



Thriving Teams: Wellbeing & Development Strategies Workshop

Our Purpose & Impact

Inspiring authentic connections where performance and wellbeing can thrive together.

53,200+
Mental Health
Check-Ins



105+ Countries

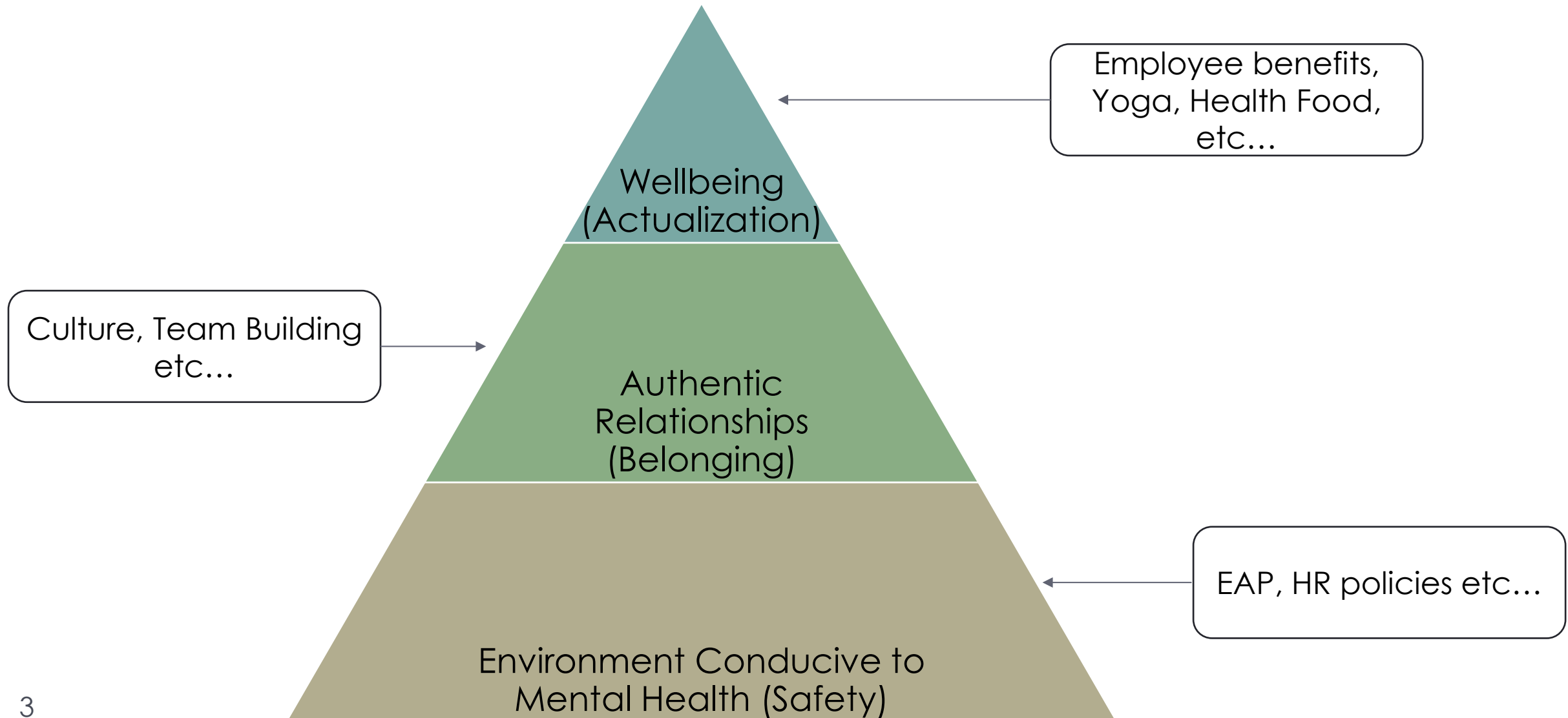


38,700+
Gratitude
Acknowledgments



118+ Countries

Wellbeing Pyramid



What is a Psychosocial Risk?

