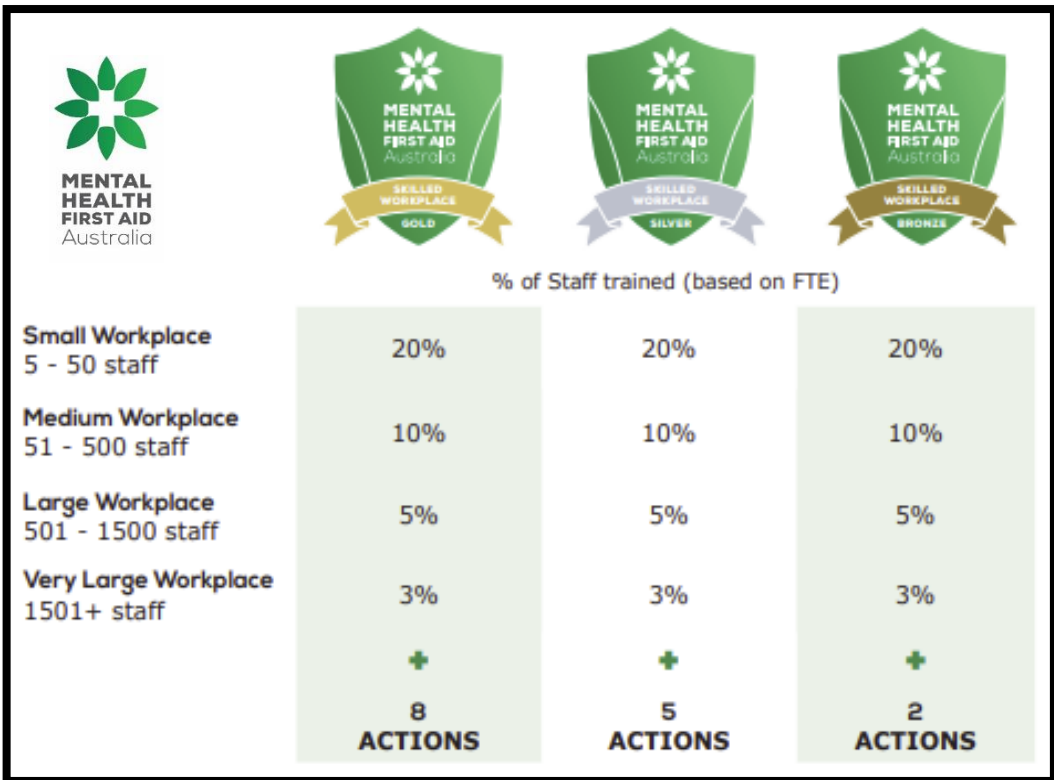
**\$10.9 billion**  
Australia's annual spend on mental health related absenteeism, reduced productivity and compensation claims.

**50%**  
of managers think no-one in their workplace is impacted by mental health issues

**95%**  
of employees can list things they do to maintain their physical health.

**8%**  
can list things they do to maintain their mental health

**6%**  
of managers say their organisation is a psychologically safe workplace, as required by law



**Ask about becoming a MHFA Skilled Workplace**  
Evolve can assist you in becoming a nationally recognised workplace, endorsed by Mental Health First Aid Australia.

**\*Topic Booking Bonus**  
Details are outlined on pages 14 + 15 of this document.

## All Staff

### Mental Health Tips and Tools Two Hours

A myth-busting, upbeat seminar to launch your program, which covers understanding mental health and key tips to maintain it.

### Guest speaker with lived experience of workplace mental health issues

to share their personal story with your staff.  
30-60 Minutes

## Managers and HR Staff

### Managing Workplace Mental Health One Day

An insightful program for those who manage people and wellbeing, including what to look out for, how to support staff and duty of care requirements.

### Psychologically Safe Workplaces One Day

A practical program, grounded in the legislation about how to improve and maintain the psychological safety of your workplace and better manage staff wellbeing.

### Managing People Through Change One Day

This proactive course explores how to better manage and usefully support staff, through times of change.

