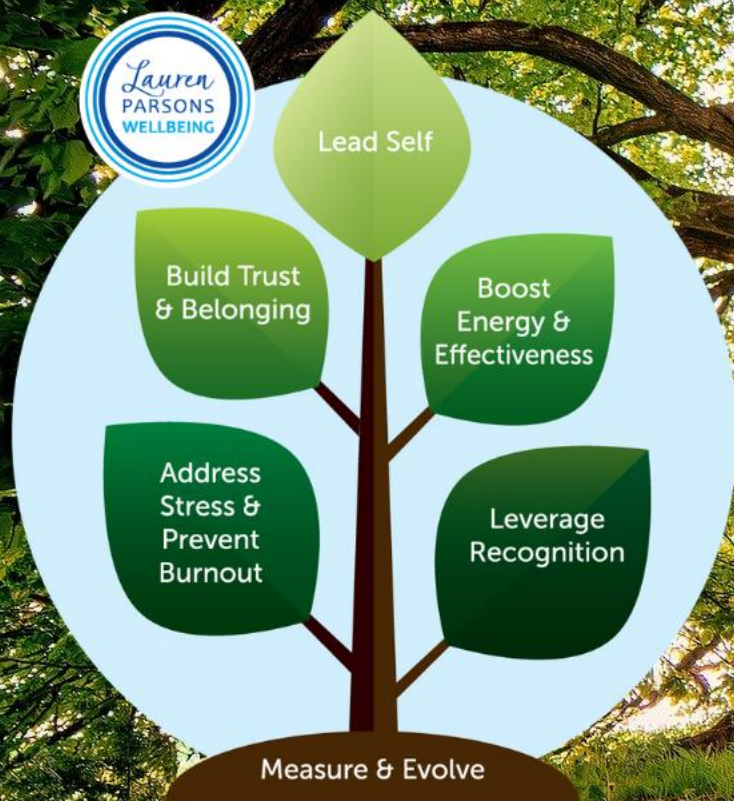


# LEADING SO PEOPLE *Thrive*



PHYSIOTHERAPY  
NEW ZEALAND  
*Kōmiri Aotearoa*











## My Vision

To educate and inspire leaders  
to find the sweet spot between  
**wellbeing** and **productivity**,  
creating positive, energised  
workplaces where **people thrive**.





Are you or your staff  
**stressed** and heading  
towards **burnout**?









Not only is taking care of your team's wellbeing the logical and legal thing to do. It also **helps your business succeed.**

Healthy, happy staff are more **productive, loyal and engaged.**



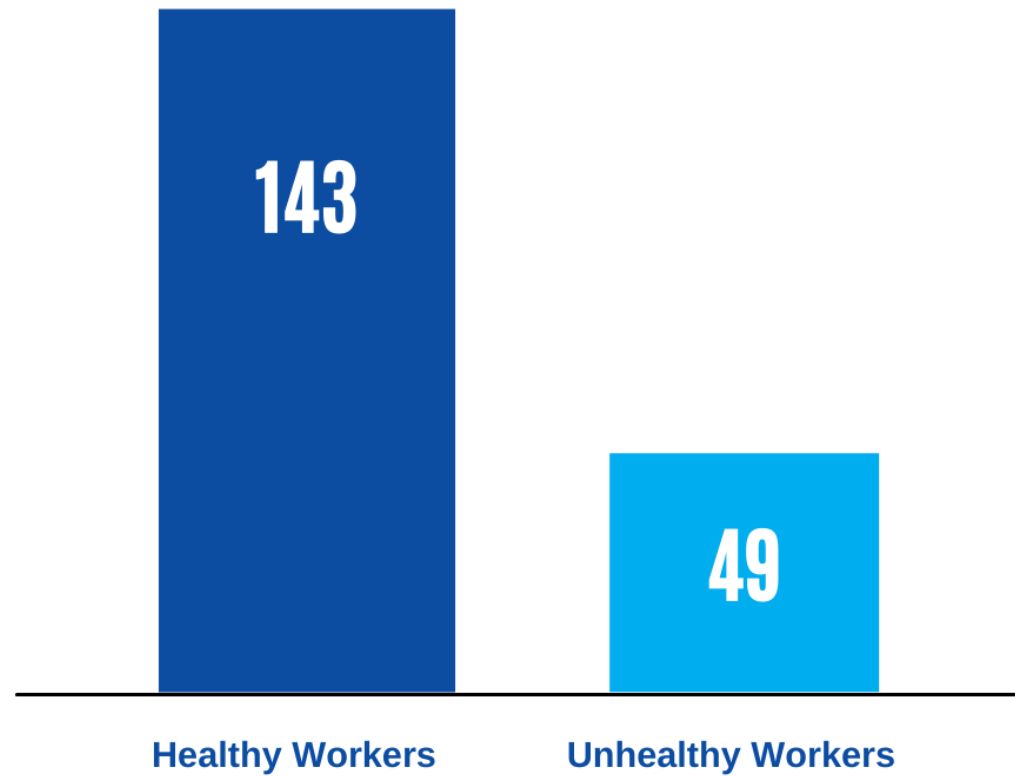


## Effective Monthly Hours





## Effective Monthly Hours













A scenic landscape featuring a bright sun rising over a vast sea of white clouds. The sun is positioned in the upper left quadrant, casting a warm glow across the sky. The sky is filled with wispy clouds and several white contrails from aircraft. In the foreground, there are dark, rocky hills with sparse vegetation. A blue rectangular text box is centered in the lower half of the image.

YOU ARE CAPABLE OF  
*More Than You  
Imagine*







**You are**  
*amazing!*

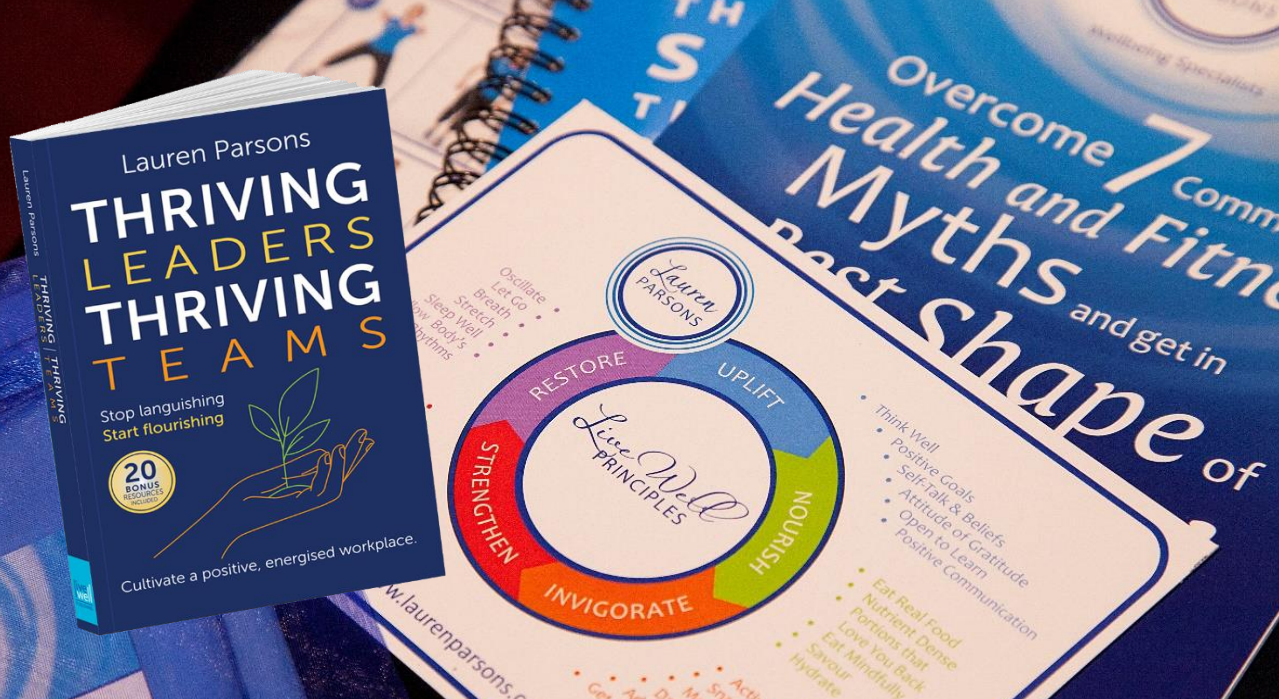




**Knowledge Action Gap**









# People are Struggling













# LEADING LIKE A MASTER GARDENER

1. Light = **A Clear Vision**
2. Water = **Positive Feedback & Appreciation**
3. Fertiliser = **Coaching Feedback**
4. Stakes = **A Good Induction Period**
5. Training = **Systems & Professional Development**
6. Wind Protection = **Psychological Safety**
7. Disease & Pest Protection = **Prevention of Bullying & Harassment**
8. Regular Weeding = **Staying on Top of Issues**
9. Pruning = **Prioritising**
10. Space = **Autonomy**
11. Good Soil = **Your Workplace Culture**
12. Orchard Layout = **Structuring Your Team**





# 1. LIGHT = A CLEAR VISION







## 2. WATER = POSITIVE FEEDBACK AND APPRECIATION





### 3. FERTILISER = COACHING FEEDBACK





A photograph of a young green seedling with several leaves growing out of a bed of brown pine needles and twigs. Two vertical black lines are positioned on either side of the seedling's stem, and a thin black line connects their tops, forming a rectangular frame around the plant.

## 4. STAKES = A GOOD INDUCTION PERIOD







## 5. TRAINING = SYSTEMS AND PROFESSIONAL DEVELOPMENT







6. WIND PROTECTION =  
PSYCHOLOGICAL SAFETY





A close-up photograph of a single, ripe red apple hanging from a branch. The apple's surface is covered in numerous small, clear water droplets, suggesting it has been recently washed or is in the rain. The background is a soft, out-of-focus blur of green and brown, indicating a natural outdoor setting.

## 7. DISEASE AND PEST PROTECTION = PREVENTION OF BULLYING AND HARASSMENT







## 8. REGULAR WEEDING = STAYING ON TOP OF ISSUES







## 9. PRUNING = PRIORITISING







10. SPACE =  
AUTONOMY







## 11. GOOD SOIL = YOUR WORKPLACE CULTURE





The background image is a photograph of a lush landscape. In the foreground, there is a field of tall, golden-yellow grass. In the middle ground, three large, rounded trees with dense green and yellowish foliage are spaced out. Behind them is a dense forest of tall, thin trees with green leaves. The sky is not visible.

