



HUMAN FOUNDATIONS

SMALL **GIANTS** ADVISORY 



YOU WILL NEVER OUTPERFORM
YOUR THINKING

YOU KNOW HOW EVERYONE CAN RUN,
BUT THEN YOU HAVE USAIN BOLT,
WELL, EVERYONE CAN THINK,
BUT CERTAIN PEOPLE ARE EXCEPTIONAL AT IT.

Thinking is the foundation of Psychological Wellbeing.

DO YOU KNOW HOW MUCH WORKPLACE MENTAL HEALTH IS COSTING YOUR BUSINESS?

With the onset of COVID-19, the impact of mental health issues is now even more far-reaching. In addition to the fear and anxiety around the pandemic and lockdowns we are now seeing the added anxiety of returning to work after months of lockdown.

Studies coming through show the rates of anxiety, depression and post traumatic stress related to multiple lockdowns, quarantine, job security and financial stress, have risen from an average of between 1 - 3% in western countries, to an average of 20 - 30%.

On average, every full-time employee with untreated depression costs an organisation \$9665 per year. It is estimated that a senior executive or professional with a common untreated mental health issue will cost an organisation \$25,000 per year.¹

Australian businesses lose over \$10.9 billion a year through failure to provide early intervention for employees. There is a further cost of over \$310 million annually due to lost productivity and over \$44 million from lost earnings and direct expenditure on services.²

There is also now the potential regulatory impacts of behavioural issues in the workplace due to untreated mental health issues. Would you know if your organisation was at risk?

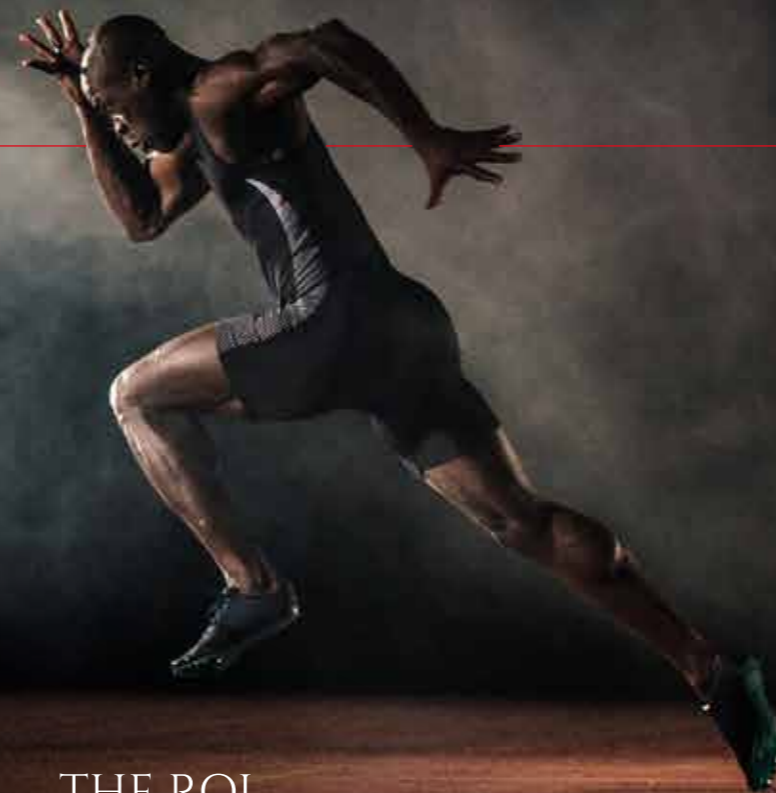
PROBLEMS IN THE NEW NORMAL.

Despite 1 in 5 Australians experiencing mental health problems each year, nearly half of all senior managers believe none of their workers experience mental health problems.³ In reality, most leaders are not equipped to recognise the behaviours or identify mental health challenges in a work context.

While the importance of psychological wellbeing is acknowledged by many organisations, some even offering in-house benefits such as gym memberships, fruit bowls, lunchtime yoga and ping pong tables, these solutions focus on managing the symptoms and not actually increasing psychological fitness. They miss the potential opportunity an organisation has to acknowledge and impact change on a broader level.