## Team Leaders/ Selected Staff

### Mental Health First Aid Two Days

The internationally acclaimed Mental Health equivalent of standard First Aid. This accredited course will qualify participants as your workplace Mental Health First Aiders for a period of three years.

### Everyday Counselling Skills Two Days

Develop skills to respond to everyday situations when we are called upon to counsel, support or provide feedback to others.

### Mental Health Ambassadors 4 x 2 Hours

This trains a key team to champion mental health, promote wellbeing and help embed positive change.

## Frontline Staff/ All Welcome

### Positive Psychology and Resilience One Day

Drawing on decades of peer-reviewed research, this course offers a suite of practical, evidence-driven tools.

### Managing Stress and Anxiety One Day

This practical course explores ways to manage our emotions, rein in our worry and get our anxiety to lie down and roll over!

### Support a Mate Half Day

Learn to recognise symptoms of mental health issues and what to do if someone is doing it tough.

### Dealing with Change Half Day

Whether it's COVID-19 or internal changes, this course will help manage change positively.

### Mindfulness for Productivity and Wellbeing One Day

A powerful but easy to learn mental technique, mindfulness is clinically proven to promote balance and wellbeing.



# Communication and Interpersonal Skills



**All problems are communication problems.  
Everything else is a sub-heading**

Communication has such a profound impact on everything we do, and this package will **transform the way your organisation interacts**, both internally and with the wider world.

Enhancing the skills of empathy, relationship building and language mastery, these courses are packed with a range of practical tools that can be used to revolutionise everyday communications.

**What goals could your organisation achieve if everyone communicated better?**

Impactful in both our personal and professional lives, these courses interlink to **elevate the conversation**, transform messaging and create a more connected and inclusive organisation with a **common language** and more aligned goals.

## Topic Booking Bonus\*

- 3** Book at least three course topics and receive a **FREE one hour Body Language presentation** for the group of your choice.
- 5** Book at least five course topics and receive a **FREE “Visitor Experience Analysis” of your website** and recommendations for development and improvement.
- 7** Book at least seven course topics and receive a **FREE pre and post training assessment and analysis with training ROI report** and recommendations for development.



## All Staff

### Collaboration and Conflict Resolution

One Day

Explore what it takes to understand others and work together more productively.

### Communication Challenge

2-3 Hours

A whole-organisation social event and friendly competition where teams pitch their wits and creativity against each other, for the communication cup! An hilarious team building experience with a purpose. Think of it as "Survivor" for communicators!

Unlimited numbers

## Managers and HR Staff

### Strengths Based People Management

One Day

Strengths-based management is an alternative approach to get the best from people. It flips the model from a deficit-based approach to one focused on employee strengths and assets and how these can be best utilised to improve performance and achieve workplace goals.

### Advanced Public Speaking for Influencers

Two Days or Equivalent

Part presentation skills, part persuasive psychology, this specialist course is for those who already have some speaking skills and want to hone their persuasive communication and craft a compelling message.

Up to 12 people per group

## Team Leaders/ Selected Staff

### De-escalating Conflict and Agression

Two Days

The best-selling responsive behaviours course, training people to prevent violence and defuse volatile situations.

### Everyday Counselling

Two Days

Develop skills to respond to everyday situations when we are called upon to counsel, support or provide feedback.

### Public Speaking and Presentation Skills

Two Days or Equivalent

A beginners' guide to speaking in public and connecting with your audience.

This 8 module course explores confidence building, body language, vocal techniques, speech structure and content, and ways to engage listeners.

Up to 12 people/group.

## Frontline Staff/ All Welcome

### Amazing Customer Care

One Day

Managing, then exceeding expectations! Explore simple yet profound ways to transform the customer experience and "manicure the hand that feeds us".

### Assertive Communication

One Day

Develop participants' abilities to communicate assertively in the workplace and beyond, and develop more confidence in interpersonal situations.