## 12. ORCHARD LAYOUT = STRUCTURING YOUR TEAM



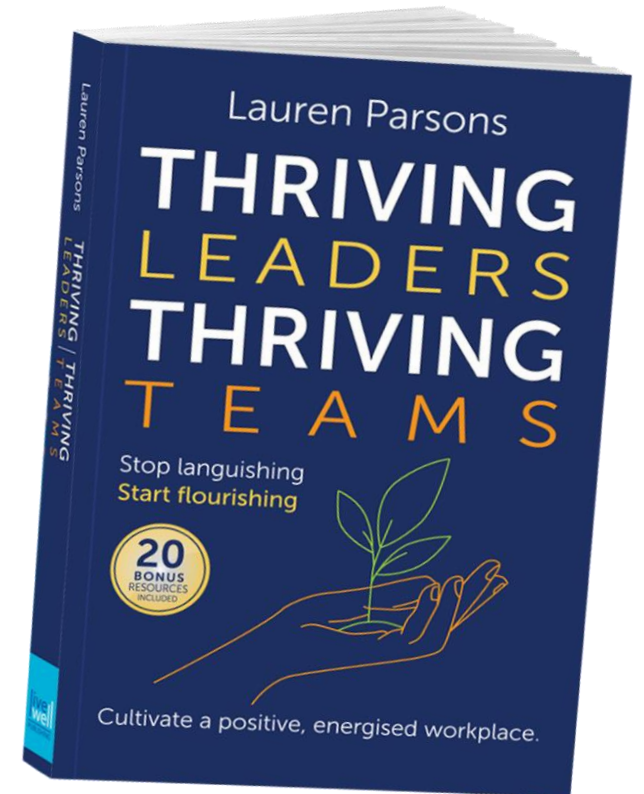


# LEADING LIKE A MASTER GARDENER

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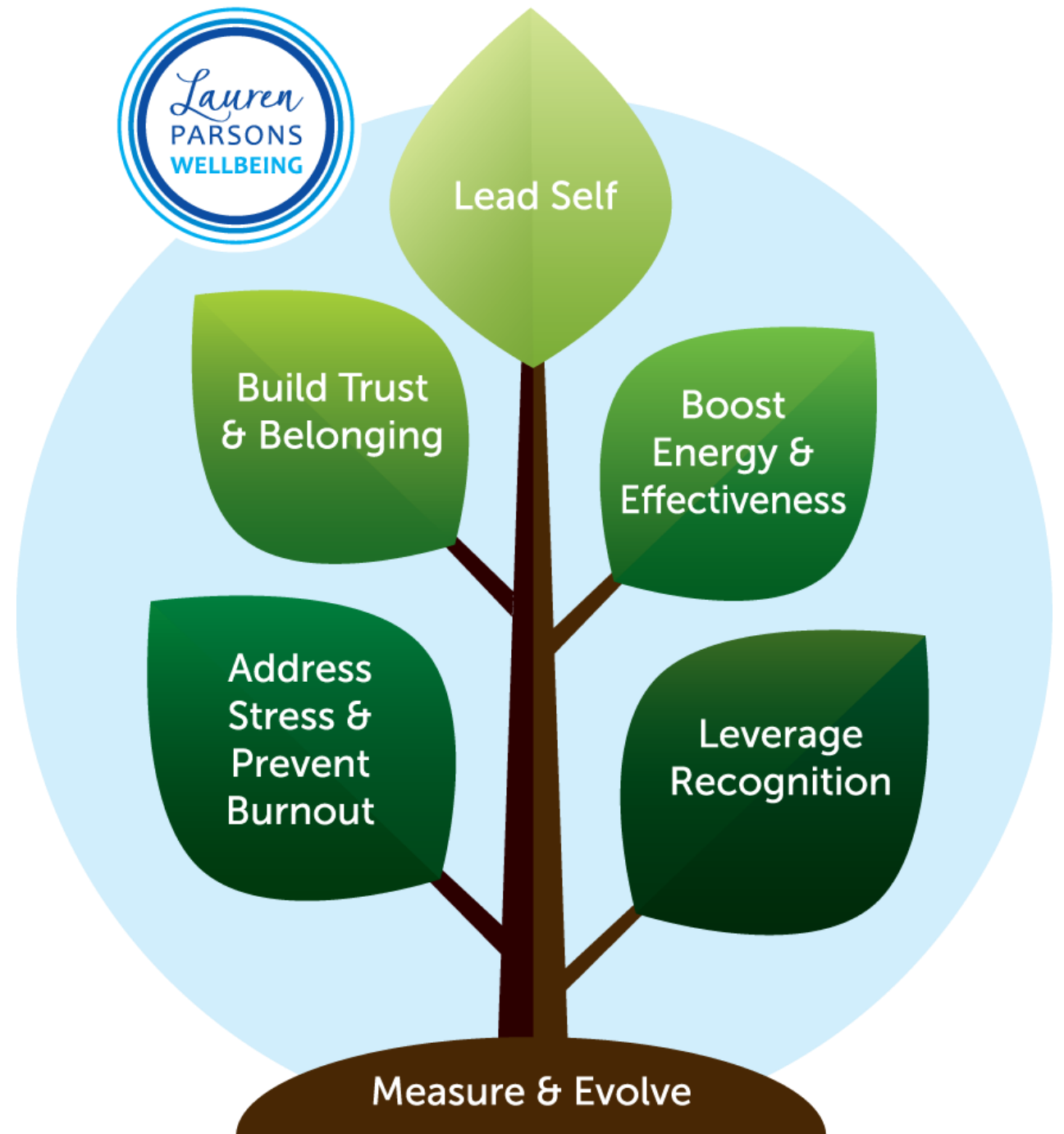








# Lead Self



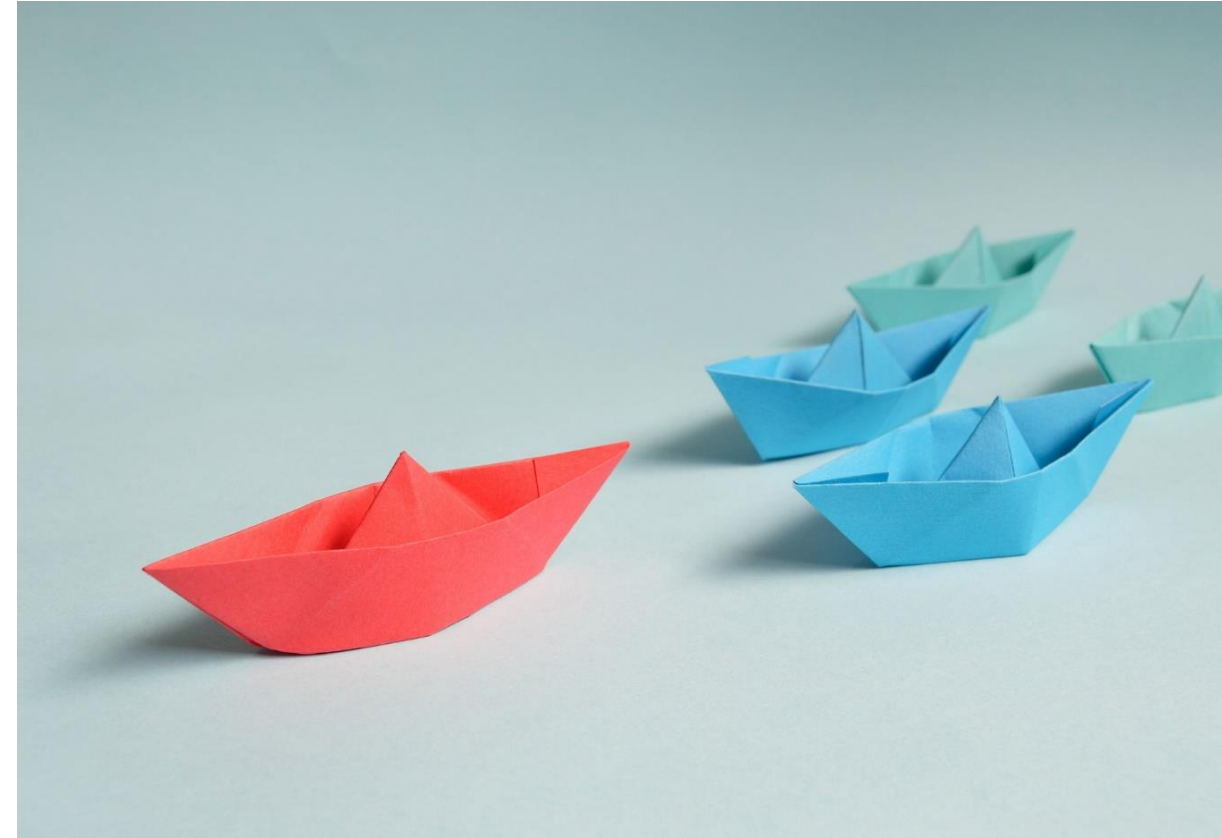
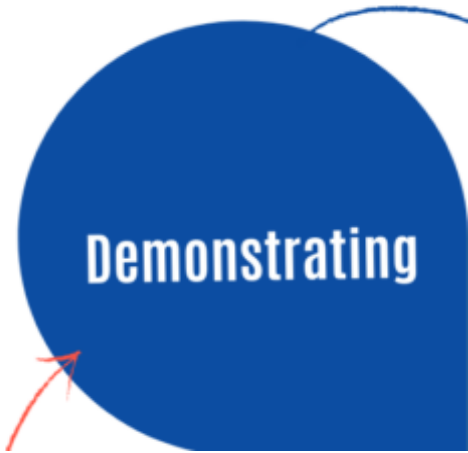


A hiker with red hair, wearing a grey long-sleeved shirt, dark shorts, and a black backpack, stands on a jagged, mossy rock peak. The hiker is looking out over a vast, hazy landscape of mountains under a cloudy sky. The image is split vertically, with the left half showing the hiker and the right half being white.

