



TOWNSVILLE
BUSINESS WOMEN'S
CIRCLE

breathe

COACHING & WELLBEING



LEADERSHIP PROGRAM

The 2022/23 FY Townsville Business Women's Circle / Breathe leadership program



breathe

AUSTRALIA

TOWNSVILLE BUSINESS WOMEN'S CIRCLE

**practical leadership solutions
wellbeing, emotional agility, and
leadership**

Your Leadership Program

We invite you to take part in our first Townsville Business Women's Circle leadership program. We have teamed up with Andy Roberts from Breathe Australia to create a unique North Queensland program. It's a great opportunity to deepen our business and community relationships, learn new leadership skills, share challenges, support each other, and connect with leadership experts worldwide.

Our program focuses on the following key areas. However, we anticipate evolving organically to meet challenges and harness our unique insights and experiences as women leaders in North Queensland.

Leadership Development

Champion leadership self-care and build self-awareness.

Community

Create a space for sharing knowledge and deepen business connections in North Queensland.

Mental and Physical Wellbeing

Learn stress management techniques and resilience tools to help handle anxiety, challenge self-limiting beliefs, and build confidence.

Situational Awareness

Attention training to improve collaboration and effectiveness.

Psychological Safety

Practise deep listening, communicating with respect, understanding values, and building empathy.

Emotional and Mental Agility

Explore when to tough it out and when to let go.

Leadership Abilities

Connect teams, embed coaching at work, and build strengths-based organisations.



Delivering Your Program

- A year long program for up to 15 people
- Open to members of TBWC
- Modular learning
- Creation of small buddy groups to discuss content and share learnings
- Three face-to-face group workshops in Townsville
- Shorter monthly webinar workshops
- Emotional intelligence psychometric assessment and leadership development plan (MSCEIT online assessment) and VIA online strengths and values assessment
- Local, Australian and international guest leadership experts
- Access to online Teachable learning platform content and leadership workbook
- One-to-one leadership coaching
- Action learning - sharing learnings in how you applied the ideas and how the program created value for you and your team

Self-compassionate Leader Workshop in February

Our first one-day leadership workshop is on **Friday 1st July at the Wilson Ryan Grose boardroom. The workshop runs from 8:30am through to 5pm.**

In our first session, we will introduce the program, supply you with leadership workbooks, and enable your access to Teachable's online learning platform. This platform will include videos, audio explainers and links to resources. We will also provide information about scheduling our one-to-one leadership coaching sessions.

This workshop will focus upon the link between self-compassion, self-care, and their role in building leadership capabilities:

- **The business case for leadership self-care and self-compassion:** how self-care helps us collaborate better, achieve our goals, and build resilience.
- **Building blocks of emotional intelligence:** what is emotional intelligence? How does it add value at work?
- **Avoiding burnouts:** techniques to monitor and raise self-awareness about stress, connect with others and apply wellbeing systems at trigger points.
- **Boundary setting and focus:** creating positive cut-off between home time and work time and maintaining focus during the day.
- **Embedded mindfulness:** making mindfulness a habit during the working day: rest-reset-refocus.
- **Resilience at work:** positive pragmatism in the face of volatility, uncertainty, complexity, and ambiguity.
- **Emotional agility at work:** learning to recognise, learn from and move on from emotions.
- **Sleep well:** realigning our mind and body rhythms for mental and physical wellbeing.
- **Identifying common workplace challenges and your goals for this program:** we will explore these in our group workshop and deepen our understanding of these in our one-to-one coaching catchups and buddy groups.



Quarterly One-to-One Leadership Coaching Sessions



- After our first session, we will supply everyone with access to an online emotional intelligence abilities assessment (MSCEIT) and arrange the timetable for our one-to-one quarterly coaching sessions.
- Based on your assessment results you will be provided with a tailored emotional intelligence at work leadership development report created by the Langley Group in Sydney.
- Four one-to-one coaching sessions for each participant with Andy Roberts
- Our coaching sessions will weave together your emotional intelligence development report findings with the learnings from our program and apply them to your personal and career development goals.