### Managing Challenging Personalities

One Day

This evidence-driven session explores areas such as human motivation, communication styles and personality spectrums, to equip you to build stronger relationships and better manage challenging conversations.

### Inclusive Language

One Day

Learn to reframe the way we talk and write, which in turn facilitates more inclusive, client-centred practice.



# Diversity and Inclusion

**Diversity** is having a seat at the table.

**Inclusion** is having a voice.

**Belonging** is having that voice heard.

Our world is a diverse mosaic of cultures, genders, ages, abilities and backgrounds.

And the research clearly shows that those workplaces that embrace diversity and create a welcoming culture for everyone enjoy a range of benefits such as higher productivity, higher loyalty and work quality, lower absentee and presenteeism, better working relationships, lower staff turnover and are **simply better places to work**.

This insightful package explores the many facets of workplace diversity and **shifts the inclusion paradigm** from something we do to accommodate minorities, to something we do so everyone feels welcome and included.

Exploring concepts of intersectionality, personal difference, privilege, cultural inclusion, unconscious bias and systemic advantage, we invite participants to **become collaborators in creating a great workplace** and celebrating diverse strengths.

## Topic Booking Bonus\*

- 3** Book at least three course topics and receive a **FREE guest speaker with lived experience of a diversity topic** to share their personal story with your staff.
- 5** Book at least five course topics and receive a **FREE diversity policy and procedure audit** and custom recommendations for development and improvement.
- 7** Book at least seven course topics and receive a **FREE pre and post training assessment and analysis with training ROI report** and recommendations for development



## All Staff

### Dancing with Diversity

1-2 Hours

A myth-busting, upbeat seminar to launch your program, which covers understanding diversity and why inclusion matters.

Unlimited numbers.

### The Generation Games!

2-3 Hours

A whole-organisation social event and friendly competition where age-group teams take on a range of hilarious challenges.

Will Boomer wisdom and experience trump millennial flexibility and flair? Will the Gen X ambition clash with the multitasking Gen Zs? Discover the strengths and differences of every generation in this fun event with a purpose. Families welcome.

Unlimited numbers.

## Managers and HR Staff

### Lead Workplace Inclusion

One Day

Do you know the difference between equality, equity and inclusion?

This course goes beyond compliance to explore ways in which organisations can reap the benefits of becoming more accessible and engaging to diverse staff and customers.

### Prevent Bullying and Harassment (for leaders)

One Day

This course focuses on the preventative steps any organisation can take to ensure safe workplaces.

Drawing on the legislation and latest research, this session is designed for all organisations who wish to reduce or eliminate these harmful behaviours, before they occur.

## Team Leaders/ Selected Staff

### Your Choice of Specialist Topics

One Day Each

Gender Inclusive Practice

Aboriginal Cultural Awareness

Gender and Sexual Diversity (LGBTIQA+)

Facilitate Cultural Safety

Managing Millennials

Work with Older People

Disability Awareness and Inclusion

Mental Health Awareness



## Frontline Staff/ All Welcome

### Welcoming Diverse People

One Day

This insightful course explores the many facets of workplace diversity and shifts the inclusion paradigm from something we do to accommodate minorities, to something we do so everyone feels welcome and included.

### Inclusive Language Skills

One Day

Learn to reframe the way we talk and write, which in turn facilitates more inclusive, client-centred practice.

### Prevent Bullying and Harassment (for frontline staff)

One Day

Explore how each of us can become a champion for safe and inclusive workspaces. Learn to recognise and respond to bullying and harassment and help keep everyone safe.



## Governance and Leadership



True leaders inspire their people and lead the culture of their organisation by example.

We approach leadership education from a **strength-based, authentic leadership** framework. We emphasise reflective practice and values-driven decision making, which promotes transparent and ethical leadership which is grounded in genuine and evolving self-awareness.

Designed for leaders, managers, board members and those with strategic influence, through to supervisors and emerging leaders, these courses explore big picture issues for organisational direction and managing people.