# ALL LEADERSHIP STARTS WITH SELF-LEADERSHIP

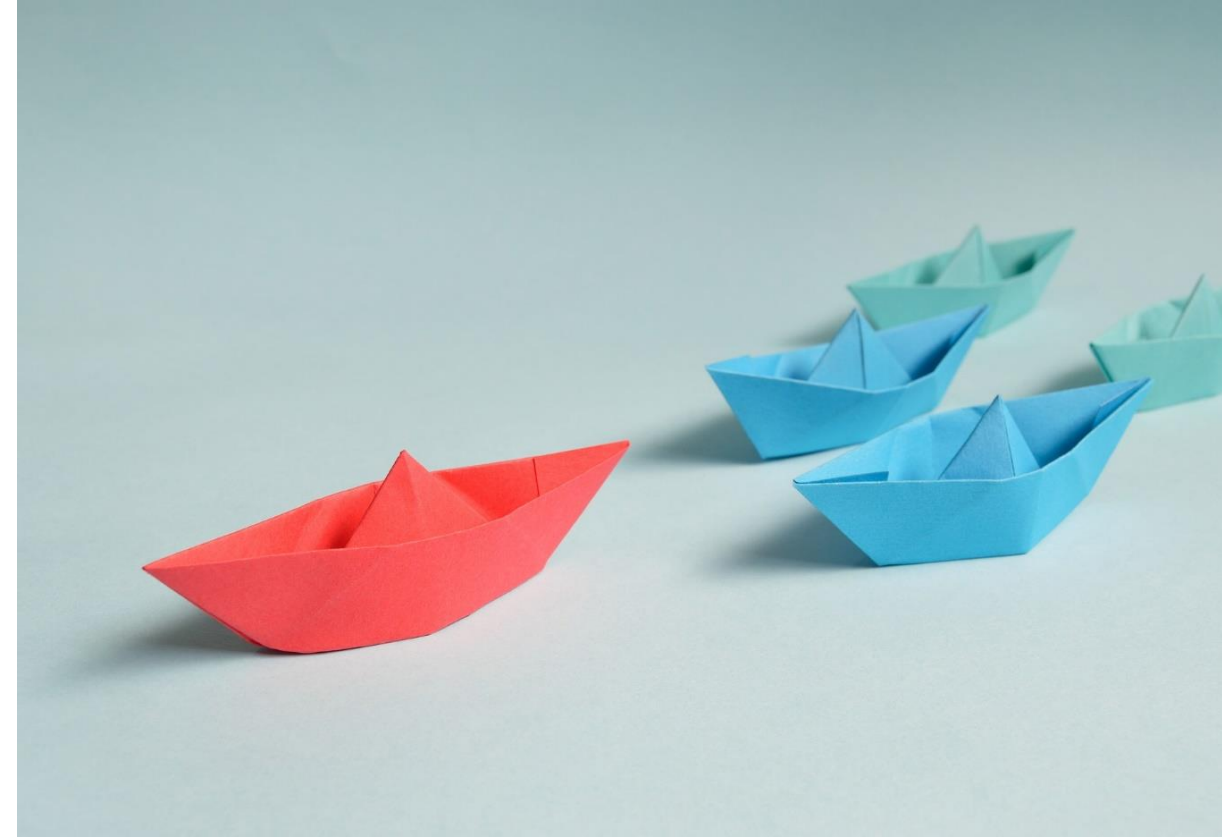
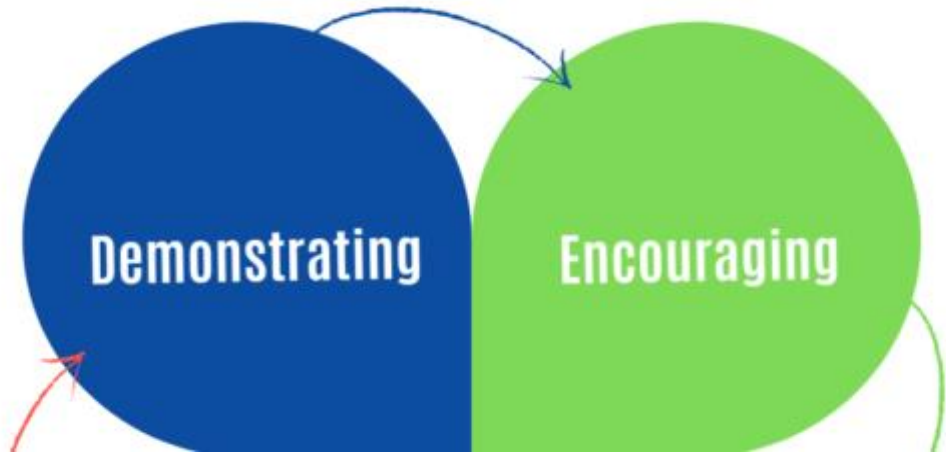


# As a leader what behaviours are you:



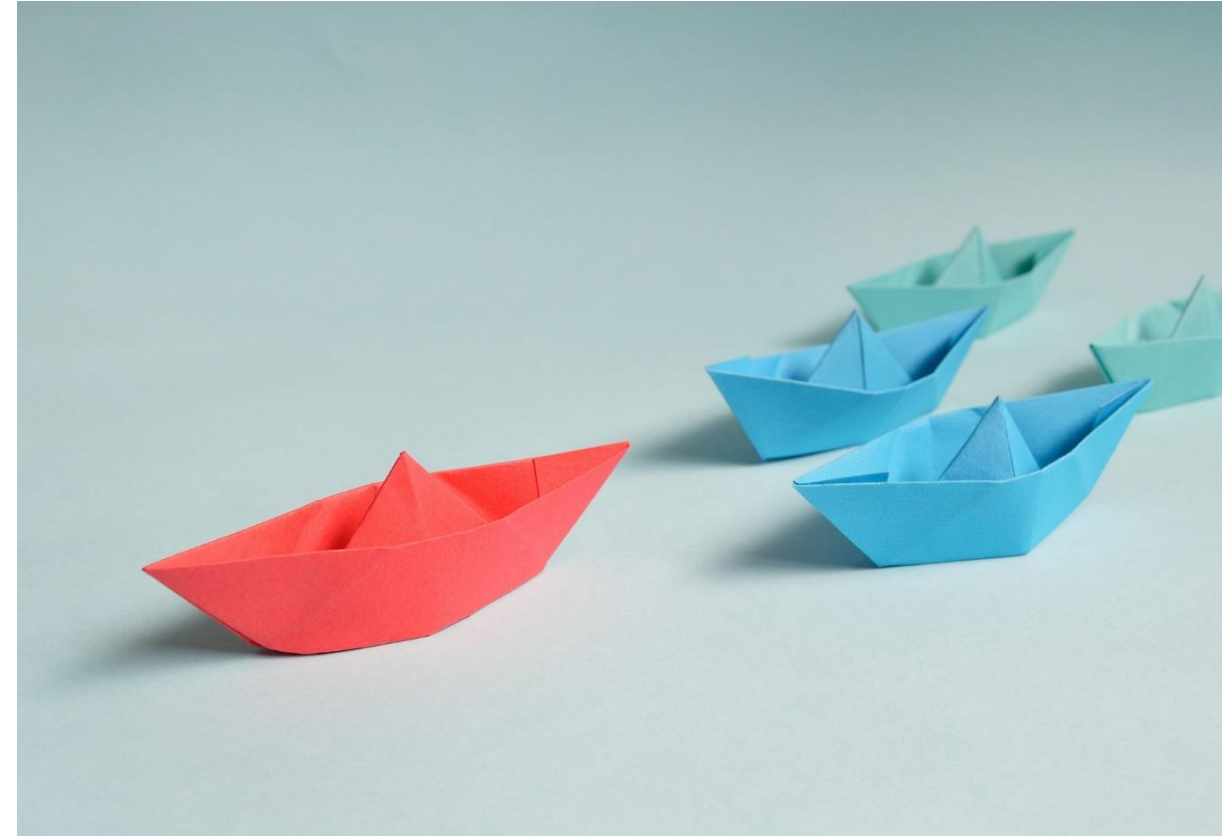
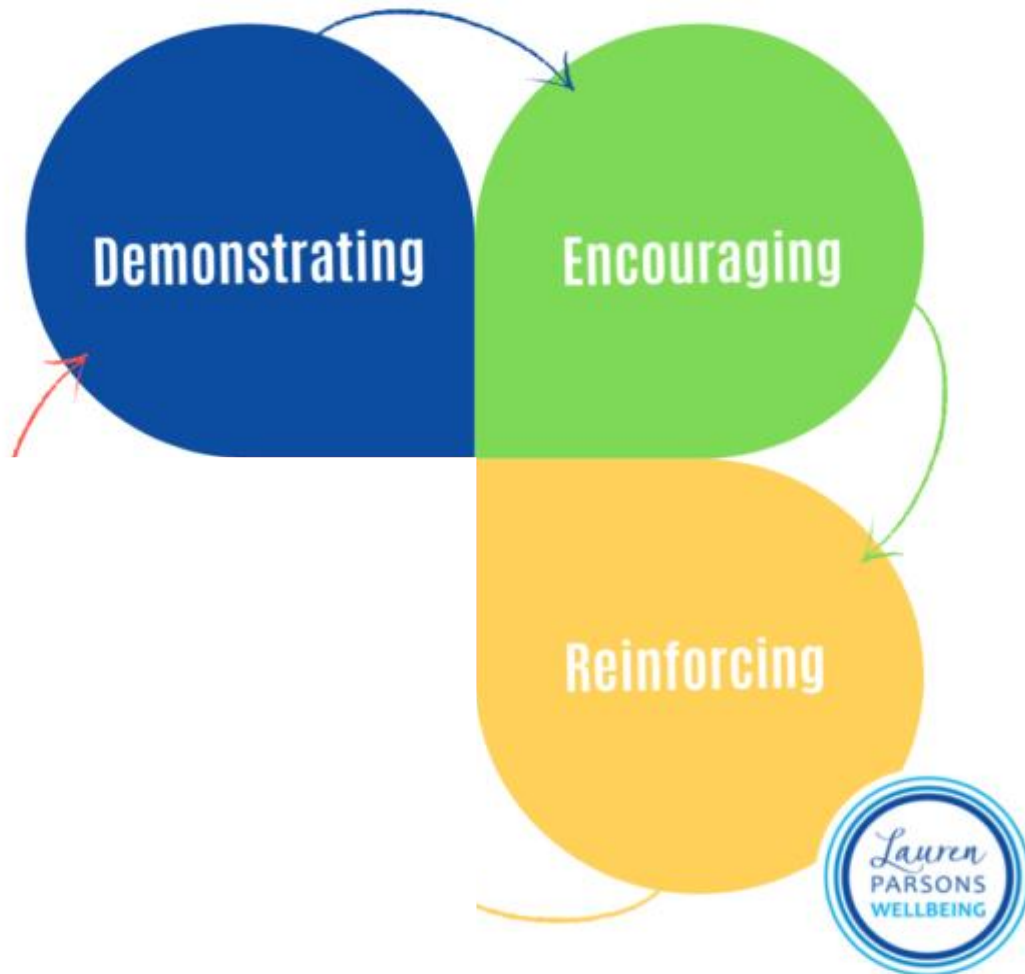