- Aggression
- Violence
- Bullying
- Exposure to traumatic content or events
- Sexual harassment
- High job demands

“High job demands” is defined as meaning sustained or repeated physical, mental or emotional effort which is unreasonable or frequently exceeds the employee’s skills or capacity

Early indicators?



What are first indicators of Psychosocial Risks?

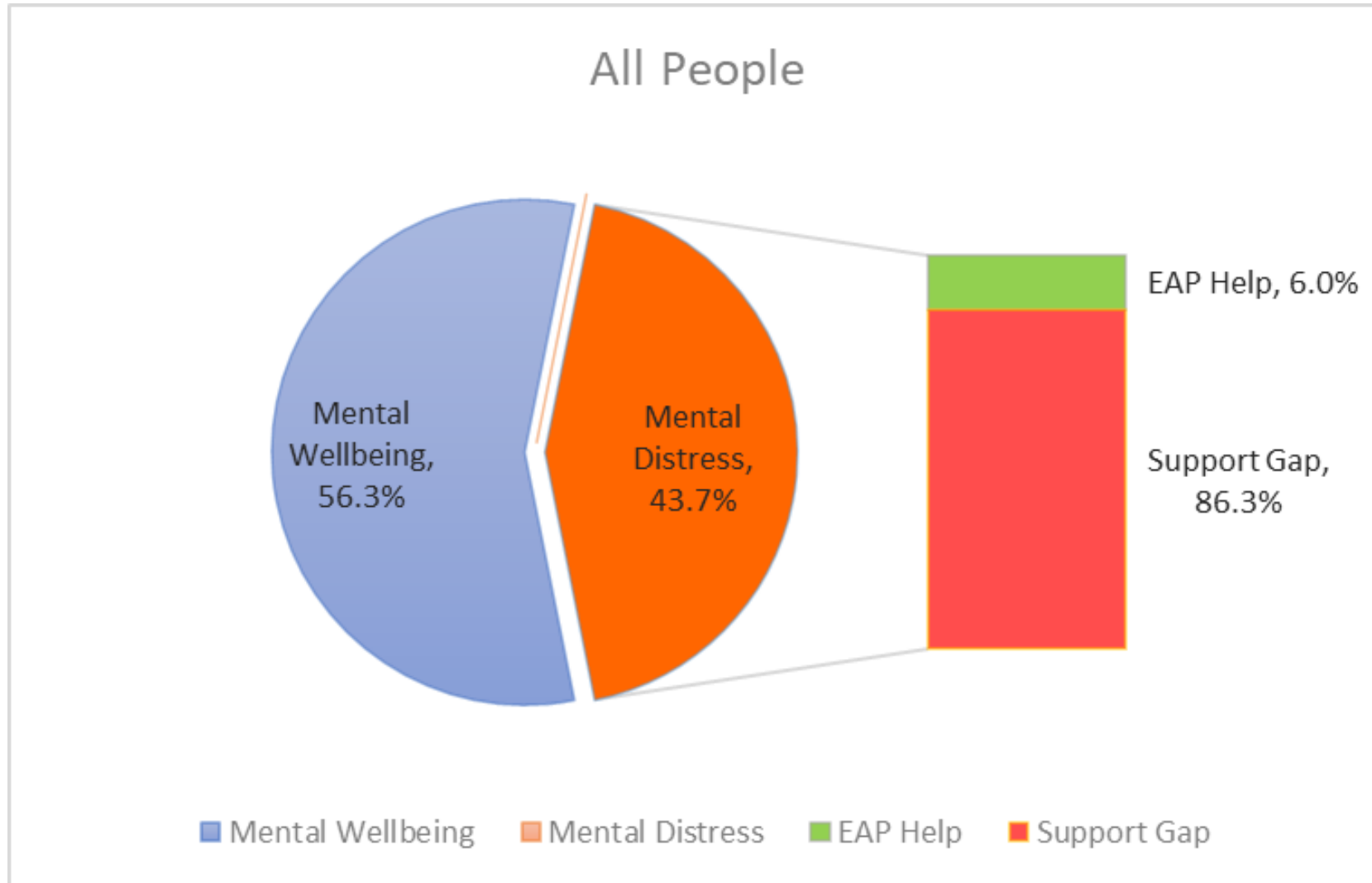
(Chat)



The cost of inaction

- **23% of employees** report feeling burned out at work very often or always (Gallup)
- **62% of missed workdays** are likely due to Mental Health issues (NAMI Report)
- Loss of **\$1,700 per employee** due to Mental Health issues (WHO Report)

Mental Health Statistics



Source - <https://www.abs.gov.au/statistics/health/mental-health/national-study-mental-health-and-wellbeing/latest-release>

Consequences Case Study 1

Verizon Disability Case

EEOC v. Verizon Communications Inc.