### Topic Booking Bonus\*

- 3** Book at least three course topics and receive a **FREE 80 minute leadership coaching session for up to two people** on a one-to-one basis in your workplace or preferred location.
- 5** Book at least five course topics and receive a **FREE culture mapping process for the team of your choice** during a two hour workshop at your workplace.
- 7** **FREE pre and post training assessment and analysis with training ROI report** and recommendations for development.



## Board and Executive

### Governance Skills

One or Two Day

Flexible course with modules available to suit beginners to those with experience.

### Risk Management

One Day

Understanding risk and developing RMPs.

### Reflective Leadership

One Day

Embedding the empirically supported practice of reflection as a tool for leadership development.

### Media Skills

One Day

How the media works, what journalists are looking for, how to get positive coverage and excel in interviews.

### Advanced Public Speaking

Two Days or Equivalent

Part presentation skills, part persuasive psychology, this is for those wanting to craft a compelling message.

Up to 12 people/group

## Management

### Strengths Based People Management

One Day

Focus on staff strengths and assets and how these can be best utilised to improve performance.

### Strategic Planning

One Day

This practical course will empower strategic plan creation and provide the skills and resources to develop something that works for you.

### Presentation Skills

Two Days or Equivalent

A beginners' guide to speaking in public and connecting with your audience.

Up to 12 people.

### Personal Presence and Vocal Authority

One Day

Learn the revolutionary power of projecting gravitas in your voice and body, from professional actors.

## Team Leaders/ Supervisors

### Coaching Skills

Two Days

This course empowers managers with real-world coaching techniques which are immediately usable.

### Becoming a Brand Ambassador

One Day

Role modelling corporate values and embodying your brand and purpose.

### Lead Workplace Inclusion

One Day

Inspiring your team to celebrate diversity and create inclusive cultures.

### Develop Your Emotional Intelligence

One Day

High EQ helps us better manage relationships and builds negotiation skills, managing a stressful environment, dealing with deadlines, and managing change.

## Emerging and Potential Leaders

### Becoming a Leader

Two Days

An inspiring introduction to authentic, values-driven leadership and reflective practice.

### Assertive Communication

One Day

Communicate calmly, assertively and confidently in the workplace and beyond.

### Managing Challenging Personalities

One Day

This evidence-driven session explores human motivation, communication styles and personality spectrums, to equip you to build stronger relationships and better manage relationships.

### De-escalation Skills

Two Days

The best-selling responsive behaviours course, training people to prevent violence and defuse volatile situations.



## Creative Thinking and Innovation

If you keep doing what  
you've always done,  
you'll keep getting  
what you've always got.

So, to come up with a genuinely innovative idea or break-through solution, we need to be willing to change our thinking and use our brains in a different way.

Most of us have ingrained thinking habits that detract from or hinder our lives, without us even being aware of them. The good news is that thoughts can be changed.

Drawing of the fields or neuropsychology and design thinking this stimulating and rewarding package explores how ordinary people can come up with game-changing ideas, and how mental leaps are made.

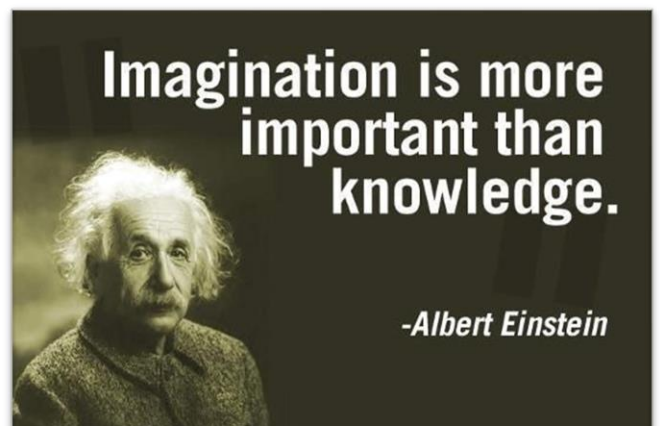
Ideal for thinkers from across all industries, this package promotes lateral thinking and builds cognitive skills. Practical and experiential, as well as heaps of fun!