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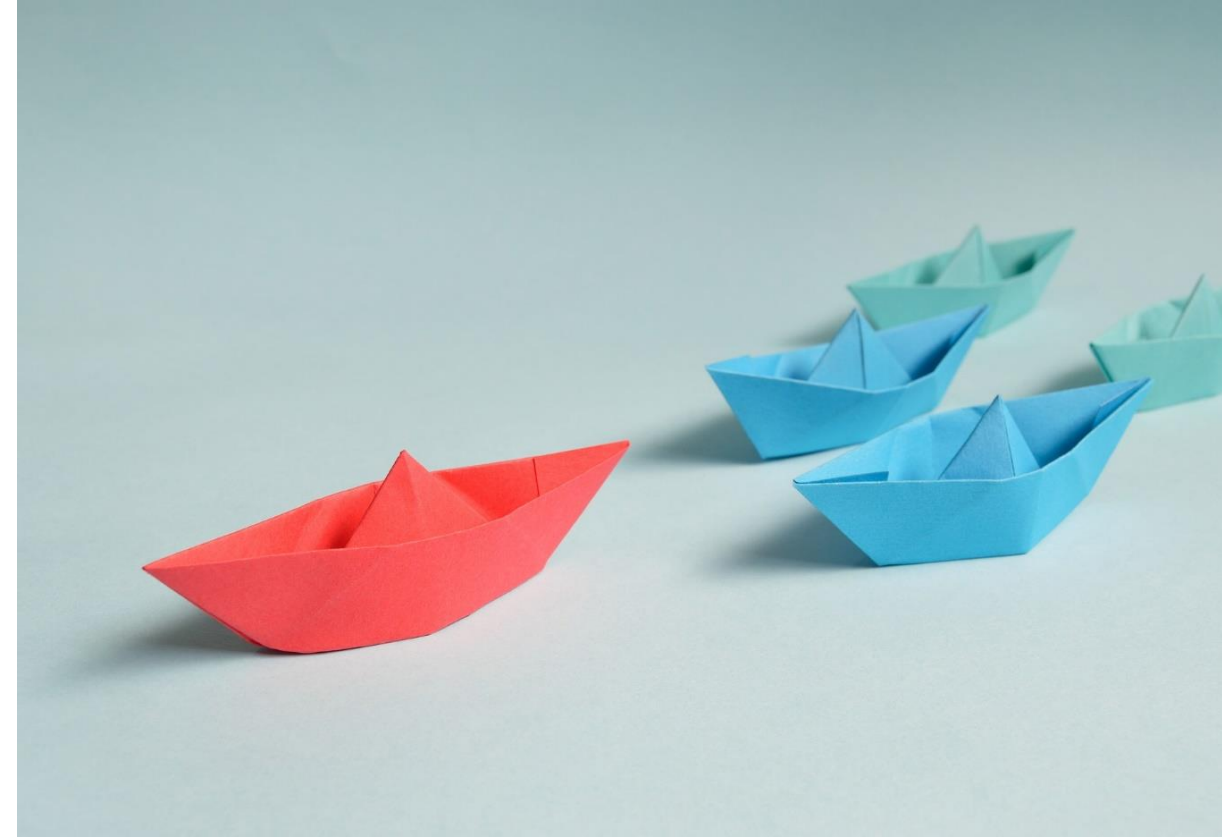
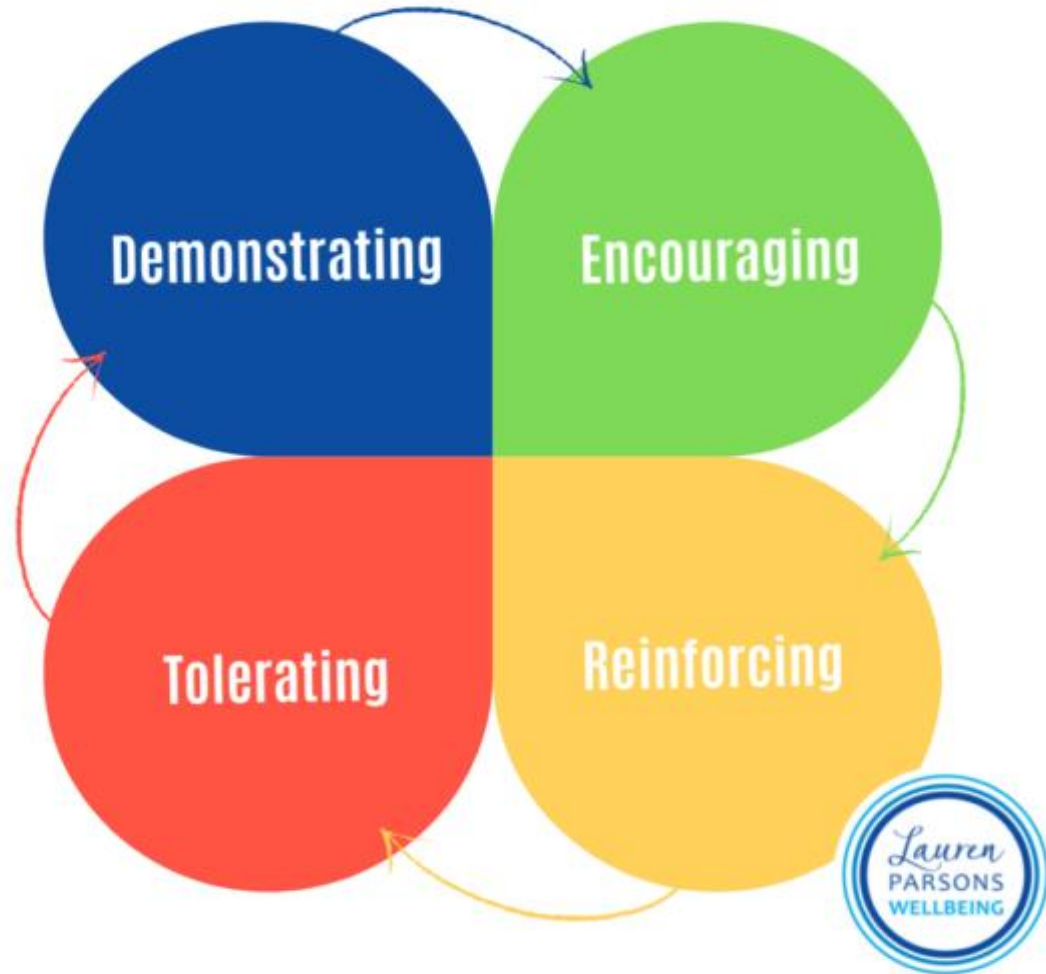


# As a leader what behaviours are you:





# As a leader what behaviours are you:





**“What you do speaks so loudly  
I cannot hear what you say.”**

**– Ralph Waldo Emerson**











Madalyn Parker

to ooto

Yesterday [View details](#)



Hey team,

I'm taking today and tomorrow to focus on my mental health. Hopefully I'll be back next week refreshed and back to 100%

Thanks  
Madalyn



Ben Congleton

to me

4:23 PM [View details](#)



Hey Madalyn,

I just wanted to personally thank you for sending emails like this. Every time you do, I use it as a reminder of the importance of using sick days for mental health -- I can't believe this is not standard practice at all organizations. You