- In 2011, Verizon agreed to pay \$20 million to settle a nationwide class-action lawsuit brought by the EEOC.
- The case was based on violations of the Americans with Disabilities Act (ADA).
- Verizon's attendance policy did not make exceptions for employees with disabilities, including those with mental health conditions such as depression or anxiety, leading to wrongful termination.

The Verizon logo, featuring the word "verizon" in a bold, black, sans-serif font, followed by a red checkmark symbol.

\$20,000,000
settlement

Consequences Case Study 2

Meijer, Inc.

EEOC v. Meijer

- Meijer, a grocery store chain, settled a lawsuit for **\$180,000** in 2018.
- EEOC filed a claim alleging that Meijer failed to accommodate an employee with **anxiety and depression**.
- The employee had requested a part-time work schedule as a reasonable accommodation,
- The company refused and eventually terminated her.



\$180,000
settlement

For every \$1 invested in mental health programs, companies experience an **average return of \$4** through improved productivity and reduced absenteeism (Deloitte).

- **Improved productivity:** Mental health conditions like depression and anxiety can reduce productivity by up to 35% (WHO).
- **Reduce healthcare:** Companies that implement comprehensive mental health programs can reduce healthcare costs by \$2,000 per employee annually (MHA).
- **Reduce turnover:** Organizations that address mental health see a 25% reduction in turnover rates (Gallup).
- **Become an employer of choice:** 76% of employees consider a company's commitment to mental health and wellbeing when deciding where to work (Glassdoor).

Closing the Gap



Promotion

- Fostering Emotional Self-awareness
- LIFT Training
- Building Psychological Safety Culture



Prevention

- Organisation Risk Assessment & Prevention Plans
- Forming Workplace Trusted Pairs
- Wellbeing Plans



Early Intervention

- Confidential Check-ins
- Mental Health First Responder Support



Skills Support

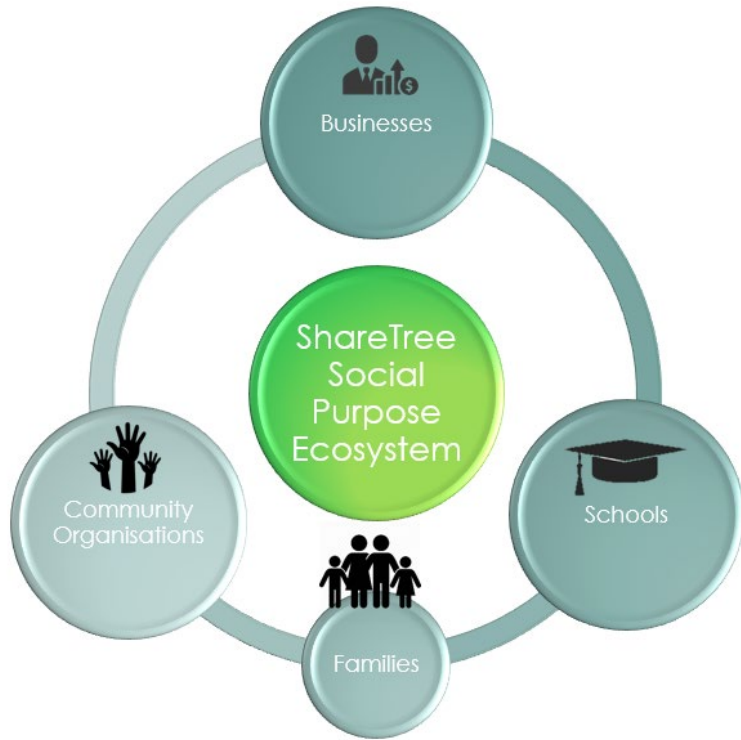
- Connection to EAP services or other professionals
- Trained and announce Mental Health First Responders/Aiders



