



Aged Care | NDIS & Disability Inclusion | Technology

FROM STRIVING TO THRIVING

Practical leadership tools for reflection, connection and sustainable change

Downloadable resource.

Please contact Feros Care via feroslearn@feroscare.com.au for further information.

A practical extension of the program

Designed for individual reflection or team conversation.

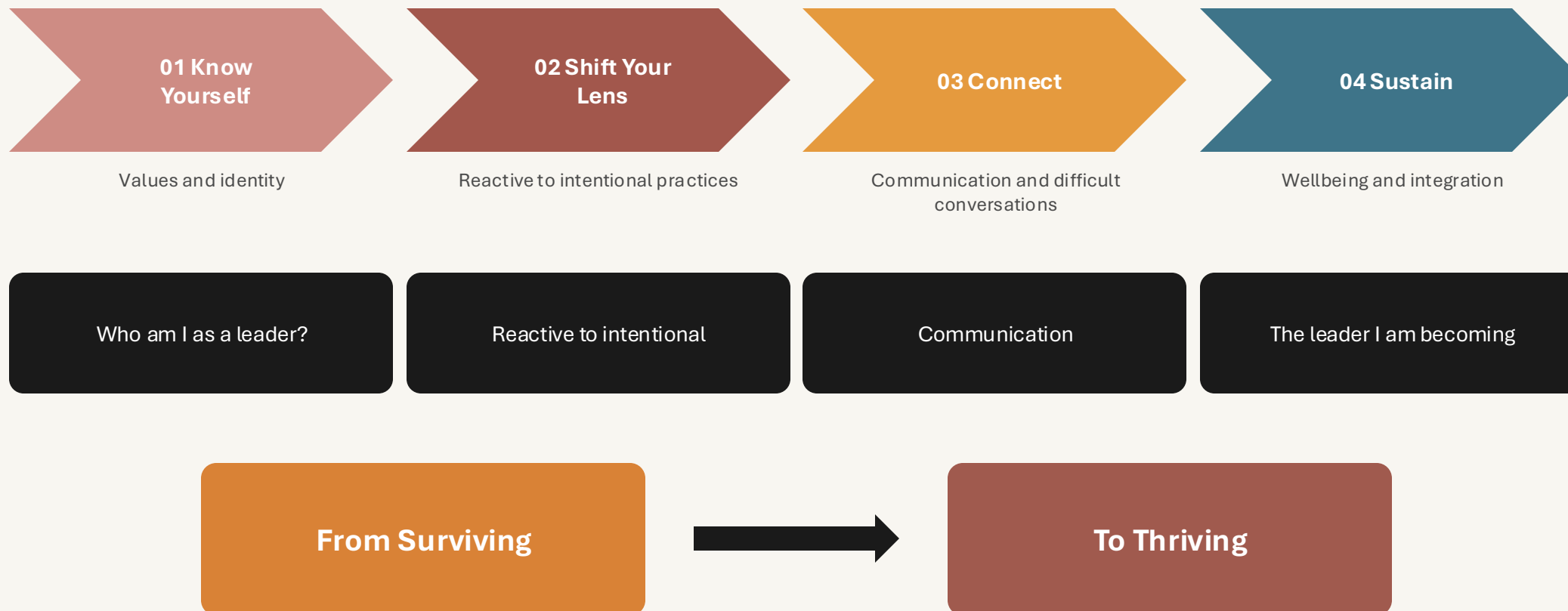
Why it was designed this way

- Small cohorts supported psychological safety and active participation.
- Learning combined workshops, workplace application and individual coaching.
- Personal reflections were protected in individual learning portals.