Would you know if your people were in need of a psychological fitness program?

This is the premise of Human Foundations:
BETTER THINKING - BETTER LIFE!



THINKING IS A
SET OF SKILLS
THAT CAN BE
LEARNED,
PRACTICED AND
MASTERED

Human Foundation
shows you how
thinking works and how
you can do it better.

THE ROI.

Research shows that implementing an effective psychological wellbeing program, such as Human Foundations, with a whole-of-workplace approach could result in a 500% return on investment, through benefits such as increased employee productivity.¹

Human Foundations teaches the thinking skills required to develop the psychological fitness to navigate this new normal. Human Foundations assists organisations and workers with the return to workplace and pre-COVID productivity levels.

Small Giants Advisory can also guide organisations to build healthy workplaces by equipping people with foundation skills to understand and identify mental health challenges in a work context and skills to lead people to appropriate help and healthcare.

THINKOLOGY – A BETTER THINKER.

Thinking is a foundational skill. It underpins every aspect of your life. At the foundation of all human wellbeing, at home or work, is the effectiveness of our thinking processes as thinking guides both our feelings and our actions.

The Human Foundations program draws on a wide body of psychological research, that says thinking, like running, is a set of skills that can be learned, practiced and mastered.

Human Foundations pulls back the curtain on human thinking. It breaks thinking down into three main cognitive functions. Each of these functions has a skill attached and these skills can be taught, practiced and mastered.

Once you have mastered thinking, the quality of your life will dramatically improve.

If you are a better thinker, you will be a better partner, parent, person or whatever you want to be better at - you will have a better life and a better life ultimately leads to what we are all chasing: Happiness.

"Jonathan's high energy approach to facilitating our Workshop ensured we had food for thought, respect for each other's opinions, we were never bored and achieved an amazingly good outcome in a short period of time."

Warren Winkler, Fleet Captain Sg2, Line Training Captain

BENEFITS

Human Foundations is a development program that builds human capacity. It is enheartening, encouraging and empowering.

Reported benefits include:

- Increase in resilience and psychological well-being
- Business-wide uplift in skills
- A common language for problem solving and innovation
- A more effective and socially mature work culture
- A weakening of silos
- Enhanced mental agility and memory
- Increased sense of control in life
- Greater emotional control
- Enhanced team communication and collaboration
- Easy skills transfer across tasks



WHOSE DONE IT?

Human Foundations is presented in a one-day standalone format. It has and can also be presented as a part of Development Programs in High Performance Teaming, Rapid Teaming, Leadership Development, Industrial Safety, Change Management and for the aviation industry in Crew Resource Management.

Client companies include Boeing, Boeing Aerospace, Rio Tinto, BHP Billiton, ANZ Private Bank, Downer Major Projects and 34 other companies in 57 countries to frontline staff and leaders, middle management, senior leadership teams, C-Suites, Boards of Directors, Industry Bodies, Unions, Project Teams and the list goes on.

"Learning how the brain works has been impactful for me, in particular 'Framing' and 'Locus of Control' have given me some tools and a new level of awareness."

Brian Stuart, Senior Manager Regional Supply Chain

"Thanks for allowing me the opportunity to attend the presentation. Definitely some thought-provoking topics for myself personally on the conscious and unconscious mind and the 7 units!"

WA Senior Firefighter, Adam Fahey

"I really engaged with the program and saw positive benefits personally and as a crew."

Grant Kahler, Search & Rescue Flight Training Captain

References: 1. Hilton, M. (2004) Assessing the financial return on investment of good management strategies and the WORC Project. The University of Queensland. As presented by beyondblue.
2. Deloitte Access Economics, 2012. The cost of Perinatal Depression in Australia. Post and Antenatal Depression Association Inc. 3. Hilton, Whiteford, Sheridan, Cleary, Chant Wang, Kessler 2008

TO BOOK YOUR PROGRAM CONTACT US AT:



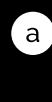
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