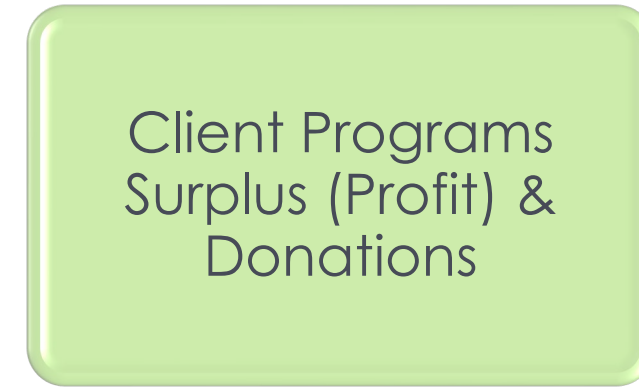
Advocacy & Reporting

- Confidential Individual Insights
- Monthly Reporting for Teams
- Organisational Reporting for Boards

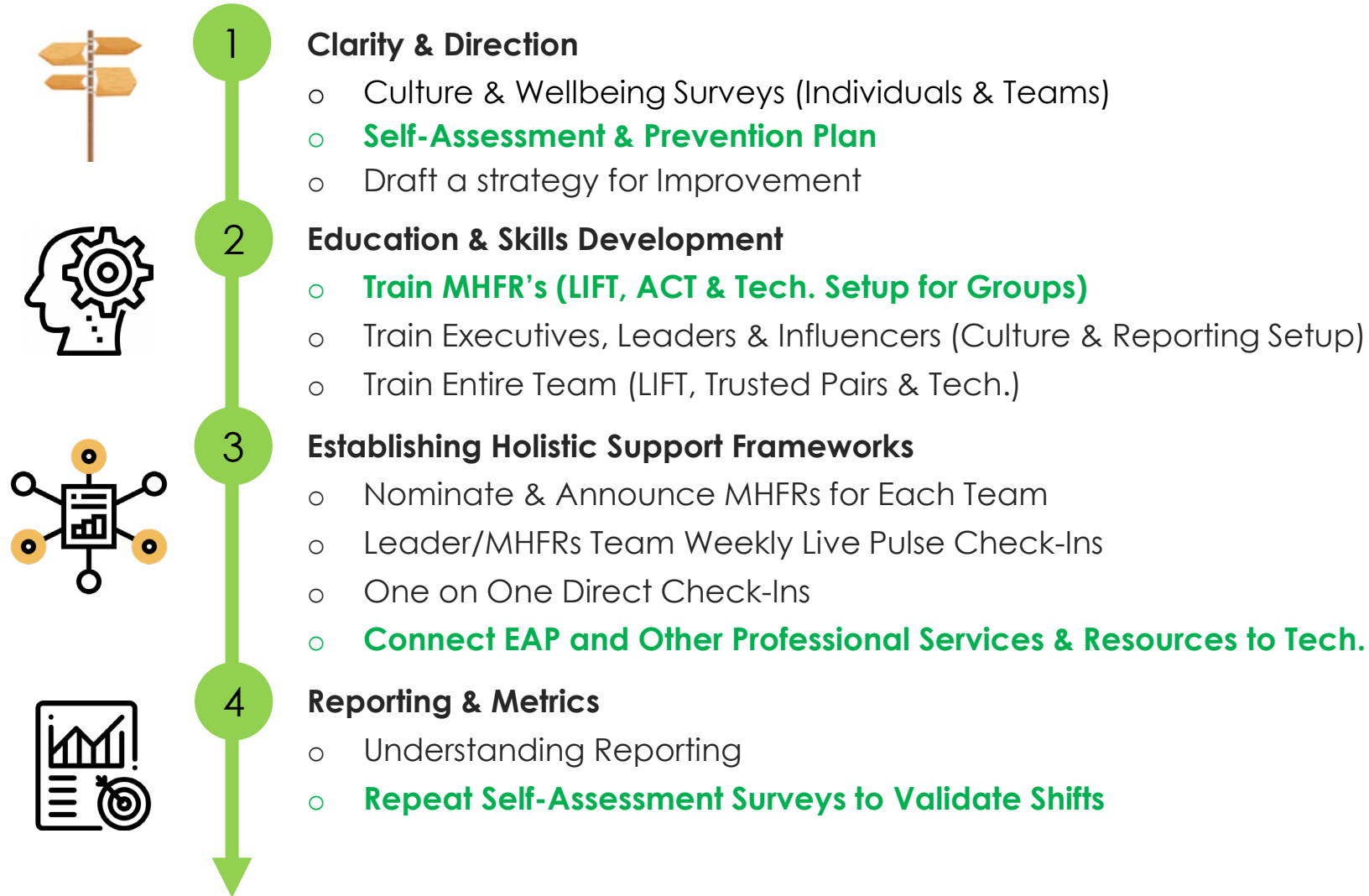
How Mental Health Fund Works



Charity as a Service
Supporting Schools & Underprivileged



Full Program Roadmap



ISO Standards – The Framework used by ShareTree meets ISO45003 standard for psychological health & safety at work.

Confidentiality – Emotional Pulse technology meets confidentiality requirements. People on Emotional Pulse technology have full control over who and when they choose to share their emotional trends with others.

Mental Health First Responders

ABOUT THE PROGRAM (Retail \$299+GST per person)

The Mental Health First Responders (MHFR) program is a globally recognised certified program that has been developed using psychology and mental health principles and is endorsed by the Mental Health Foundation Australia.

WHO CAN USE THIS