How to use it

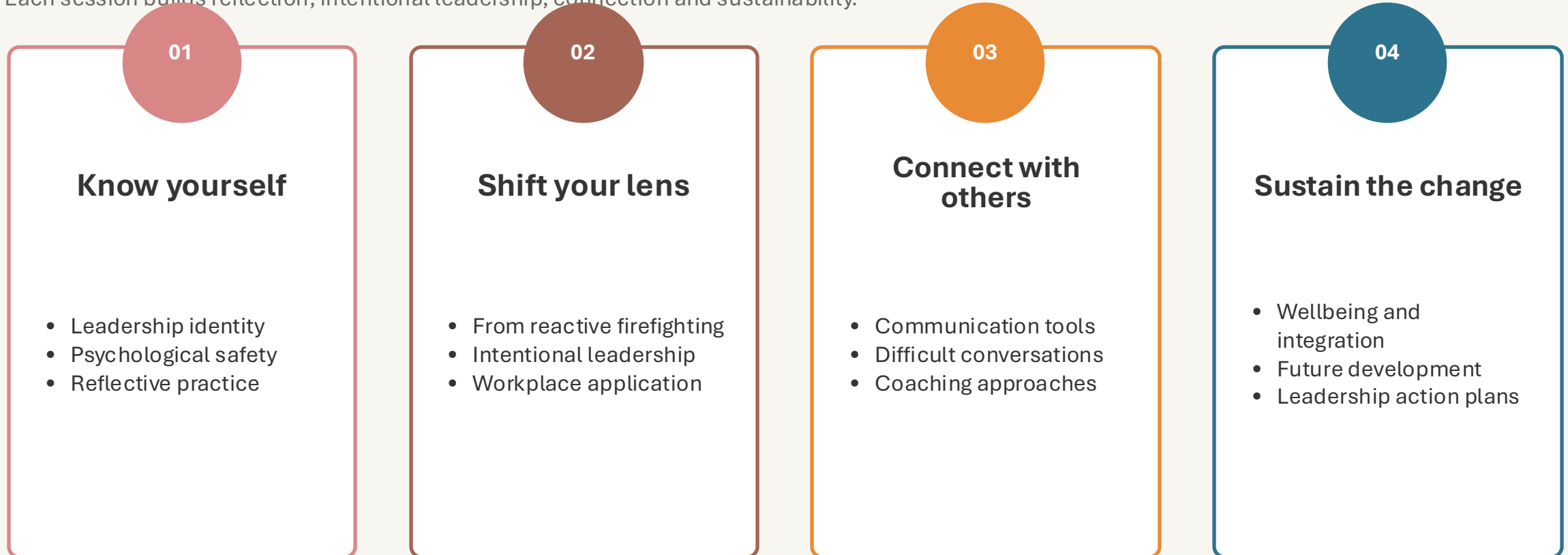
- 1 SELF-WORK**
Pause, reflect and choose a response.
- 2 TEAM CONVERSATION**
Create shared understanding and practical action.
- 3 LEADERSHIP PRACTICE**
Apply the tools to real workplace challenges.

Four sessions move leaders from striving to thriving



Four connected sessions

Each session builds reflection, intentional leadership, connection and sustainability.



STRIVING

THRIVING

Five tools for common leadership moments

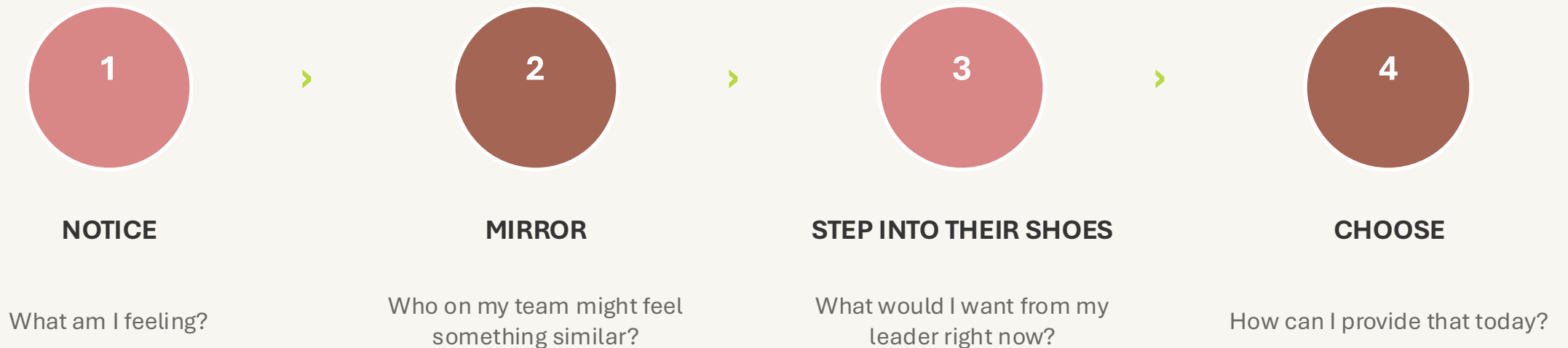
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|----|-------------|------------------------------------|
| 01 | PAUSE | One Mirror Moment |
| 02 | PRIORITISE | From Reactional to Intentional |
| 03 | COMMUNICATE | What did they actually hear? |
| 04 | RECONNECT | Team Connection Conversation Guide |
| 05 | CHECK IN | 10 Minute Leadership Check-In |

One Mirror Moment

Use when something frustrates, overwhelms or drains you. Pause before responding.