Reinforcing

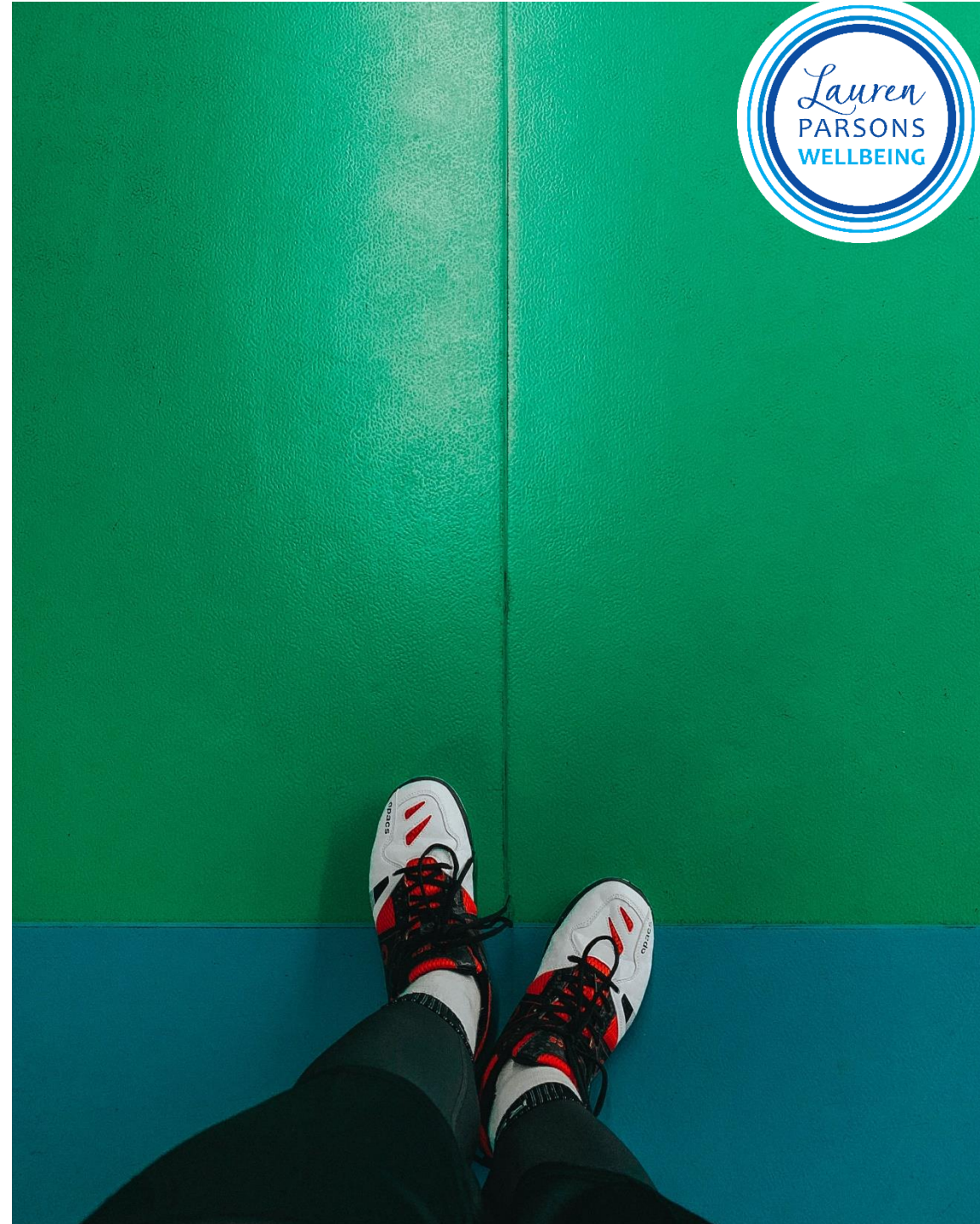




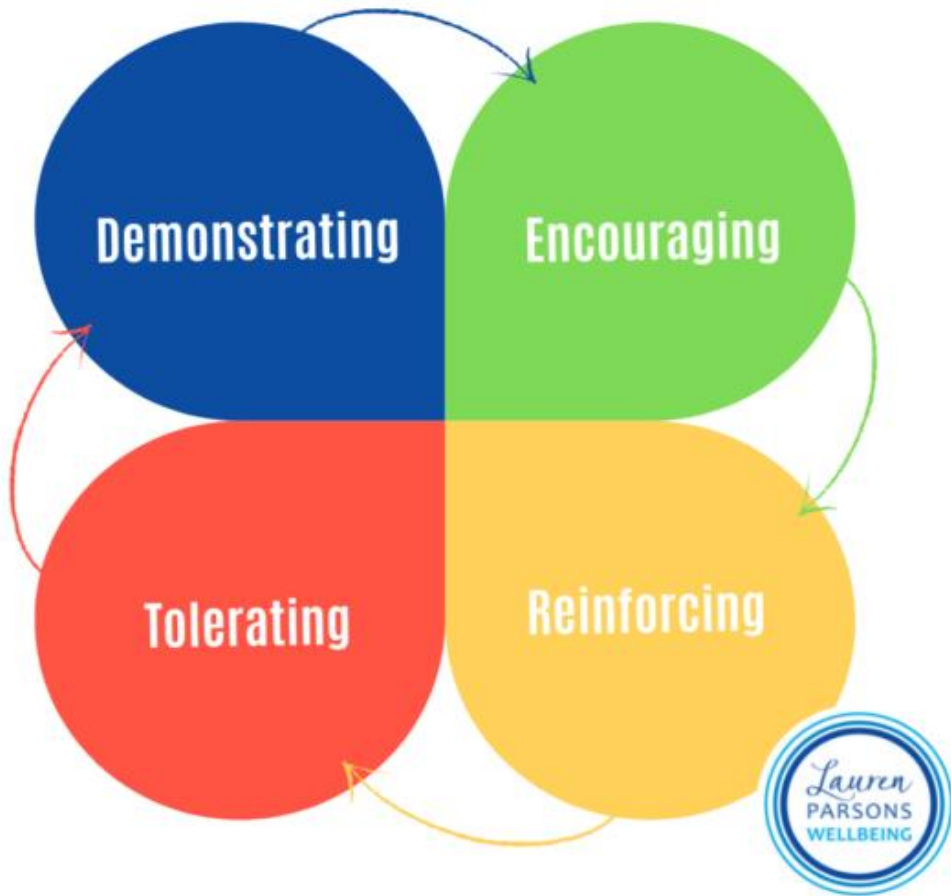


**“The standard you walk  
past is the standard  
you accept.”**

**– Lieutenant General David Morrison.**







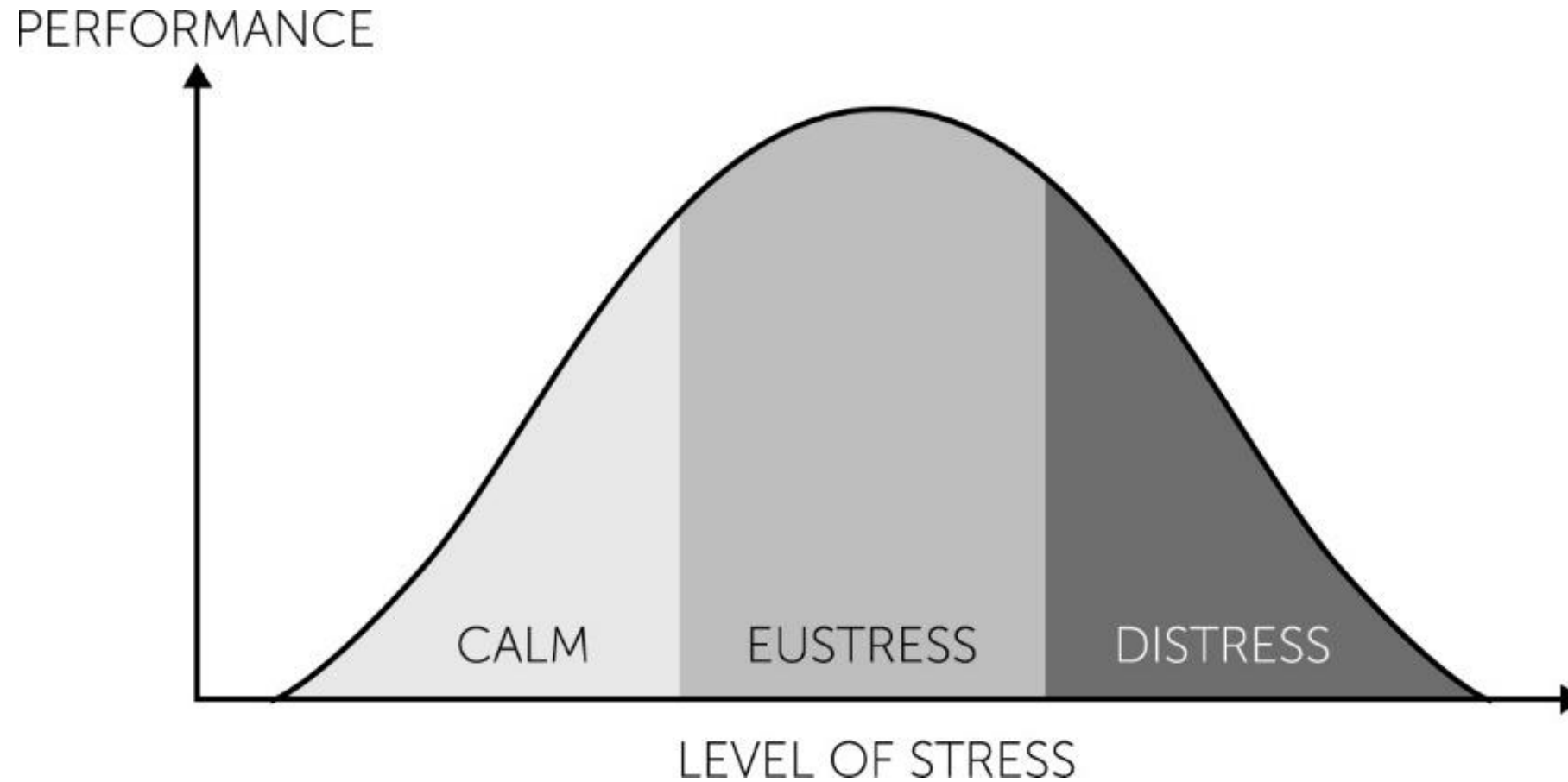


# Address Stress & Prevent Burnout





# Eustress & Distress

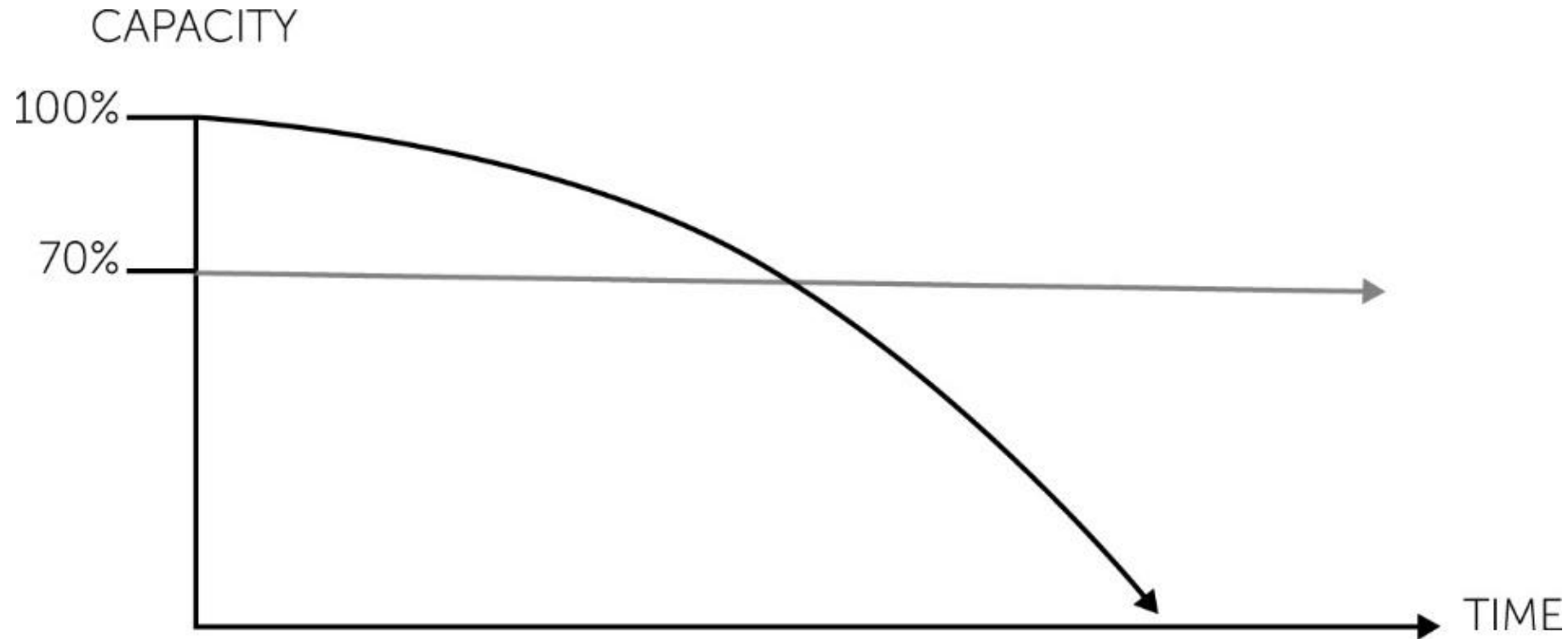








# Managing Load & Capacity







**Do you know  
your capacity  
sweet spot?**

**What about  
your teams?**





**Are you running your team like  
race cars to see short term results,  
or like long-haul trucks to go the  
distance?**

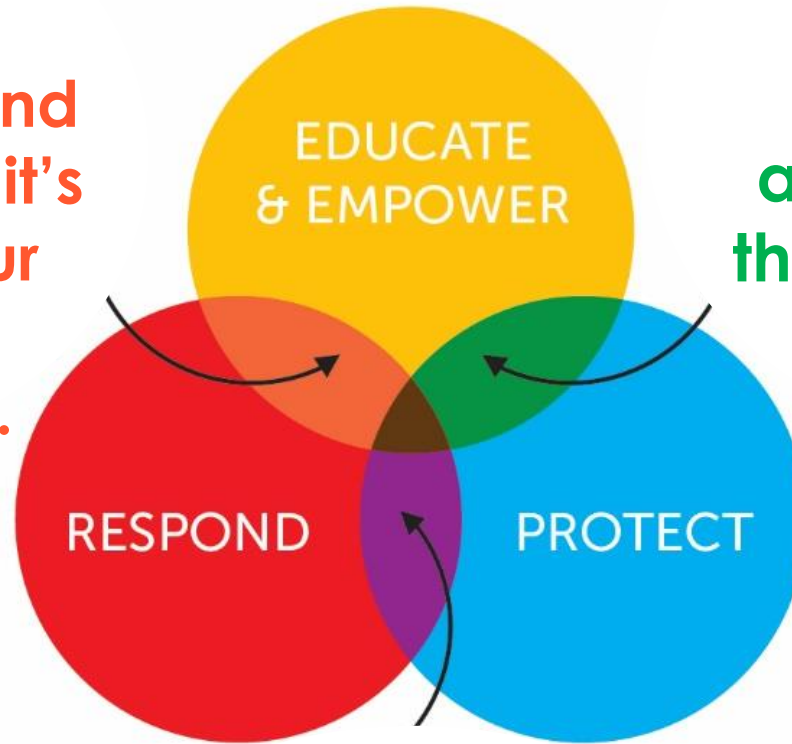




# Addressing Stress & Preventing Burnout



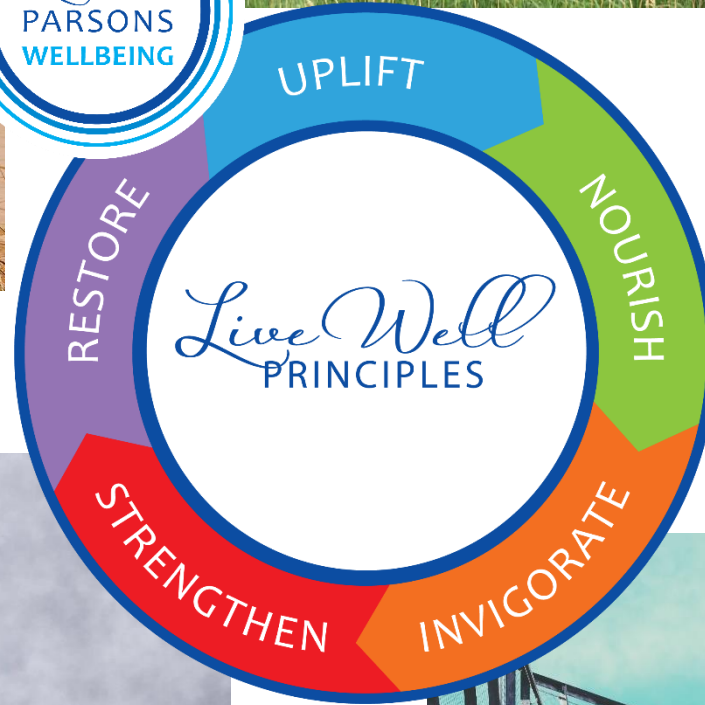
Even when you **EDUCATE & EMPOWER** and **RESPOND** to your team, it's critical to **PROTECT** your team proactively by designing good work.