Leaders, Mental Health Supports, Human Resource Leaders, Chaplains, Psychologists, Emergency Responders, Parents, Teachers, Care Workers, Social Workers, Health & Safety Workers, First Aiders.

Day 1 – LIFT Skillsets

- Mental Health vs Mental Illness
- Psychological Safety
- Understanding Emotions
- Emotional Pulse Technology
- Listening with AI
- Inquiring to Discover Needs
- Finding Ways to Support Needs
- Thank & Acknowledge

Day 2 – ACT Skillsets

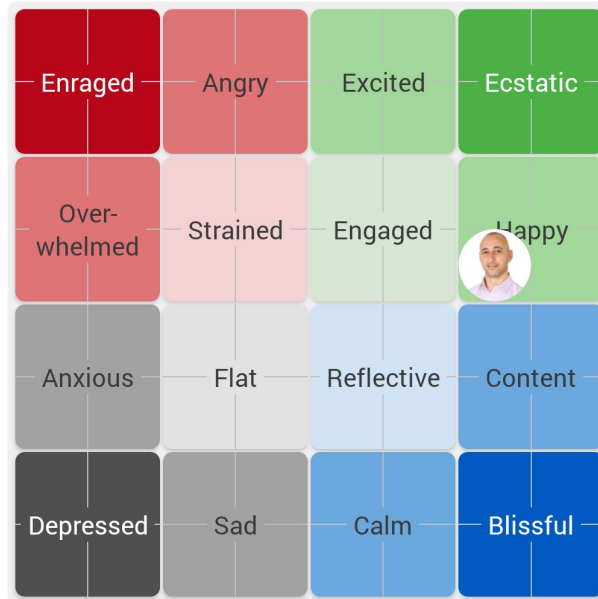
- Using Emotional Pulse Software
- ACT: Personal Crisis Support
- Noticing Personal Crisis
- Trust + Confidentiality
- De-Escalating Emotions
- A**ssessing Risk
- C**ollaborate on a Support Plan
- T**ake Time to Check In

Day 3 – Org. Frameworks

- Cost of Mental Health
- Best Practice Mental Health Frameworks
- Organisational Risk Self-Assessment Tool
- Self-Care + Wellbeing Plans
- Burnout + Conflict
- Fundamentals of Culture
- Planning Implementation
- Certification Process