01

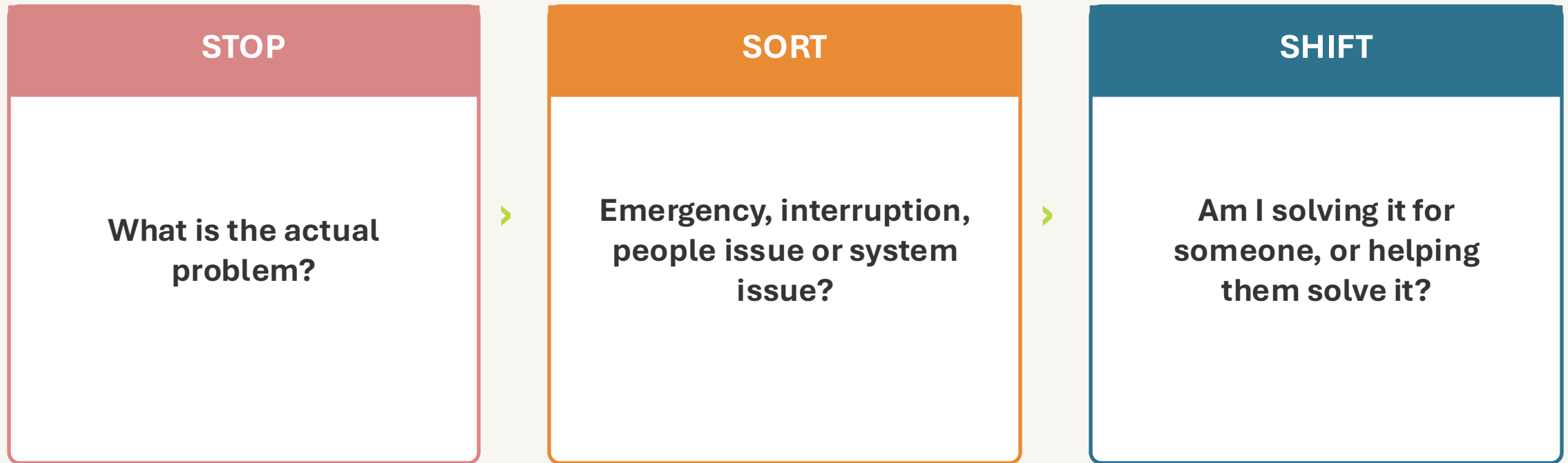
**Pause before your response
shapes your behaviour**



Create space between what you feel and how you lead.

From Reactional to Intentional

A reset for moments when everything feels urgent.



Not every urgent problem needs a leader to take it away.

What did they actually hear?

A four-point check before sending sensitive or corrective communication.

FACTS**Is my message clear?****RELATIONSHIP****Does it show respect?****EMOTION****Could this increase stress?****ACTION****Is it clear what happens next?**

Clear communication is about both intent and the experience of the receiver.

Team Connection Conversation Guide

Five questions to understand barriers, recognise progress and reconnect.

1

What is working well for you right now?

2

What is making your job harder than it needs to be?

3

What support do you need from me?

4

What are you proud of this week?

5

What should I know that I might be missing?

Creates space for

- Meaning
- Trust
- Growth
- Support
- Recognition
- Clarity

A 10 Minute Leadership Check-In

Before leading everyone else, check in with yourself.

CLARITY

- What part of my role feels least clear?
- Where am I uncertain about what to do or who to turn to?

CONNECTION

- When did I last feel genuinely supported at work?
- What made that possible?

CAPACITY & PERSPECTIVE

- Am I leading right now, or surviving?
- What is the difference, in my own words?

Write a few words. Record a voice note. Or simply sit with the questions.

What changed for leaders

“

The program gave me confidence to face difficult conversations and achieve better outcomes for the team.

Participant • Team Leader

“

It gave me the space to be a more proactive leader and practical skills to work towards that.

Participant • Team Leader

“

It made me more mindful and helped me work towards the leader I want to be.

Participant • Team Leader

“

Being settled and centred created space to think, prepare and lead the team with more confidence.

Participant • Regional Manager



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PAUSE. REFLECT. CHOOSE.

Small moments of intention can change how leadership is experienced.

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