



EMPLOYEE ENGAGEMENT FOUNDATIONS PROGRAM



ENVICTO COACHING
DEVELOPING LEADERS | MOTIVATING TEAMS



We are Envicto Coaching, a Wagga-based organisation specialising in employee engagement and leadership development. We've been partnering with businesses to deliver our highly popular **Employee Engagement Foundations Program** – a two-phase series that equips leaders with the knowledge, tools and strategies to build a thriving workplace culture.

Businesses across the region value this program because it is:



Affordable and Low-Risk

It offers a cost-effective way for businesses to 'test us out' and experience our coaching firsthand. Many leaders see it as an opportunity to gain immediate value before exploring deeper, long-term development initiatives.



Grounded in Evidence

Every aspect of our delivery is underpinned by research and backed by evidence. At the core of our delivery is a scientifically proven framework - the same theory that underpinned Suzanne's PhD research - that explains how to effectively motivate employees and create optimal working environments where people perform at their best.



Hands-On and Practical

Our sessions are built around real workplace challenges and designed for direct application. Leaders leave with clear, actionable strategies they can implement straight away to strengthen engagement, morale, and team performance.



Impactful From Day One

Meaningful change begins the moment leaders step back into the workplace.

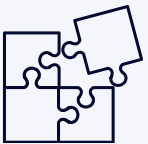


How it Works



Phase 1: Education & Strategy (3 hours)

Delivered onsite at your premises (or online if preferred), this session combines research-informed education on employee engagement and workplace culture with a hands-on strategy workshop. Participants will be introduced to the Engagement Equation, which offers a blueprint for how to effectively motivate employees and build the conditions for a positive workplace culture. Leaders leave with practical, actionable steps they can implement immediately to enhance motivation, morale, and performance.



Phase 2: Follow Up (2 hours)

Three months later, we return to your premises for a follow-up session using the Keep–Stop–Start framework. This session guides leaders to reflect on their progress, refine strategies, and implement new approaches that sustain engagement and drive lasting improvements in workplace culture.

Who it's For

This program is designed for leaders and managers at all levels who are responsible for motivating teams, shaping workplace culture, and driving performance. This could include:

- Team leaders and managers
- Senior leaders and executives
- HR and people managers



Why it Matters

Many local businesses are struggling with low morale, disengagement, and the high cost of staff turnover. For most, it's simply not sustainable and threatens both productivity and long-term growth.

The research is unequivocal: employees don't leave jobs—they leave people. They leave poor leadership, ineffective management, and unhealthy workplace cultures. When this happens, the cost to your organisation in lost expertise, recruitment, and productivity is enormous.

Our 2-part series address these challenges head-on. Through a powerful combination of education and coaching, we provide leaders with practical tools, opportunities for structured reflection, and clear strategies to build a stronger, more effective workplace culture. By incorporating a follow-up session, we ensure this isn't just another 'one-off workshop'. Instead, it holds members accountable, reinforces learning, and delivers ongoing value.



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.



Program Fees

The total cost for the two-phased Employee Engagement Foundations Program is **\$5,000** (incl GST).

This fee covers both onsite sessions and all program materials. There is no limit on the number of employees who can attend, allowing your entire leadership team to benefit from the program without additional cost per participant. For delivery outside of Wagga Wagga, travel and accommodation expenses will be charged separately.

If you do not have a suitable onsite space, no problem—we can arrange an alternative venue for the sessions.



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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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