



# 30 MINUTE EXECUTIVE BRIEFING



**ENVICTO COACHING**  
DEVELOPING LEADERS | MOTIVATING TEAMS



We are Envicto Coaching, a Wagga-based organisation specialising in employee engagement and leadership development. We support organisations and their leaders to develop the knowledge, tools and capability needed to lead effectively and create environments where people thrive. Our work includes partnering directly with organisations to strengthen workplace culture and leadership capability, delivering tailored one-on-one and group coaching, and providing research-informed development programs. Through these partnerships, we help leaders apply evidence-based practices that enhance motivation, engagement and the overall employee experience. What sets our work apart is that every strategy, tool and insight we teach is grounded in scientific research and behavioural psychology.

Our Executive Briefings are designed specifically for busy executives and senior leaders who want clear, research-informed insights without the time commitment of a longer workshop. During this 30-minute briefing, we explore:

- What employee engagement is and why it matters, not only for people but for performance, retention, wellbeing and organisational success.
- Common misconceptions about motivation and why traditional engagement strategies can fail to produce lasting change.
- The evidence behind what actually drives high-quality, sustained motivation in today's workplaces.
- A proven, research-informed framework that supports leaders to build environments where people are motivated, engaged, and able to perform at their best.



# Why it Matters

Local businesses are struggling with low morale, disengagement, and the escalating cost of staff turnover. They are not alone. National data shows that only 23% of Australian employees consider themselves engaged at work. The majority - 65% - report being not engaged, and 12% identify as actively disengaged.

This represents a significant organisational risk. For most organisations, it's simply not sustainable and threatens both productivity and long-term stability and growth.

Decades of research demonstrate, consistently and unequivocally, that employee engagement has far-reaching consequences for performance, wellbeing and workplace culture. For example, engaged employees:

- experience up to 43% lower turnover
- have 81% lower absenteeism
- are 18% more productive
- contribute to 23% higher profitability
- report 70% higher levels of wellbeing
- deliver 10% higher customer satisfaction ratings
- experience 64% fewer safety incidents



Across industries, job types and countries, the data tells the same story: when employees are engaged, organisations perform better. They retain talent, reduce absenteeism, deliver stronger financial results, strengthen wellbeing and improve customer outcomes. With that in mind, employee engagement should be a strategic priority for any team or organisation.

At Envicto Coaching, this is our primary focus. We use a scientifically proven framework designed to help organisations create the conditions where employees experience sustained, high-quality motivation and genuine engagement. The framework has two core components: it clearly defines what high-quality motivation looks like, and it identifies the specific workplace conditions leaders must create to foster and maintain it. By understanding and applying these principles, organisations can build an optimal workplace culture where employees thrive and deliver their best.





# What Clients Say About Us



*Our management team recently had the incredible opportunity to work with Aaron and Suzanne, and the experience has been nothing short of transformational. Their coaching was tailored to our unique needs, focusing on enhancing leadership skills and empowering our team to lead with greater confidence and purpose.*

*Aaron and Suzanne's approach was both insightful and practical. They provided valuable tools and strategies that helped our leaders improve communication, decision-making, and team management. Their emphasis on fostering a positive and collaborative workplace culture has already made a significant impact on staff morale and overall performance. One standout aspect of their coaching was their ability to inspire self-awareness and growth.*

*They helped our leaders recognise their strengths, address challenges, and adopt a mindset of continuous improvement. This has not only strengthened our leadership team but also set a foundation for long-term success.*

*We are immensely grateful for the lasting value.*



*We recently had the privilege of working with Suzanne and Aaron from Envicto Coaching to help one of our team members enhance their leadership and management skills. The difference has been incredible, not just for our workplace but for the broader sense of teamwork and positivity they've inspired.*

*The individual they worked with has shown a remarkable boost in confidence and a noticeable shift in how they lead and support others. It's not just about improved processes—it's about creating a stronger, more connected community within our team.*

*Suzanne and Aaron bring a unique blend of expertise and encouragement that truly makes an impact. If you're looking to empower someone in your organisation or community with the skills and confidence to lead, we couldn't recommend Envicto Coaching highly enough. Their work is a game-changer!*



*They expertly balanced the need to keep the team focused and moving forward whilst still allowing important discussions to flow naturally. Their friendly and engaging approach made everyone feel comfortable and contributed to a productive and enjoyable experience.*

*Most importantly, we achieved our desired outcomes, enhancing our team's cohesion and effectiveness. I am already planning our next session.*



# Who We Are

## What Makes Us Different?

Aaron and Suzanne offer a distinct advantage you won't find elsewhere. Combined, they bring 40 years of expertise in leadership and psychology. With this unique blend of practical leadership experience and deep theoretical knowledge, they bridge the gap between academic research and real-world application, translating complex theory into actionable strategies you can implement immediately.



**Dr Aaron  
Haining**

As the current Leadership and Mentoring Programs Lead at the Royal Australian College of General Practitioners, Dr Haining understands the unique needs of specialists transitioning into diverse leadership roles within the healthcare setting. With over 25 years of practical leadership experience in high-pressure settings, Aaron brings invaluable first-hand knowledge, which translates into experience-based solutions for your workplace. Having held numerous high-profile instructional roles and facilitated the development of leaders across all spectrums, Aaron is well versed in the nuances of leadership today. With a Professional Doctorate in Business Administration, he delivers strategic-level insights that empower leaders and transform workplaces.



**Dr Suzanne  
Haining**

Drawing on over 15 years of academic experience and a PhD grounded in motivational theory and positive psychology, Dr. Haining's expertise in human behaviour helps leaders understand what truly motivates and engages their team and how to create a productive and fulfilling work environment. Passionate about fostering psychological growth and well-being, she designs impactful coaching interventions, drawing on her wealth of knowledge and expertise in program design, delivery, and evaluation.



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# Get in Touch or Find us on Social Media

Book a free consultation to learn how Envicto Coaching can support you and your organisation.



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