Technology Assisted Solutions

Self-Awareness

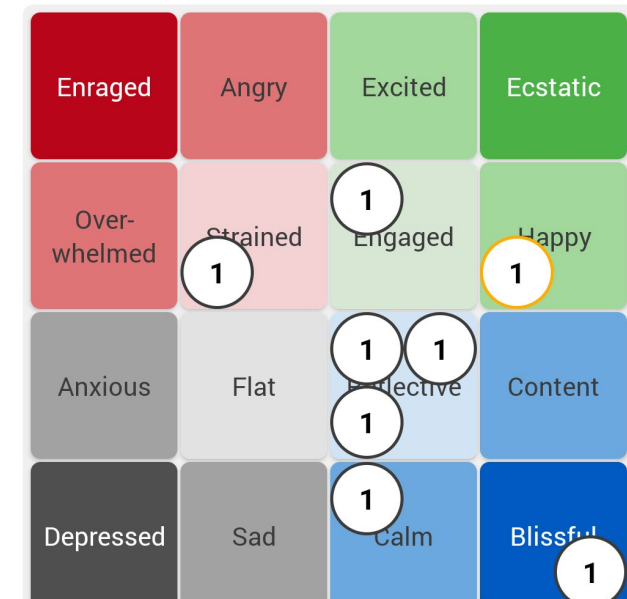


Trusted Pairs



By Invitation

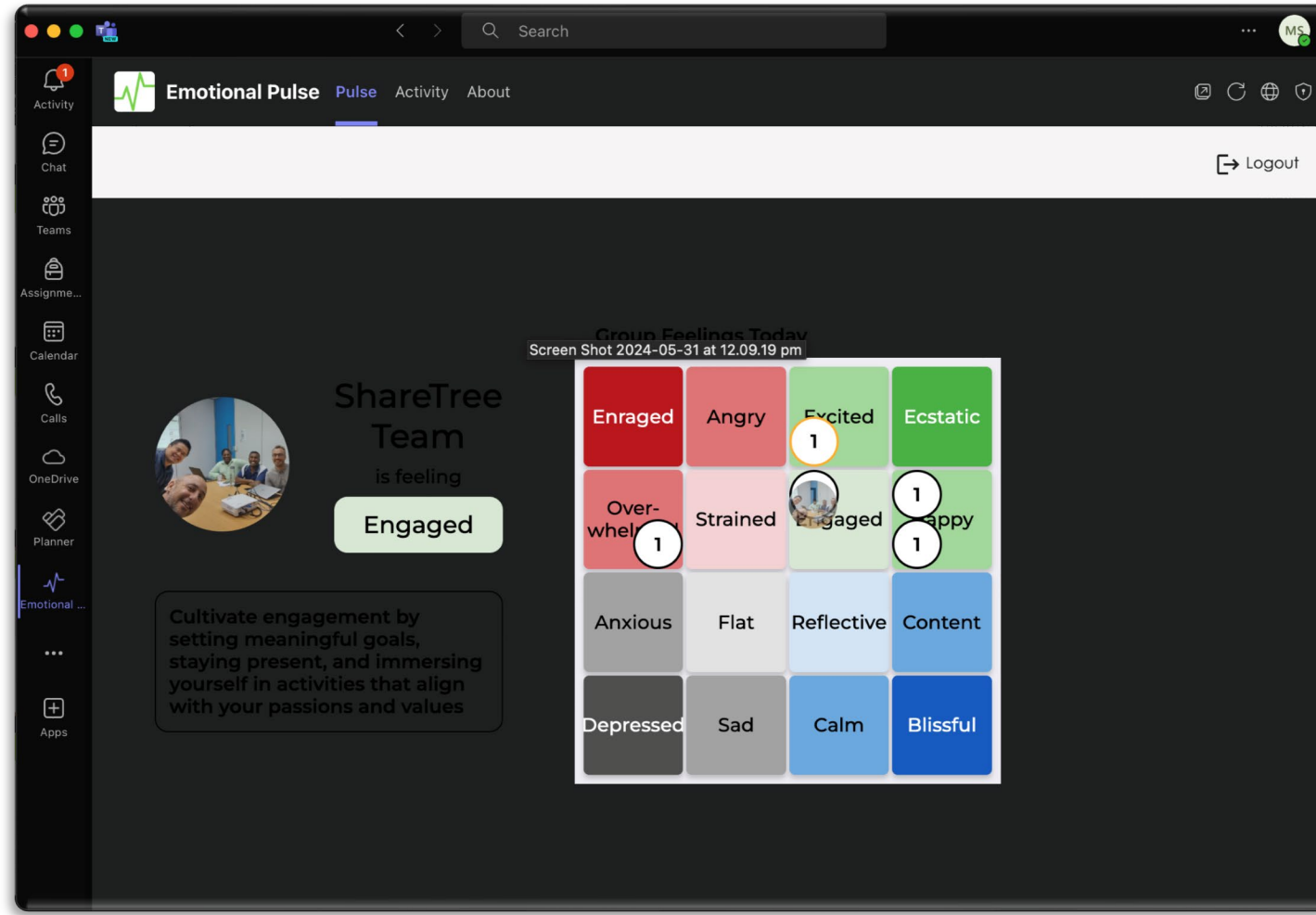
Team Mental Health



Confidential

Linked to EAP Services & Reporting

Technology Assisted Solutions



Linked to EAP Services & Reporting

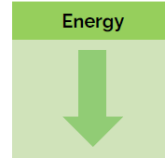
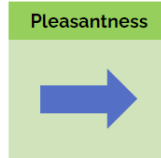
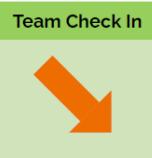
Team Reporting Insights

Monthly Team Report

This monthly report breaks down your average team emotions over a 6 month period, before breaking down monthly check-in trends, and daily team averages.