### Topic Booking Bonus\*

**3** Book at least three course topics and receive a **FREE one hour presentation on Memory Skills** for the group of your choice.

**5** Book at least five course topics and receive a **FREE two hour Lateral Thinking Workshop** for up to 24 people.

**7** Book at least seven course topics and receive a **FREE pre and post training assessment and analysis with training ROI report** and recommendations for development.



## All Staff

### Innovation Challenge

2-3 Hours

A whole-organisation social event and friendly competition where teams pitch their wits and creativity against each other, for the innovation cup!

An hilarious team building experience with a purpose.

Think of it as "Survivor" for the mind!

**Unlimited attendance.**

## Managers

### Lead Innovative Culture

One Day

An insightful program will help leaders create a culture of innovation which nurtures and rewards creativity.

### Lateral Thinking and Creative Problem Solving

One Day

This course introduces the art of lateral thinking and guides you through creative processes to generate your next big idea or approach old problems from new angles.

## Team Leaders/ Selected Staff

### Disruptive Thinking

Two Days

Learn how ordinary people can come up with game-changing ideas, and how mental leaps are made.

### Develop Your Emotional Intelligence

One Day

High EQ helps us better manage relationships and builds negotiation skills, managing a stressful environment, dealing with deadlines, and managing change.

### Solution Focused Coaching

One Day

A highly practical, outcome-oriented approach which can achieve short-term resolution of a range of personal problems and issues.

## Frontline Staff/ All Welcome

### Improve Your Memory

One Day

Learn accessible strategies and real-world tools to better utilise your memory and improve retention and recall.

### Positive Psychology and Resilience

One Day

A suite of practical, evidence-driven tools for resilience.

### Time Management Tools

One Day

Proven and effective tools which will help you organise your life and make the most of your limited time.

### Mindshift: Thought Tools for Mental Effectiveness

One Day

Powerful insights and practical tools for modifying thought patterns, to improve your life and mental effectiveness.



# Training Prices



Bookings for your organisation or event **include full customisation** to meet your needs, and delivery is available at a **time, date and location of your choice**.

Costs for most topics, in the Perth metro area:

| Including GST   |                 | Standard<br>Business and Govt       | Community<br>Non-profit and charity |
|---|-----------------|-------------------------------------|-------------------------------------|
| <b>Training course</b> <ul style="list-style-type: none"><li>Up to 24 people</li><li>Includes take-home resource package</li><li>Personalised certificate for each person</li></ul> | Two day         | \$3900                              | \$3300                              |
|   | One day         | \$1950<br>= \$81 p/p with 24 people | \$1650<br>= \$68 p/p with 24 people |
|   | Half day        | \$1200                              | \$950                               |
| <b>Presentation</b> <ul style="list-style-type: none"><li>Unlimited numbers</li><li>Includes digital resources for you to self-print</li></ul>                                      | Up to one hour  | \$550                               | \$500                               |
|   | Up to two hours | \$750                               | \$650                               |

## Public Training Calendar

For full details and bookings for our current Public Training Calendar, [click here](#).

All public courses are held in our central **Subiaco location**.

**Registration includes:** high-quality materials, a take-home resource package, all-day catering and a personalised certificate of attendance.

**Prices:** One-day courses: \$285 standard | \$185 NFP

Two-day courses: \$480 standard | \$320 NFP

## Contact

For a free consultation about your training needs, please contact:

**Phillippa Henderson, Client Wellbeing Consultant**

P: (08) 6117 5520 M: 0416 248 140 E: [phillippa@evolveevents.com.au](mailto:phillippa@evolveevents.com.au)



