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# PERFORMANCE ENERGY

BUILDING RESILIENCE TO HELP YOUR TEAM  
BE AT THEIR BEST



## BUILDING RESILIENCE TO DRIVE GROWTH

I say working in teams is like listening to music. If you've got a song you like listening to, it makes you feel good, gives you an extra spring in your step, and you want more of it. If you think of a song you can't stand, it's annoying, you switch off and want nothing to do with it.

However, before the good music can play on and teams can be at their best, individuals need to know what they need to be *their* best.

As our world throws your workplace into a whirlwind, team members have to deal with higher levels of uncertainty, stress and fatigue than ever before.

Research has proven those who can work more often at their ideal energy levels outperform those working at less than ideal energy levels and are much better equipped to deal with the stresses of one's environment.

Burnout is now recognised by the WHO as a medical phenomenon. As mental health issues increase and the prevalence of burnout rises, managing pressure and stress through one's energy levels is critical.

*Performance Energy* provides a structured approach for leaders to support individuals and teams to build resilience, manage uncertainty more effectively and work towards keeping their energy levels right where they should be.

I'd love to chat more about it. In the meantime, here is some information on how I can help your organisation realise the potential of your people.

Cheers,  
Adrian

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## WHY PERFORMANCE ENERGY?

### **Do these challenges resonate with you, your team or your customers?**

- Are you maintaining your energy levels consistently at the ideal level?
- Is your team maintaining their energy levels?
- Can you see people struggling and feel helpless to support in a way that makes a difference?
- Are you looking for ways to connect with your customers, members and clients in a meaningful way?

If so, *Performance Energy* may be the solution.

### **Performance Energy empowers organisations to:**

- Support the wellbeing and performance of their people;
- Ensure focus and decision making abilities are maximised; and
- Put their people in the best position to maintain or improve performance levels without having to work more.

### **Benefits identified by participants:**

- Increased confidence to employ strategies to balance pressure and performance;
  - Clarity on how to be more efficient and effective;
  - Higher levels of resilience;
  - Ability to reset quicker when things are not on track; and
  - Greater ability to perform through uncertainty.
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# HOW PERFORMANCE ENERGY WORKS

## What we go over

- Overview of research supporting people working at their ideal energy levels;
- Understanding of how stress and pressure works for - and against - one's performance;
- Review the four different types of energy that help people be at their best;
- Objective self-assessment of personal performance energy levels;
- Identification of strategies to manage acute or chronic stress;
- Ability to change ways of working to help leverage the best of all people; and
- Embedding performance energy through leadership practices.

All sessions are designed to deliver CARE - connection, awareness, reflection and high levels of engagement. Content can also be catered to address current challenges and opportunities.

## Delivery Formats

*Performance Energy* can be delivered face to face or virtually in various formats, including:

- Interactive conference talks (60-120 minutes)
- Facilitated 1/2 day workshops
- 10-week virtually-delivered programs (5 x 75-minute sessions delivered a set period of time)
- Co-creation of on-demand online programs
- Train the trainer programs
- Strategic consolidation of wellness and performance initiatives into *Performance Energy* framework

# VIRTUAL PROGRAM EXAMPLE

## week 01

### INTRODUCTION TO PERFORMANCE ENERGY

- Gain an understanding of the link between performance, pressure and energy
- Complete a self assessment of your performance energy
- Gain insights and tips to improve ones performance energy
- Establish a common language to support ongoing focus on wellness and performance

## week 02

### DEEP DIVE INTO PHYSICAL ENERGY

- Learn about the three proven areas to improve physical energy
- Assess current habits to understand what's working for and against you
- Introduction of tools to help make new habits stick

## week 03

### DEEP DIVE INTO EMOTIONAL ENERGY

- Gain insights into the neuroscience of emotional energy
- Review three proven areas to improve emotional energy - activities, relationships and gratitude
- Learn about how you can improve your emotional energy

## week 04

### DEEP DIVE INTO MENTAL ENERGY

- Explore three proven areas to improve mental energy - brain rhythms, focus and resting your brain
- Evaluate current levels of mental energy
- Gain tips and insights to improve mental energy