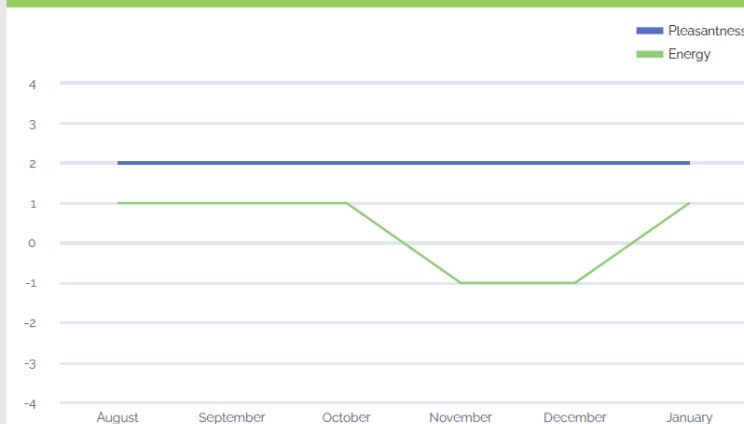
Monthly Trends



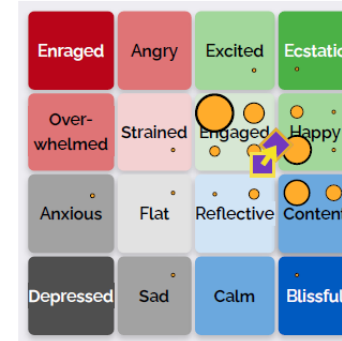
Monthly Average Team Emotions

August	September	October	November	December	January
Engaged	Engaged	Engaged	Reflective	Reflective	Engaged
62.27%	46.67%	49.31%	46.44%	37.99%	22.58%

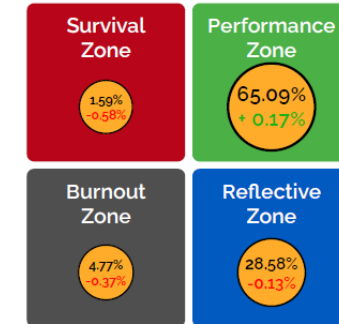
Month Average Over 6 Months



Monthly Check Ins



◆ Current Avg ■ Previous Avg



Top % is the proportion of check ins within a zone
Bottom % is the change from previous month