# Topic Booking Bonus Details

| Package                                | Topic Booking Requirement | Bonus  | Value  |
|--|---------------------------|--|--------|
| Mentally Healthy Workplace             | 3                         | <b>FREE guest speaker with lived experience of mental health issues to tell their story.</b><br>Our guest speakers are ordinary people who have experienced mental health challenges. Reflecting on their journey, your speaker will share their personal story of Recovery and what helped them regain health and wellbeing.  | \$550  |
|  | 5                         | <b>FREE guidance and support to attain Mental Health First Aid Australia Skilled Workplace Gold recognition</b> with assistance to achieve all criteria. Consultancy, custom suggestions and assistance as needed to plan and implement the required action and prepare your application.  | \$1250 |
|  | 7                         | <b>FREE pre and post training assessment and analysis with training ROI report</b><br>We will provide a custom survey measuring workplace mental health and specific factors related to the training you select, which will be implemented before and after your training services. You will receive a detailed report providing insight into staff wellbeing and learning journey, clarifying the return on investment for your organisation. | \$1800 |
| Communication and Interpersonal Skills | 3                         | <b>FREE one hour Body Language presentation</b> for the group of your choice.<br>This entertaining and insightful presentation will be delivered at your workplace for any size audience.  | \$550  |
|  | 5                         | <b>FREE "Visitor Experience Analysis"</b> of your website.<br>We will review your website from an external visitor perspective and provide comments and recommendations for development and improvement.   | \$950  |
|  | 7                         | <b>FREE pre and post training assessment and analysis with training ROI report</b><br>We will provide a custom survey measuring communication skills and specific factors related to the training you select, which will be implemented before and after your training services. You will receive a detailed report providing insight into staff wellbeing and learning journey, clarifying the return on investment for your organisation.    | \$1800 |

|   |          |   |               |
|---|----------|---|---------------|
| <b>Diversity and Inclusion</b>          | <b>3</b> | <b>FREE guest speaker with lived experience of a diversity issue to tell their story.</b><br>Our guest speakers are ordinary people who represent an aspect of diversity. Reflecting on their journey, your speaker will share their personal story of workplace acceptance and inclusion.  | <b>\$550</b>  |
|   | <b>5</b> | <b>FREE Diversity Policy and Procedure audit.</b><br>We review your policies and provide recommendations for improved diversity and inclusion practices.  | <b>\$1400</b> |
|   | <b>7</b> | <b>FREE pre and post training assessment and analysis with training ROI report</b><br>We will provide a custom survey measuring diversity awareness and attitudes and specific factors related to the training packages you select, which will be implemented before and after your training services. You will receive a detailed report providing insight into staff learning journey, clarifying the return on investment for your organisation. | <b>\$1800</b> |
| <b>Governance and Leadership</b>        | <b>3</b> | <b>FREE 80 minute leadership coaching session for up to two people.</b><br>Our experienced leadership coach will provide 80 minutes of professional leadership coaching for up to two people.   | <b>\$720</b>  |
|   | <b>5</b> | <b>FREE culture mapping process for the team of your choice</b> during a two hour workshop at your workplace. The team could be your board, executive team or an operational team. We will guide a live culture mapping process exploring team dynamics, cohesion, culture, strengths and challenges. Following the workshop, we will provide a comprehensive analysis report.  | <b>\$1450</b> |
|   | <b>7</b> | <b>FREE pre and post training assessment and analysis with training ROI report</b><br>We will provide a custom survey measuring leadership skills and attitudes and specific factors related to the training packages you select, which will be implemented before and after your training services. You will receive a detailed report providing insight into staff learning journey, clarifying the return on investment for your organisation.   | <b>\$1800</b> |
| <b>Creative Thinking and Innovation</b> | <b>3</b> | <b>FREE one hour presentation on Memory Skills</b> delivered in your workplace for the group of your choice.  | <b>\$550</b>  |
|   | <b>5</b> | <b>FREE two hour Lateral Thinking workshop</b> delivered at your workplace for up to 24 people.   | <b>\$750</b>  |
|   | <b>7</b> | <b>FREE pre and post training assessment and analysis with training ROI report</b><br>We will provide a custom survey measuring innovative thinking, creativity and specific factors related to the training packages you select, which will be implemented before and after your training services. You will receive a detailed report providing insight into staff learning journey, clarifying the return on investment for your organisation.   | <b>\$1800</b> |