



maximising performance through people development



Beyond Resilience is a transformational shift for organisations away from 'treating the problem' toward developing a positive, strength based approach to people development.

- Are you confident that you are tapping into the full creative power of your people?
- Do you have the level of commitment required from individuals to build the success of your organisation in an increasingly uncertain future?
- Do your levels of engagement and satisfaction place you at the top of your industry?

If you answered no to any of these questions, this session is for you.

Vida Solutions is offering an exclusive opportunity to learn how to develop your people's internal resources and performance strengths to meet the real demands of a rapidly shifting business world. The result is maximising performance and results. Beyond Resilience provides practical solutions to real world problems including attraction, retention, engagement, change resistance, and employee stress and well being. The outcomes? Maximised performance and results.

Why you must attend

Failing to develop your people's internal resources and strengths for performance is expensive to your business.

Research shows:

- Workplace stress alone is costing the Australian economy \$14.81 billion a year.
- Presenteeism and absenteeism are directly costing Australian employers \$10.11 billion a year
- On average 3.2 days per worker are lost each year through workplace stress.

Medibank Private: The Cost of Workplace Stress 2008

The good news is that research also shows psychological capital is developable and results in increased performance.

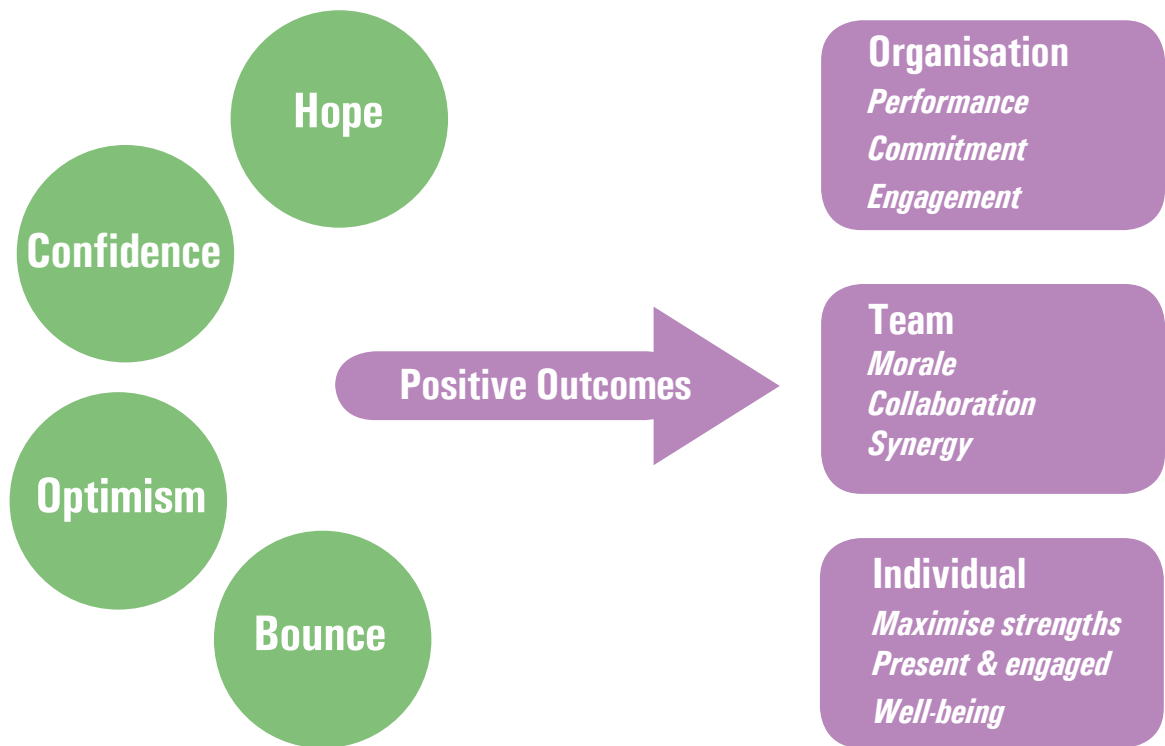
FREE Professional Briefing Series

BEYOND RESILIENCE

Resilience is defined as an occurrence of rebounding or springing back to original shape or position after deformation

Is bouncing back and returning to previous form enough in a world that is changing at an unprecedented rate?

www.vidasolutions.com.au



What is Beyond Resilience?

Vida's Beyond Resilience Program builds on the latest in evidence based research in Positive Psychology, Psychological Capital, Mindfulness and Neuroscience. The program develops the internal drivers of human performance enabling organisations to equip employees with the skills, behaviors and attitudes to cope with today's ever changing work environment and create competitive advantage.