Daily Team Average

SUN	MON	TUE	WED	THU	FRI	SAT
	1 Content 11.11%	2 Happy 22.22%	3 Engaged 22.22%	4 Engaged 22.22%	5 Engaged 11.11%	6 Happy 22.22%
7 Content 11.11%	8 Engaged 33.33%	9 Happy 11.11%	10 Happy 33.33%	11 Content 33.33%	12 Happy 22.22%	13 Happy 11.11%
14 Happy 11.11%	15 Content 33.33%	16 Engaged 22.22%	17 Engaged 22.22%	18 Engaged 55.56%	19 Engaged 33.33%	20 Happy 22.22%
21 Reflective 33.33%	22 Reflective 22.22%	23 Happy 11.11%	24 Content 11.11%	25 Reflective 22.22%	26 Content 11.11%	27 Happy 11.11%
28 Happy 11.11%	29 Engaged 44.44%	30 Reflective 22.22%	31 Engaged 33.33%			

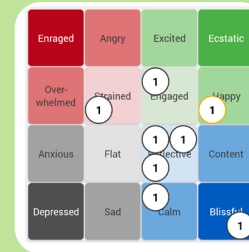
About the program



3x 3hr [Mental Health First Responder Certified Training](#)

Live online sessions supported by online learning

- ✓ Learn LIFT and ACT skillset
- ✓ Complete MHFR certification
- ✓ All resources for establishing a workplace culture of support



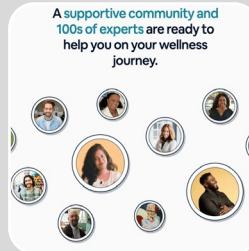
3-month subscription to [Emotional Pulse](#)

- ✓ People can confidentially log their emotional state on a daily basis.
- ✓ Individuals can form trusted pairs to share their confidential state with others
- ✓ Everyone gets insight into the emotional state and patterns of their team.
- ✓ Individuals at risk are privately made aware and encouraged to invite support
- ✓ Leaders receive trend reports for awareness and culture improvements
- ✓ Escalation to professional support is linked within the technology



3x 2hr Group Implementation Coaching Workshops

- ✓ Self-Assessment Tool for Creating Your Prevention Plans
- ✓ Setup Emotional Pulse or other Check-In solutions for Teams
- ✓ Cultivating Cultures of Trust and Psychological Safety
- ✓ LIFT, Check-Ins and Trusted Pairs Workplace Activation Resources
- ✓ General Support Session and Measuring Impact



Ongoing Support Group through [Mental Happy](#)

- ✓ Create your own private employee or student support group
- ✓ Create a space to discuss and address issues related to mental health
- ✓ Schedule and access training, workshops and other character coaching groups.
- ✓ Get access to other public support groups for continued education and growth.

Subsidised Program Summary

We are inviting organizations to participate in our sponsorship program to make these crucial skills, tools and support more widely accessible, even for those who otherwise couldn't afford them.

There are multiple ways to sponsor

- 1. Buy 2, Gift 1:** gift to an organizations of your choice (suppliers, subcontractors, charity of choice, clients, supplier diversity program etc.)
- 2. Buy 1 Donate 1:** donate a seat to make a funded place accessible to an eligible organization.

Who is eligible for a funded place? We offer funded places to not for profits, organization in high-risk industries, business facing financial hardship, schools and community organizations especially in underprivileged areas. There is a limit of 5 seats per organization.

Next Steps



Delivery Options Summary

	Sponsorship Program	Full Program
Approach	Group Workshops	Private
Assessments	Self-Assessment	Culture & Wellbeing Survey
Education & Activation	MHFR (3x3 hour group workshops) DIY Implementation Workshops (5x 2 hour)	MHFR (3x3 hour workshops) Executive Leadership Workshop Team Activation Workshop
Emotional Pulse	3 - month trial	Included
Reporting	Self-report	Report Review with Leadership
Investment	Sponsor price: \$300 pp Funded spot price: \$150 pp	\$10,000 USD (org of ~100 ppl)

Sponsorship & Funded Place Application form



<https://forms.office.com/r/PgSARk4fLi>

Book a call to discuss private program



<https://bit.ly/3LrLBcW>