Even when you **EDUCATE & EMPOWER** and **PROTECT** your team, there will still be times you need to **RESPOND** they need extra support.

As well as **PROTECTING & RESPONDING** to your team, it's also important to **EDUCATE & EMPOWER** them with the skills and tools to manage stress.









- Breathe Well
- Stay in Rhythm
- Sleep Deep
- Create Space
- Restorative Movement
- Be Present
- Trust

- Strength Train
- Stand Strong
- Build Resilience
- Social Connection
- Brave Boundaries
- Money Smart

- Think Well
- Elevating Self-Talk
- Positive Focus
- Attitude of Gratitude
- Strong Mind
- Constantly Curious
- Complete Communication

- Eat Real Food
- Nutrient Dense
- Cook Fast, Eat Slow
- Positive Relationship with Food
- Savour Food Mindfully
- Hydrate Right

- Start Right
- Snack on Exercise
- Active Attitude
- Add Intensity
- Play Every Day
- Time Outdoors





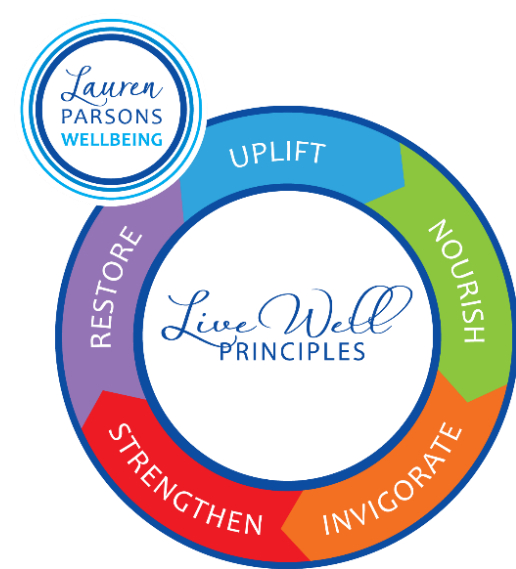














# Educate & Empower



Breathe  
diaphragmatically

Quality sleep

Attitude of  
gratitude

Snack on exercise

Eat real food

Build a resilient  
mindset

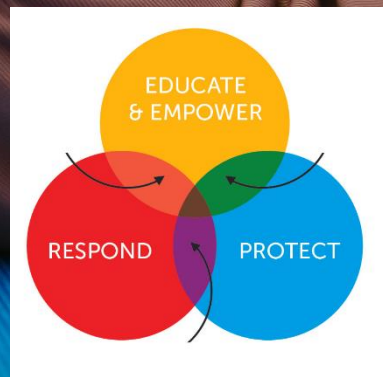
Set boundaries

Be present

Shift your posture

Stay connected

Embrace play and  
laughter





# Protect Against Psychosocial Risks

It's important to identify and minimise anything that increases the risk of work-related stress, such as:

A lack of clarity.

Low levels of autonomy.

High work demands (fast-paced, repetitive tasks, or excessive workload).

Poor workplace relationships.

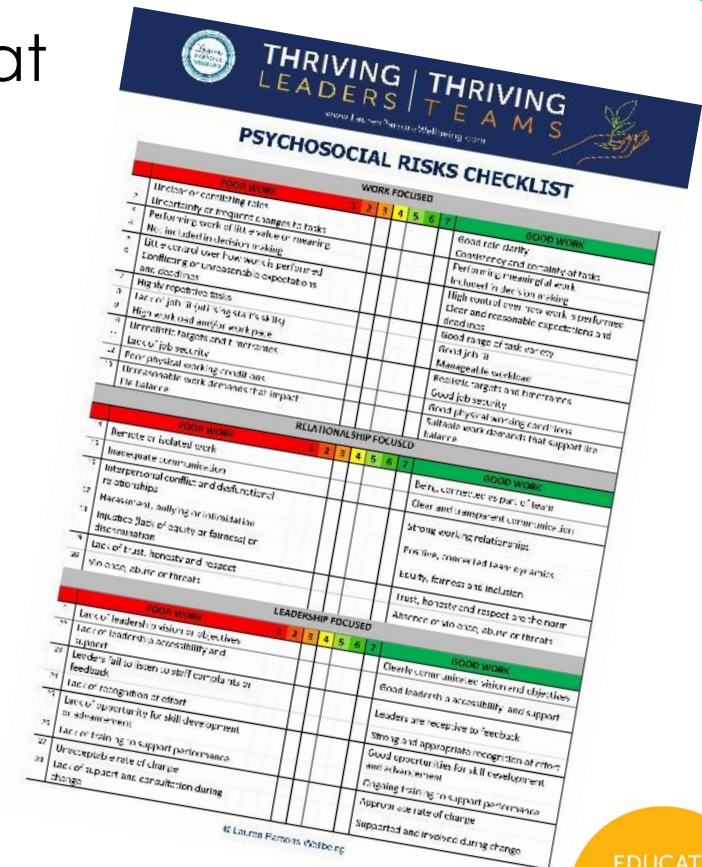
A lack of support and communication.

Poor physical working conditions.

Inappropriate behaviours (e.g. bullying, discrimination).

A lack of justice (inconsistency, bias or unfairness).

A lack of recognition and reward.



**THRIVING LEADERS | THRIVING TEAMS**  
Psychosocial Risks Checklist

	WORK FOCUSED						
	1	2	3	4	5	6	7
1. Unclear or conflicting roles							
2. Inconsistency or frequent changes to tasks							
3. Performing work of little value or meaning							
4. No included in decision making							
5. Little control over how work is performed and conditions							
6. High repetitive tasks							
7. Lack of job control or status/skill							
8. High workload and/or fast pace							
9. Unreasonable targets and timeframes							
10. Lack of job security							
11. Poor physical working conditions							
12. Unreasonable work demands that impact the balance							
13. Remote or isolated work							
14. Inappropriate communication							
15. Interpersonal conflict and dysfunctional relationships							
16. Harassment, bullying or intimidation							
17. Imbalance of equity or fairness or discrimination							
18. Lack of trust, honesty and respect							
19. Violence, abuse or threats							
20. Lack of leadership vision or objectives							
21. Lack of leadership accountability and support							
22. Leaders' fail to listen or staff control role in feedback							
23. Lack of recognition or reward							
24. Lack of opportunity for skill development or advancement							
25. Lack of training in support performance							
26. Unreasonable rate of change							
27. Lack of support and consultation during change							

**GOOD WORK**

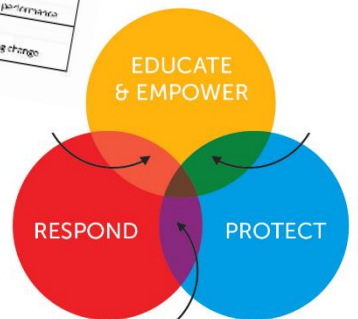
- Clear role clarity
- Consistency and continuity of tasks
- Performing meaningful work
- Included in decision making
- High control over how work is performed
- Clear and reasonable expectations and goals
- Good range of task variety
- Manageable workload
- Reasonable targets and timeframes
- Good job security
- Good physical working conditions
- Substantive work demands that support the balance

**RELATIONSHIP FOCUSED**

- Clear communication as part of team
- Clear and appropriate communication
- Strong working relationships
- Positive, supportive team dynamics
- Equity, fairness and inclusion
- Trust, honesty and respect are the norm
- Absence of violence, abuse or threats

**LEADERSHIP FOCUSED**

- Clearly communicate vision and objectives
- Good leadership accountability and support
- Leaders are receptive to feedback
- Strong and appropriate recognition of effort and achievement
- Good opportunities for skill development
- High quality training in support performance
- Appropriate rate of change
- Supported and involved during change





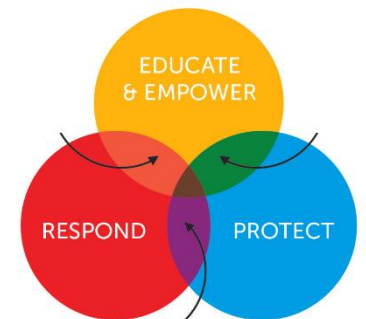
# Know How to Respond



“How are you?”

Broken. Useless. Alone. Clueless.  
Confused. Betrayed. Fragile. On the verge  
of tears. Depressed. Anxious. About to  
break down. Ready to give up. Pathetic.  
Annoying. I'm just a burden. Distant.  
Lonely. Bitter. Heartbroken. Lonely.  
Rejected. Crushed. I feel like I'm going to  
just fall apart at any moment. Empty.  
Defeated. Never good enough.

**Fine.**







# Are you a Tower Leader or a Bamboo Leader?



# Make Your 1on1's Non-Negotiable

Regular brief catch ups

Weekly/fortnightly

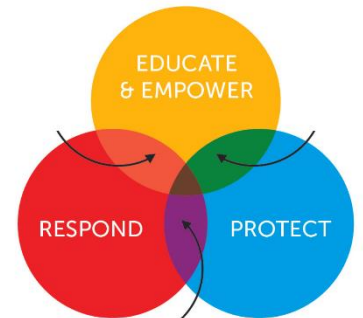
10-15 mins, 3 key questions

Highlight of the week?

Biggest challenge you're facing?

Main focus for the week ahead?