Webinar Meetings August – December 2022

All our webinar sessions will be recorded and uploaded to the Teachable online platform. If you cannot attend any of the sessions, you will be able to watch the recording in your own time. However, we recommend attending as many of the live sessions as possible.

AUGUST - Connecting to your Strengths and Values: learning how to apply your strengths and values to meet challenges and build resilience (**Wednesday 3rd August 5:30pm**)

SEPTEMBER- Team Connection: connecting to teammates through understanding their strengths and values (**Thursday 1st September 7:30am**)

OCTOBER - Listening Well: understanding listening styles and developing deep listening (**Friday 7th October midday**)

NOVEMBER - Empathy at Work: emotional contagion and empathy at work - strategies to cultivate positivity and empathy in a team (**Wednesday 2nd November 5:30pm**)

December Mid-Financial Year Half-Day Group Workshop

Our second half-day leadership workshop is on **Friday 9th December at the Wilson Ryan Grose boardroom. The session commences at 8:30am and concludes at 1:30pm**

In our midyear session, we will take stock of the learnings so far, our successes and our challenges. And we will share ideas for how we applied the ideas personally and with our teams.

It will be an excellent opportunity to pause, rest, reflect, discuss progress and barriers, reset and re-energise to prepare for 2023.

The session will include a recap on some of the self-care and self-compassion strategies. And be a place to deepen our understanding of how to create a strengths-based culture.

We will also introduce the next stage of our program about building capabilities as a coach at work.



Buddy Group Catch-ups

In addition to quarterly one-to-one coaching sessions, we will encourage you to create small buddy groups of two or three people and organise catchups to discuss the program. From previous leadership programs, we've found these buddy groups help participants deepen their engagement and learnings.

Webinar Meetings February – May 2023

All our webinar sessions will be recorded and uploaded to the Teachable online platform. If you cannot attend any of the sessions, you will be able to watch the recording in your own time. However, we recommend attending as many of the live sessions as possible.

FEBRUARY – connected coaching conversations: giving and receiving feedback using a strengths-based approach (**Wednesday 1st February 7:30am**)

MARCH – conflict resolution at work: using a mindfulness-based approach (**Thursday 2nd March 5:30pm**)

APRIL – bias and noise at work: what are heuristics? When do they add value and when do they undermine effectiveness, wellbeing, and collaboration? (**Wednesday 13th April midday**)

MAY – mental agility at work: how to improve the quality of decision making and collaborate better (**Friday 12th May 7:30am**)

Guest Experts on the Program

A wide range of local, Australian, and international leadership experts have agreed to participate in the program.

Each month we will provide you with information about one or two of our expert guests. Based on this information, we'll ask you to submit questions for us to collate. In some cases, we will record interviews with the experts, asking them your questions. And on other occasions, the guests will attend the group workshops or the monthly webinars. The interviews and webinars will be available for you to watch in your own time on our learning platform.

This will be a great opportunity to explore common challenges faced by women leaders and share ideas about how to overcome those challenges.

Their perspectives and wisdom will provide another dimension to our program:

- **Dr Lucy Ryan:** UK based women in leadership expert, author, and positive psychology coach (**AUGUST**)
- **Dr Delia McCabe:** Gold Coast based nutrition, gut health, and performance in the workplace expert (**SEPTEMBER**)
- **Dr Attracta Lagan:** Sydney based international expert in business ethics and leadership (**OCTOBER**)
- **Professor David Grayson:** UK based care expert and author - balancing work and being a carer (**NOVEMBER**)
- **Ged Welsh:** North Queensland director Hays Recruitment Townsville - executive coaching and leadership (**DECEMBER**)
- **Caroline Morrissey:** Women in mining and resources Queensland (WIMARQ) Brisbane - leadership in mining and resources (**JANUARY**)
- **Rhiannon Wilson:** Business psychology expert Townsville (**FEBRUARY**)
- **Dr Adam Smith:** Managing Director Reef Ecologic Townsville - leader in sustainability (**MARCH**)
- **Michelle Daltry:** Program head at Inclusive Employers Group UK - diversity and inclusion expert (**APRIL**)
- **Deb Robson:** Australian HR Institute (AHRI) network Townsville (**MAY**)
- **Kari Arbouin:** Exec Director, Office of Rural and Remote Health, Queensland Health - leadership in health (**JUNE**)



Andy Roberts

BACKGROUND

Andy is a former consultant with 13 years of experience at KPMG. In 2003 he began a new career in coaching and wellbeing, which led him to teach medical students' resilience and self-care and run leadership programs worldwide.

