



HR & Future of Work Community

# Optimising Teams

TRAINING

Driving Greater Cohesion, Productivity  
and Well-Being in the Public Sector



Facilitated by  
**PRINA SHAH**  
Global Coach, Consultant, Trainer & Speaker

Online → Tuesday, 28 February 2023





# Driving Greater Cohesion, Productivity and Well-Being in the Public Sector

**Public Sector Employee Resilience has taken a hit.** As a team leader are you noticing a greater incidence of change fatigue and psychological fragility among the people you manage? Have you witnessed evidence (even if anecdotal) of burn-out in response to the seismic changes to the way of working and accelerated digital transformation brought about by the pandemic?

If yes, you are among a growing group of people managers who are struggling to uplift your teams - many of whom have been pushed to the brink. In fact a recent survey of public sector employees across Australia and New Zealand has the numbers to back you - revealing a 12 percent drop in resilience across the board.

These current levels of wellbeing are not sustainable unless you re-focus on building resilience among their teams.

**People Processes and Management Practices need to Evolve to match New Ways of Working.** Once again, these figures will come as no surprise. Since although the ways and pace of working have been disrupted, people management and leadership processes and practices haven't evolved to match this.

Optimising Teams will address how team leaders can update their process and practices so that it's fit-for-purpose in 2023. It will focus on re-setting your vision, modernising performance development (formerly known as performance management!), continuous improvement for greater productivity and cohesion and navigating reputational risk.

Through a mix of presentations and practical group activities our expert trainer will share practices and strategies that can help you bring your management skills into 2023 and become an effective leader for the future. It will help you to empower and uplift your employees to do their best work and most importantly be their best selves!

## Learning Outcomes

- **Re-Define your Team Vision** and Brand to Foster Cohesion, Improved Performance and Well-Being
- **Framing Your Team Objective:** How to Align Individual Goals to Team Objectives to Optimise Performance
- **Fit-for-Purpose Performance Management for 2023:** Moving Away from Box-Ticking to a Value-Add Exercise
- **Building a Psychological Safety in the Workplace**
- **Creating a Roadmap for Continuous Team Improvement and Development**

## Who Attends

Directors, Assistant Directors, Manager and Team Leaders of:

- **Human Resources**
- **Organisational Development**
- **Capability and Development**
- **People and Culture**
- **Performance Development**
- **Performance Management**

From Local, Regional, State and Federal Government across A/NZ region. This course would also benefit managers of new teams who are seeking to build team cohesion; managers of new teams who are working on building rapport; and first-time managers who are testing their people management and leadership skills.

## Meet Your **Facilitator**



**PRINA SHAH**

Global Coach, Consultant, Trainer & Speaker

Prina Shah is a modern workplace thought leader and HR strategist who helps CEOs, HR Teams, and Business Leaders seeking to make positive culture change happen in themselves and in their organisations.

Passionate about developing practical tools and frameworks that enable the modern workplace and empower teams to unlock their potential, she is especially interested in redefining processes from legacy, box-ticking exercises to opportunities to reinvigorate teams.

Prina has a BSc in Sociology and Social Psychology and a Diploma in Professional Coaching and is accredited in LSI, GSI, OCI, OEI, DISC Advanced, PRINT, and the Emotional Culture Deck.

Since 2015 she runs her own successful business with a diverse client base and supports and challenges her clients to discover and reach their true potential by implementing practical tools and methods to develop strategies that create positive and lasting change.

Prior to this, she held senior leadership roles in the WA public sector. Prina has honed her expertise with over 20 years of leadership experience within the Not-for-Profit, Public Sector, and utility sectors in London, Sydney, and Perth. In addition, she hosts a podcast “Ways to Change the Workplace” where she interviews business and people leaders on trends, shifts, and innovations that are transforming the workplace and the way we work.

## **Preparation**

**This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.**

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space

## **Register Early & Save**

Extra Early Bird	Early Bird	Standard Price
Register by 2 <sup>nd</sup> Dec	Register by 20 <sup>th</sup> Jan	Register by 27 <sup>th</sup> Feb
\$795 + GST	\$995 + GST	\$1195 + GST
Save \$400	Save \$200	-

**CLICK HERE TO REGISTER**

\*Group Discounts Available - Contact Registration at [registrations@publicsectornetwork.co](mailto:registrations@publicsectornetwork.co) or Call on **(02) 9057 9070**

## Module 1 – Framing your Narrative to Build Team Engagement

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**9:30am PSN Welcome & Introductions**

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**9:45am Framing your Narrative: Building Engagement to Take your Team on a Journey**

- The evolution of teams from 1900 to today and the key forces that shaped them
  - Understanding how team dynamics have shifted in a flexible and hybrid working world
  - Envisioning the teams of the future for your workplace
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**10:25am Teams in the Present Day and Teams of the Future**

- How is technology and inter-generational shifts going to change the way teams work
  - The key factors that influence performance and well-being: How are these set to change
  - Ensuring your leadership and management skills evolve as your team does
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**11:10am Morning Tea**

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## Module 2 – Practical Tips to Effectively Manage Diverse Teams

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**11:20am Effectively Leading Teams through their Stages**

- Unpacking and looking beyond: Forming, Storming, Norming, Performing and Adjourning
  - Empowering your team to do their best at each stage
  - Practical tips and case studies from the public sector
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**12:05pm Practical Tools to Uplift Team Hygiene and Improve Employee Well-Being**

- Practices and behaviours to motivate, uplift and empower?
  - The to embed these practices
  - How can to adapt team hygiene for the remote, hybrid and flexible work
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**12:50pm Lunch Break**

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**Module 3 - Leading to Empower and Uplift Team Performance**

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**1:30pm The Evolving Role of Managers**

- How has the role of managers changed since the pandemic?
  - Unlocking your leadership skills: From Managers to Leaders
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**2:15pm Creating Psychological Safety for Well-Being and Team Cohesion that sparks Innovation**

- Creating an environment where staff can speak up, without fear of humiliation or retribution
  - Practical tips to optimise participation
  - Build cohesion
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**3:00pm Morning Tea**

**Module 4 - Continuous Team Optimisation**

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**3:10pm Creating a Culture of Continuous Team Optimisation**

- Performance Development Vs Performance Management
  - Practical tools to optimise productivity and performance
  - Keeping burn-out at bay
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**3:55pm Break Out Activity: Defining Your Team Brand**

- Why is it important to define your team brand
  - What is a team brand
  - Translating purpose to your brand
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**4:40pm Review and Closing Remarks**

**4:45pm End of Training**

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