Listen more than you talk





# Leverage Recognition





# THE POWER OF APPRECIATION

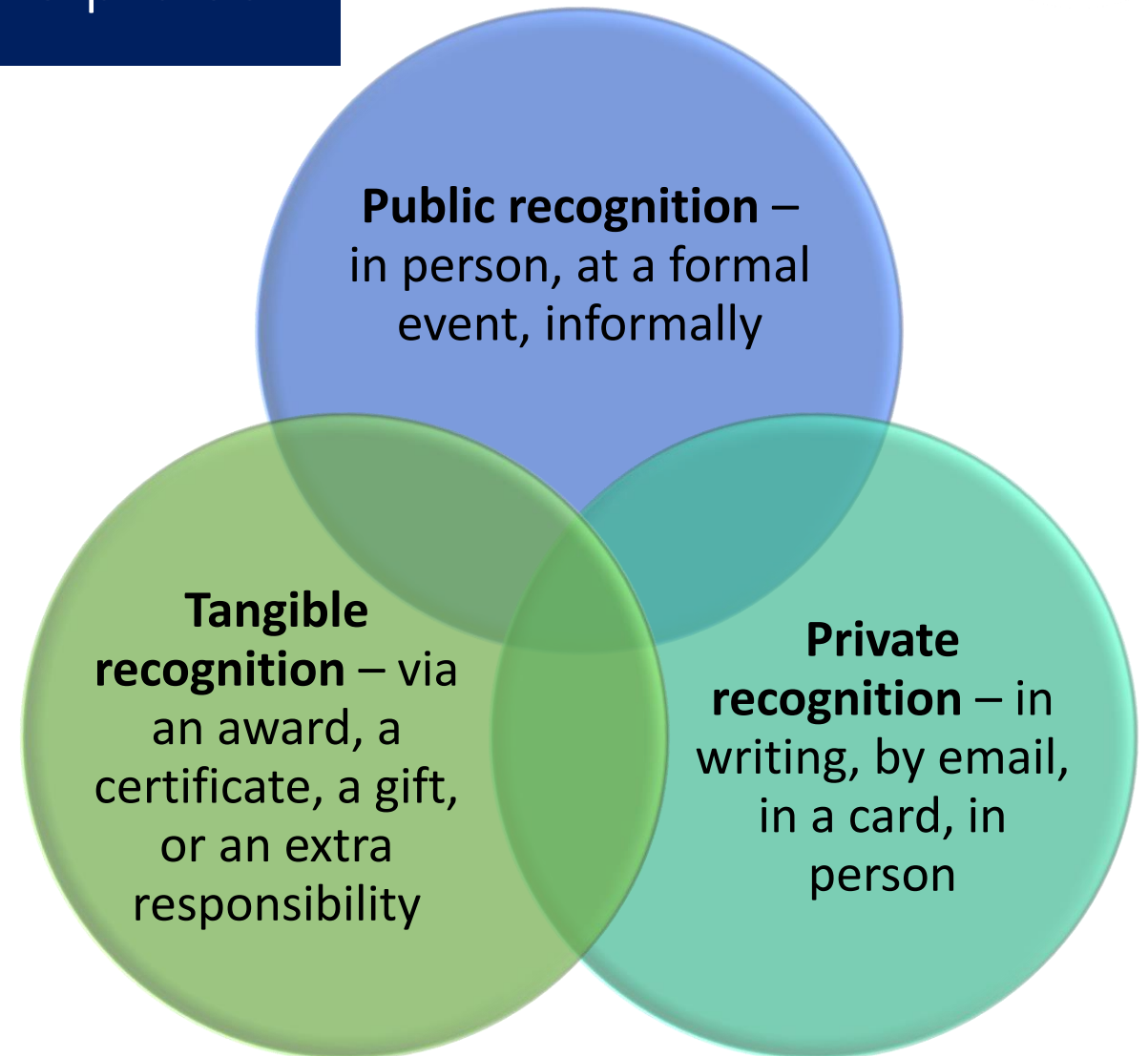


People do more of what they are **praised** for.

Providing praise is a **skill**.

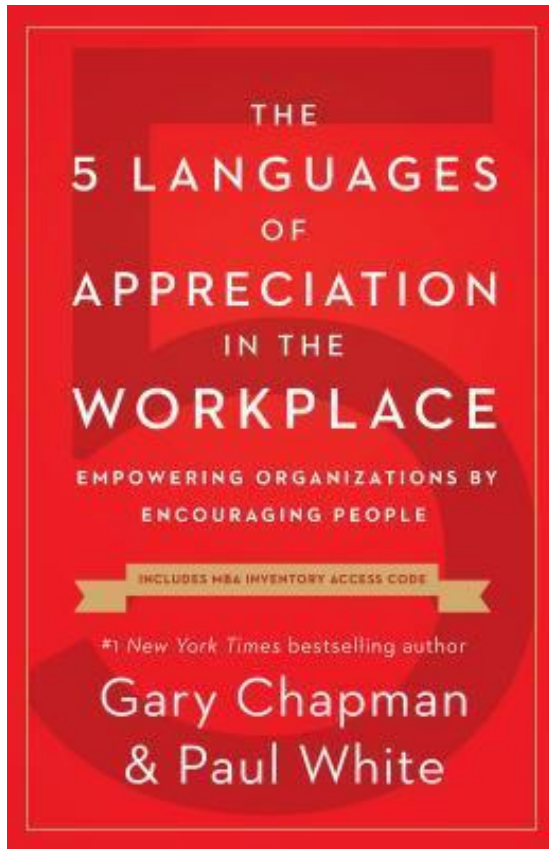


To make recognition **meaningful**, you need to **know** the person receiving it and **how** they prefer to receive praise.





# 5 Languages of Appreciation in the Workplace



1. **Words of Affirmation** – uses words to affirm people
2. **Acts of Service** – actions speak louder than words
3. **Receiving Gifts** – people like tangible things to feel appreciated
4. **Quality Time** – giving someone undivided attention
5. **Physical Touch** – appropriate touch (high fives, pats on the back)









## GETTING TO KNOW YOU MORE

### WHAT IS YOUR FAVOURITE:

Colour		Café / Restaurant	
Hot drink		Ice cream flavour	
Cold drink		Holiday destination	
Snack		Clothing brand	
Artist / Band(s)		Hobby	
Song(s)		Author	
Store		Charity	

### Please rate these statements

	Disagree					Agree				
I like public recognition	1	2	3	4	5					
I like private recognition	1	2	3	4	5					
I value quality time with people	1	2	3	4	5					
I love tangible gifts	1	2	3	4	5					
I value practical help & support	1	2	3	4	5					
I'd appreciate written words of thanks to reflect on	1	2	3	4	5					
I really love surprises	1	2	3	4	5					
I'd love to win an award	1	2	3	4	5					
I'd really enjoy a prize	1	2	3	4	5					
I value recognition from	A little					A lot				
My Direct Manager	1	2	3	4	5					
My Peers	1	2	3	4	5					
A Senior Leader	1	2	3	4	5					
Customer/Clients	1	2	3	4	5					

Name: \_\_\_\_\_

Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_





# How will you show up as a leader?












# THRIVING *Leaders* COMMUNITY



**Our vision is to keep leaders  
connected, inspired and equipped  
to thrive personally  
and to lead flourishing teams.**



**Next gathering 9am, Tues 28<sup>th</sup> Nov**



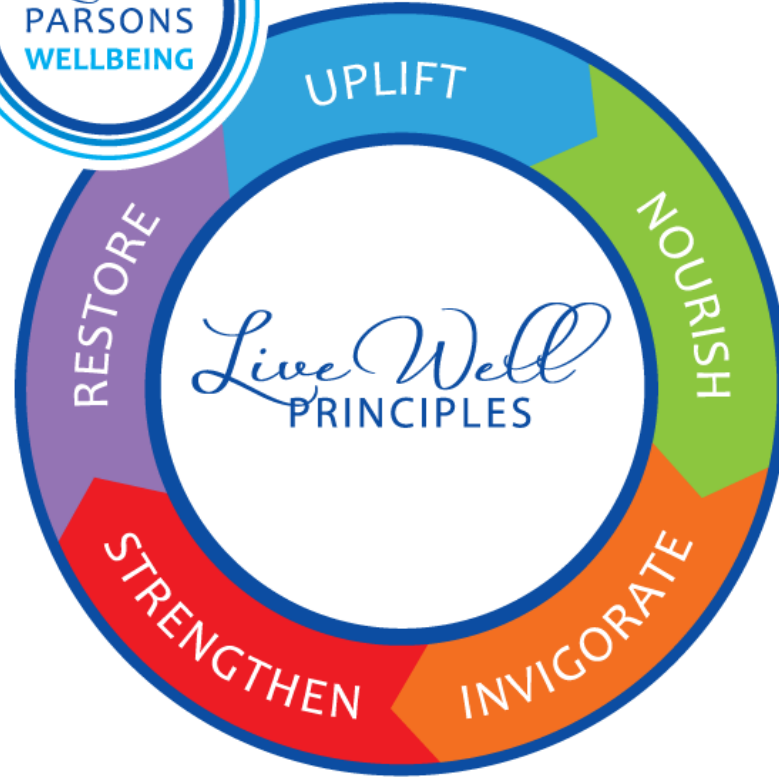






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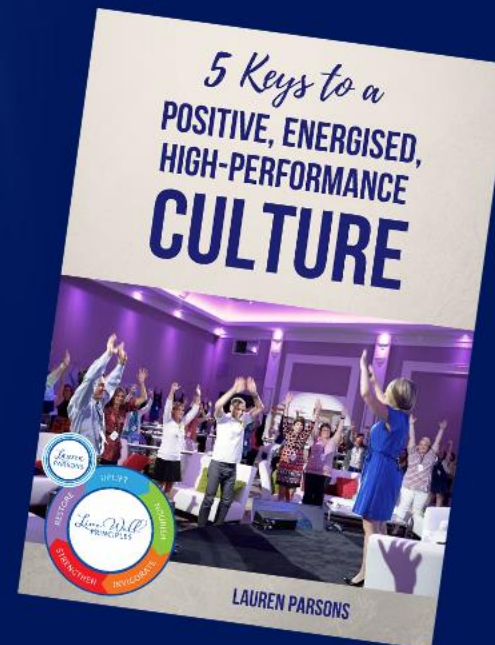


- Think Well
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Get my eBook  
5 Keys to a Positive, Energised,  
High-Performance Culture



[www.bit.ly/LP5KEYS](http://www.bit.ly/LP5KEYS)





YOU ARE TRULY  
*Amazing*



BELIEVE IN  
YOURSELF.  
CAPA  
OF SO MUCH  
THAN YOU CO  
IMAG



## TWELVE TOP TIPS TO BOOST YOUR

*Energy, Vitality  
& Productivity*

- 1. Lean Into Your Strengths** – all leadership starts with self-leadership. Raise your self-awareness and play to your strengths.
- 2. Adopt an Attitude of Gratitude** – reflect on the good in your day and know how to reframe negative thoughts.
- 3. Snack on Exercise** – get your heart rate up for four or more minutes a day to create a physiological response that lifts both energy and mood.
- 4. Breathe Diaphragmatically** – learn this valuable skill and integrate it into your day.
- 5. Eat Real Food** – enjoy plenty of quality, natural, nutrient-dense food to avoid brain-fog and stay energised and focused.
- 6. Build a Resilient Mindset** – protect your thoughts by being mindful of what you watch, read and listen to.