He started his wellbeing journey by training to become a sports therapist and yoga teacher. In 2008 he took a masters degree in applied positive psychology at UEL and trained as an emotional intelligence coach (MSCEIT model). His masters degree dissertation explored how to build value-add mindfulness programs within organisations.

He owns a multi-disciplinary, thirty practitioner wellbeing business in London and divides his time between his home in Sydney, business in the UK and his leadership coaching commitments around Australia.

Five years ago, he created the health professional's self-care program at the College of Medicine and Dentistry at James Cook University. Research into the program points to an increase in student resilience levels and a reduction in the stigma associated with mental health.

<https://www.sciencedirect.com/science/article/pii/S2452301120300249>

www.breathe-australia.com

www.breathe-london.com

ONLINE PROGRAMS

<https://breathe-australia.teachable.com>

CLIENTS

Vast international experience in delivering successful, long term, tailored leadership, and team engagement programs. Clients we've worked with:

Recruitment and agency - HAYS Recruitment, Pulse staffing, Arrows Group UK, Camron PR London, Agent3

Higher education - James Cook University, CQ University

Healthcare - Queensland Health, CQ Health, Mater Health (via the College of Business, Law and Governance at JCU), National Health Service UK

Professional services - PwC, PVW Partners, Wilson Ryan Grose, Court Services Victoria (Dott group), House of Commons services

Mining and engineering - South 32, GEMCO, AECOM, Amerada Hess, Women in mining and resources Queensland, AGL (Dott Group)

Environment - The Australian Institute of Marine Science, NQ Dry Tropics

Community - Carers Queensland, Carers Tasmania Yourstory, Betterbankside, Inclusive Employers Group UK, Jubilee Hall Trust

Food and agriculture - Sydney Fish Market, Australian Pork Association, Wilmar, Brolos GFC Perth



DATES TO REMEMBER IN 2022/23 FY

AUGUST WEBINAR MEETING
Wednesday 3rd August (5:30pm)
Connecting to your Strengths & Values: learning how to apply your strengths & values to meet challenges & build resilience.

OCTOBER WEBINAR MEETING
Friday 7th October (midday)
Listening Well: understanding listening styles & developing deep listening.

HALF-DAY GROUP WORKSHOP IN TOWNSVILLE
Friday 9th December (8:30am-1:30pm)
at the Wilson/Ryan/Grose boardroom at 15 Sturt St - Our second half-day leadership workshop.

MARCH WEBINAR MEETING
Thursday 2nd March (5:30pm)
Conflict resolution at work: using a mindfulness-based approach.

MAY WEBINAR MEETING
Friday 12th May (7:30am)
Mental agility at work: how to improve the quality of decision making & collaborate better.

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SEPTEMBER WEBINAR MEETING
Thursday 1st September (7:30am)
Team Connection: connecting to teammates through understanding their strengths & values

NOVEMBER WEBINAR MEETING
Wednesday 2nd November (5:30pm)
Empathy at Work: emotional contagion & empathy at work - strategies to cultivate positivity & empathy in a team.

FEBRUARY WEBINAR MEETING
Wednesday 1st February (7:30am)
Connected coaching conversations: giving & receiving feedback using a strengths-based approach.

APRIL WEBINAR MEETING
Wednesday 13th April (midday)
Bias & noise at work: what are heuristics? When do they add value & when do they undermine effectiveness, wellbeing, & collaboration?

FINAL ONE-DAY GROUP WORKSHOP IN TOWNSVILLE
Friday 16th June (8:30am-4pm)
at the Yacht Club in Townsville, 1 Plume St, South Townsville

PLUS

**FOUR ONE-TO-ONE
QUARTERLY COACHING
SESSIONS**

**We will schedule these
with you throughout
the year.**





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