The benefits for any organisation in developing its employees' internal psychological resources and strengths include increased work performance, commitment and satisfaction, and reduced cynicism, absenteeism, presenteeism and stress.

The Beyond Resilience Program incorporates the four dimensions of positive psychological capital proven to build internal resources and strengths for performance.

The program focuses on those capacities that can be measured, developed and effectively managed for performance improvement in the workplace. These include:

- Bounce** Rebounding from and excelling in response to uncertainty, adversity and disappointment.
- Hope** Achieving goals in highly dynamic circumstances through the application of will, planning multiple pathways and skilful adaptation.
- Optimism** Anticipating positive outcomes for the future through the deliberate use of explanatory style.
- Confidence** Demonstrating high levels of realistic confidence in one's ability to achieve clear specific outcomes even in the absence of prior experience.



RESOURCES



STRENGTH BASED

About Vida Solutions

Vida Solutions is a leading Australian based learning and development company that assists organisations maximise performance through people development. This is achieved through consulting and facilitation in the areas of People, Talent and Culture. Our client list includes some of Australia's leading organisations. We develop long term strategic relationships with our clients to ensure the highest level of satisfaction and return on their investment in learning and development. Our programs are primarily conducted in-house as a stand alone learning event or as part of a comprehensive learning and development strategy. Vida's team includes some of Australia's top consultants utilising high energy and high impact facilitation techniques.

We have distinguished ourselves from others on the basis of our excellence in delivery and client relationships

- Flexibility – A broad range of program options and tailoring to meet our client's individual needs
- Affordability – Scalability ensures cost effectiveness for organisations of all sizes
- Support - Ongoing support
- Experience – Market leaders in people development

"I attend a lot of these sessions and this is the first time I have walked out of a session feeling inspired and like I really got some value out of it. The way your thoughts, ideas and concepts were structured and presented are truly unique – I can't wait to start working together!"

GM – Banking & Finance

About the Free Session

Join two of Australia's leading facilitators, Gina Carlon-Tozer and Nancy Taylor for an informative and engaging 1.5 hour breakfast session which will address:

- An overview of the Beyond Resilience Program
- The benefits to your organisation including attraction, retention, engagement and decreases in change resistance and decreased employee stress
- Practical ways to develop hope, optimism, confidence and bounce in your organisation
- Creating a culture to support the development of Positive Psychological Capital in your organisation

Who this is designed for

Anyone interested in a program that increases organisational performance and develops a culture with engaged, satisfied and committed people. Some of the roles already registered for attendance across a broad range of industries include:

General Manager People and Culture, OD Manager, General Manager Engagement, General Manager Leadership & Talent, Learning & Development Manager, CEO, HR Manager.

When

REGISTRATION: AS NUMBERS ARE LIMITED, REGISTRATION IS ESSENTIAL!

FREE Registration. Breakfast and refreshments will be provided so registration is essential.

Register online at www.vidasolutions.com.au by clicking on news and events. Please call us on 1300 365 342 if you have any queries.

Melbourne: 17 June 2010; 7.30am to 9.00am; Vibe Savoy Hotel, 630 Little Collins Street (Cnr Spencer St), Melbourne.

Sydney: 24 June 2010; 7.30am to 9.00am; Medina Grand Sydney, Cnr Kent and Bathurst Street, Sydney

About the facilitators

Gina Carlon-Tozer

Gina Carlon-Tozer is the founding partner of Vida Solutions. Prior to founding Vida Solutions, Gina enjoyed a successful career at a number of top consulting firms. This has resulted in a unique ability to ensure learning interventions she develops are coupled with business relevance and real results

Gina has worked with a diverse range of organisations and industries in both Australia and overseas developing and implementing transformational behaviour and culture change interventions. Her success has been seen across all organisational levels

Gina brings an unparalleled energy and enthusiasm to client interactions. She passionately believes that development of people's attitudes and behaviours through effective, organisation wide interventions enriches the workplace and increases productivity.

Nancy Taylor

Nancy has over 15 years of professional management and leadership experience and nearly 15 years experience as a facilitator, consultant and coach. Having worked with more than 5,000 Executives and Managers from top private and public sector companies in over 20 countries, Nancy is masterful at building rapport with diverse audiences and quickly assimilating into their culture.

Nancy's work is grounded in cutting edge brain research. We now know that human 'immunity to change' begins in the brain and without the restructuring of neural pathways, lasting change is simply impossible. Beginning with an easily understood and practical understanding of the workings of the brain, Nancy has developed a variety of simple approaches that create measureable positive change for individuals and organisations.



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