**7. Create Brave Boundaries** – know your 'rocks' and have confidence to say no to things that aren't important. Cultivate strong rituals to separate your work and home life.

**8. Be Present** – practise mindfulness throughout your day and be fully present with the people you're with.

**9. Leverage Your Posture** – understand how your physiology and psychology are interlinked and choose to adopt expansive, uplifting postures to shift how you feel.

**10. Embrace Joy** – be curious, spend time in nature, and look for opportunities for play and laughter, to flood your body with positive chemicals and release stress.

**11. Prioritise Quality Rest** – understand and master the art of deep restorative sleep.

**12. Foster Connection** – make quality time for people and surround yourself with people who lift you up. Strengthen your relationships by speaking people's language of appreciation.

[www.LaurenParsonsWellbeing.com](http://www.LaurenParsonsWellbeing.com)

Connect for daily inspiration   

## THANK YOU FOR TODAY

Get access to Lauren's free bonus resources  
and weekly updates to massively boost your  
health, energy and productivity!



Inspiring  
eBook



Relaxation  
audio to  
restore calm



Uplifting  
podcast



PLEASE COMPLETE AND RETURN TO LAUREN  
TO RECEIVE THESE BONUSES!  
What have you enjoyed most about the presentation and what  
value has Lauren provided to you today?

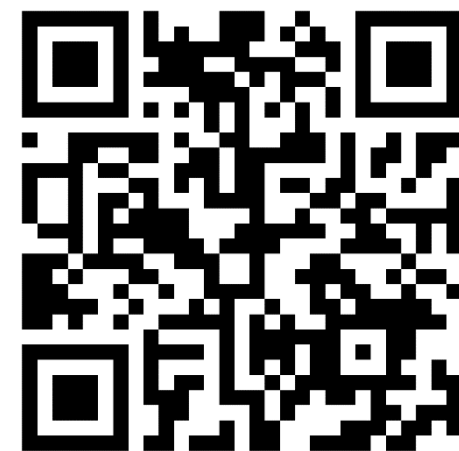
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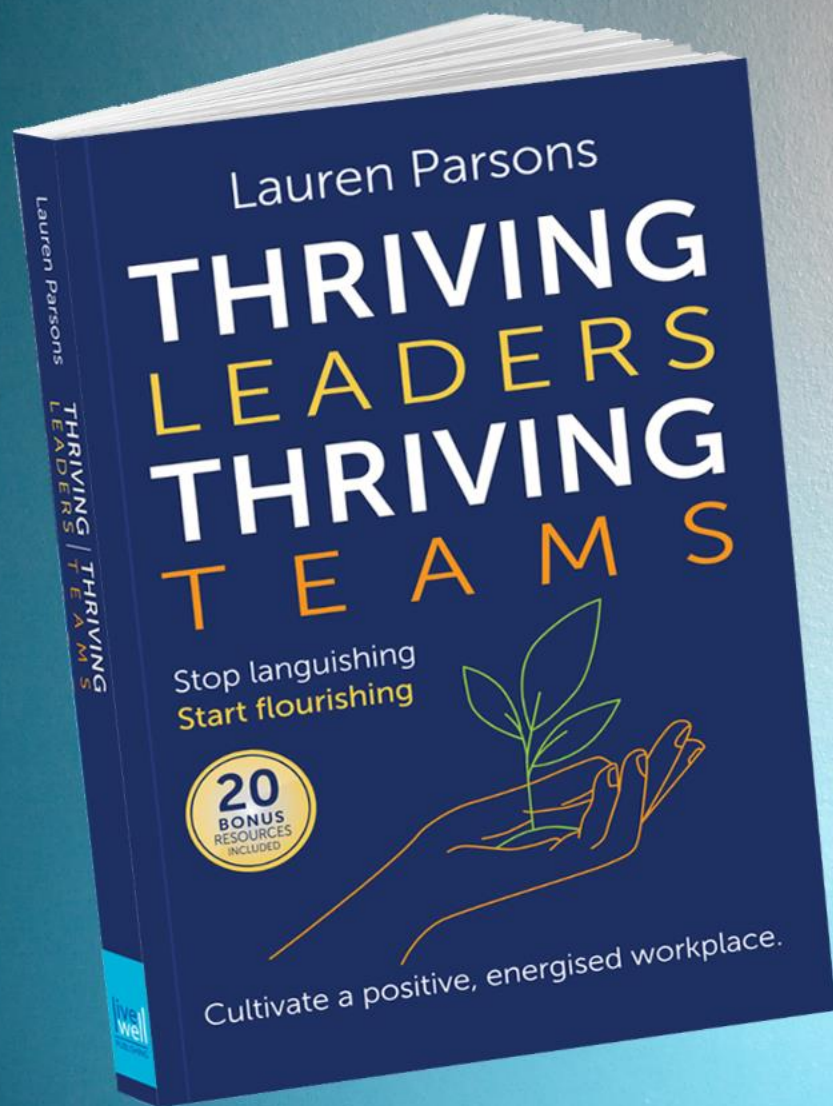
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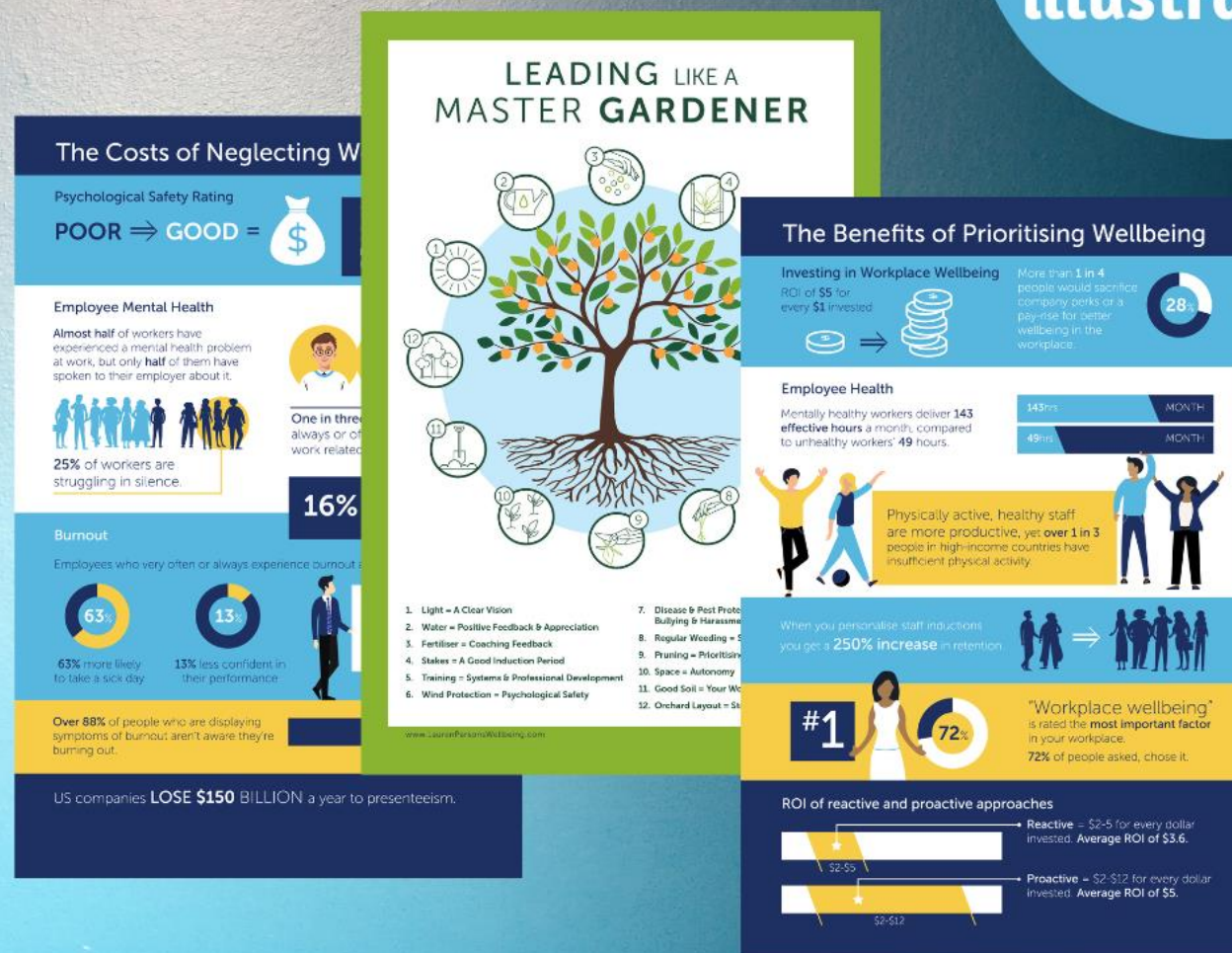
Email

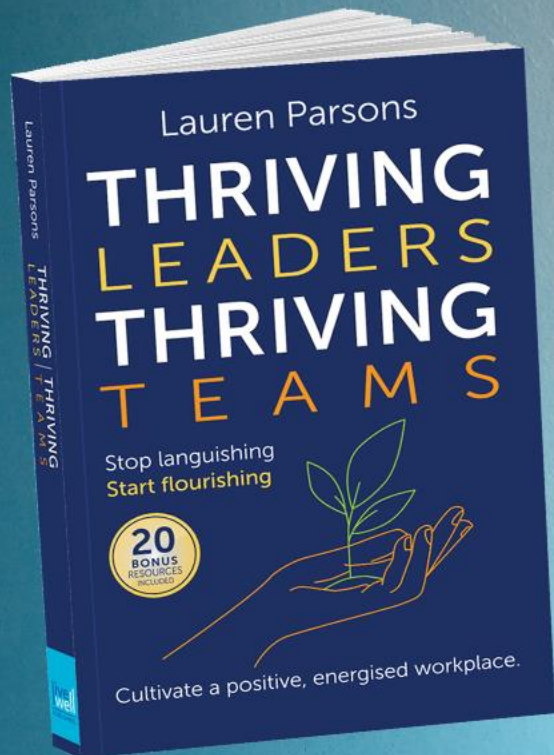




With  
stunning  
full colour  
illustrations







24 Bonus Resources!



BEFORE YOU ARE A LEADER,  
SUCCESS IS ALL ABOUT  
GROWING YOURSELF.  
WHEN YOU BECOME A  
LEADER, SUCCESS IS ALL  
ABOUT GROWING OTHERS.

*- Jack Welch*







# For more info come and connect:

**Visit** [www.LaurenParsonsWellbeing.com](http://www.LaurenParsonsWellbeing.com)  
[www.SnackonExercise.com](http://www.SnackonExercise.com)

**Connect** @laurenparsonsnz



**Email** [lauren@laurenparsons.co.nz](mailto:lauren@laurenparsons.co.nz)