## week 05

### DEEP DIVE INTO SPIRITUAL ENERGY

- Understand how purpose, values and authenticity drive performance and energy
- Assess overall performance energy levels
- Identify individual non-negotiables to maintain energy and performance on an ongoing basis

## week 06

### LEADERS SESSION - EMBEDDING PE

- Learn how to use PE tools to support your people's wellbeing and performance
- Identify opportunities to embed performance energy practices into team routines
- Agree on next steps to manage upcoming challenges and opportunities



## WHAT OTHERS ARE SAYING

*"Adrian's Performance Energy has become our common language at work to understand what we each need to be our best and to keep each other accountable to make time for it every day. Can I give more than five stars."*

Leonie Mayson, Head of Internal Comms, The Reece Group, Australia New Zealand

*"Adrian's understanding of the industry and the challenges our people faced, along with his own energy and passion helped our leadership team be able to support our staff across the country. The tools he shared made me feel like I could help them, even though I couldn't be with them."*

Jeremy Schwartz, Regional Head, Biogen Canada

*"The Performance Energy workshop was a great experience and I could not wait to bring some of what I learned back to my team. Adrian makes his content engaging, relatable and is a dynamic presenter. I would highly recommend engaging him to seek out opportunities to take your team to the next level."*

Leon Bournier, Director of Sales and Client Development, iTracks

*"Highly, highly, highly recommend. Without question, Adrian is ridiculously talented at what he does. Since his session a week ago, we have all taken steps to manage our stress, build resilience and support each other. That's a first. Usually, after a workshop, it's just back to business as usual."*

Sam Nicolaides, Managing Director, Scriibi, Australia

*"Adrian is a powerful and engaging facilitator and goes above and beyond. Adrian's passion and drive for improving the way teams operate is next to none."*

Heidi Clarris, GM of CX, Strategy and Advocacy, Aruma Australia

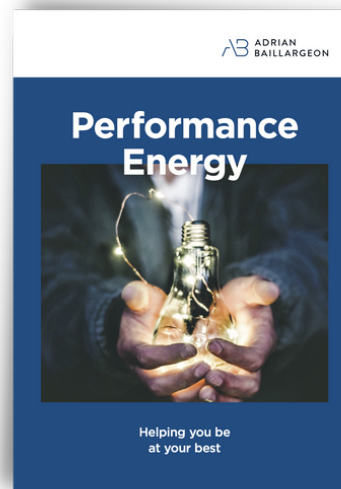
*"Adrian's enthusiasm was addictive, and I think turned around even the hardest minds! Definitely, an inspiring person to work with and a stand out from a lot of other team building sessions I have been involved with in the past."*

Simon Fraser, Senior Direct Marketer, Woolworths Group, Australia



## NEXT STEPS

Let's have a chat and see if the approach and timing is right for you.



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## ABOUT ADRIAN BAILLARGEON

A behavioural consultant, a team leadership coach or your biggest supporter. Whatever you want to call him, you will struggle to find someone as passionate as Adrian to help organisations make meaningful progress through the power of their people.

With over 20 years of corporate experience across pharmaceuticals, health and care, health insurance, general insurance, oil & gas, and beverages, author Adrian Baillargeon worked in marketing, sales and JV management teams across Canada and Australia. He also somehow ended up in Tunisia and Cameroon coaching for Major League Baseball.

Across all of his experiences, Adrian has seen the best and the worst when it comes to teams working together to drive outstanding results. He has been involved with mergers, downsizing, expansion and received national and global organisation awards in previous roles.

Now a speaker, facilitator and coach, his in-depth knowledge and experience of working in businesses allow him to relate to business and people challenges without the traditional corporate approach. His energetic and relatable approach (that's the Canadian in me, he says) provides audiences with some of the latest research from global organisations on team dynamics, energy and resilience drivers, thought-provoking activities and personal development insights. He loves helping organisations re-learn, rethink and realise their performance and play a role in creating higher performing teams who "swear by each other and not about each other."

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