

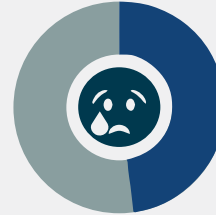
Staying Strong

Enhancing employee wellbeing and engagement

1. The need and our contribution

“Employee Engagement and Employee Wellbeing are intertwined, like two trees. When the one is knocked, the other also suffers.”

Employee wellbeing is plummeting worldwide



48% of employees report that they are burned out at work

Microsoft



Up to **70%** of adults view this period as the most stressful of their careers



25% of young adults recently considered taking their own lives

Centres of Disease Control

When employees are struggle emotionally, they find it hard to direct their full focus and effort towards their work. The result is that motivation, engagement and ultimately performance, suffer. Staying Strong® ME/WE offers an integrated approach where day one of the two day programme focuses on Employee wellbeing and day two on Employee Engagement.

The content of day one has been taken from our award-winning Staying Strong® programme. The focus of this session is on ME: how each employee can remain strong in tough times and break through in spite of challenges, disappointments and change that is part of their journey.

This module builds psychological capital. It strengthens hope, optimism, resilience and ownership, a mindset that forms an excellent foundation for the organisation's journey that is presented on day two. This module is taken from our tried and tested transformational WorkQ® Programme.

The focus of this session is on WE. It significantly strengthens the emotional connection employees experience with the organisation and inspires them to show up at work differently and contribute fully. This module starts by creating awareness of the challenges in the new business environment and what is required from organisations to stay strong and achieve success. This is followed by deepening employees' understanding of basic business acumen and the part that each individual need to play.

Boosting employee wellbeing, growth and engagement

2. Implementation

“It is not the mountain that we conquer,
but ourselves.”

Edmund Hillary

Target group

Shopfloor and entry level employees, frontline leaders and supervisors

Group size

Optimum group size: 16, maximum 20

Flexible implementation options



1. Immersive face-to-face facilitated workshops

Two full days offering employees the opportunity to do a deep dive into the various topics and experience the full benefit from face-to-face engagement



2. Virtually facilitated sessions for remote teams

Short interactive sessions providing remote team members with a valuable opportunity to connect and engage meaningfully. 4 x 4-hour sessions



3. Train the Trainer

We can equip your facilitators with the skills and tools to present the programme in-house (face-to-face or virtually)

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Day 1: Staying Strong ME

1

Welcome and context

- 1.1 Life as a journey – the highlights, the easy stretches and the uphill battles that can tire and deplete you
- 1.2 The need to break through instead of break down so you can summit your 'mountain'

2

Becoming aware of the impact

- 2.1 Taking a closer look at how stress and the current environment impacts you, your life and your work
- 2.2 Using **BRAVE** as a diagnostic: testing the impact of stress on your **B**ody, **R**elationships, **A**ttitude, **V**alue add at Work and **E**nergy

3

Making OROS a daily habit

- Ownership:** focusing on and actioning what you can control instead of worrying about what you can do nothing about
- Resilience:** keeping on hanging on – how applying the 3 P's can help
- Optimism:** shifting your focus to the positives in your life – making gratitude a way of life on an individual and organisational level
- Support:** knowing when to ask for help, being clear on the kind of help you need and knowing how to ask for it and from whom

4

Adapting your lifestyle to strengthen your wellbeing

- 4.1 Understanding the impact of lifestyle on your ability to handle what life throws at you
- 4.2 Using the **STRONG** framework (**S**leep well, **T**rain well, **R**elax well, **O**rganise well, **N**ourish well, and **G**ive well) to sustain your energy and wellbeing

Day 2: Staying Strong WE

5

The organisation's journey

- 5.1 Your view of work: how this affects the contribution you make and the results you achieve

- 5.2 The relationship between you and your organisation

- 5.3 Where the organisation comes from and the journey up to now: What can you be proud of and what gives you hope for the future?

- 5.4 The realities of the current business environment – increasing pressure towards greater effectiveness and high performance: How is this affecting your organisation?

- 5.5 What the organisation wants to be, where it wants to go and what it sees as important (values)

- 5.6 What you have to keep on doing and what you need to do differently to make the contribution required from you

"If you want the cow to give you milk, you need to feed it grass." African proverb

4. Client feedback on Staying Strong®



"Staying Strong is a truly transformational programme.

The positive impact it made within Argility two years ago for our people, has definitely contributed to an elevated level of wellness and resilience within our teams."

Tanya Long

Chief Operating Officer, Argility



"Staying Strong has such a massive impact – it touches our staff more deeply than I could have hoped for.

We can't wait to implement this on a large scale."

Tracey Douglas

Deputy Director: Institute Management Support, WCGH



"Staying Strong has positively influenced employee morale and the feedback has been exceptional.

Employees have commented on the meaningfulness and practicality of the content and will definitely be able to use the tools in their personal and professional lives."

Milda Mussa

HRD Specialist, Mozal



"Staying Strong is not just a learning programme, but an intervention that ignites purpose and passion and provides tools for people to reconnect with themselves, while finding better alignment with the organisation. It was a truly transformational encounter which had a profound impact on the lives of our bargaining unit teams."

Ruby Motloheloa

At the time, Head of HR, Distell, Southern Africa



"Staying Strong fully met our needs and exceeded our expectations. It spoke to the hearts of our bargaining unit employees. The content was relevant to their reality that they find themselves in. It was not theoretical but practical. The facilitators connected with our people by speaking in their language and interacted with them in a way that showed them they are cared for and respected."

Reggie Geyer

At the time, Head of HR Supply Chain, Distell



LINK: [More on the impact at Distell](#)

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5. Client feedback on WorkQ®



“When implemented at Devland, Free To Grow worked like magic. The level of commitment increased dramatically. Performance improved significantly and relationships – including with the union – were much more collaborative than before. There indeed has been a remarkable transformation.

Free To Grow makes people believe in themselves again. This unlocks growth potential and their level of contribution. It creates alignment towards a common future which enables the achievement of unimaginable results. I have seen tension between management and employees dissolve in only a few days of engaging in WorkQ®, enabling cooperation where there was previously none.”

Moses Lubisi

Supply Chain Excellence Manager Coca-Cola Beverages Africa,
(at the time, Business Process Lead, Devland)



LINK: Download our CCBSA Case Study



A division of Libstar Operations

“WorkQ® has delivered more than we ever could have hoped for. I am at a loss for words to describe the impact on our people. It is miraculous. The attitude of the people and the level of ownership and cooperation have improved tremendously. I have never seen our facility so clean and our people so engaged! And this after only four weeks. I cannot wait to see where our journey takes us! Free To Grow has changed our culture in 3 months, something that would have taken us years to achieve on our own.”

Wynand Louw

General Manager, Cecil Vinegar Works



“The work you do is not only transformative to businesses, but also touches the personal lives of our teams that have participated in your programmes, in ways you may not truly appreciate. The notable shifts in the levels of engagement that we have seen in the teams you’ve worked with at Kimberly-Clark, have truly been immeasurable. And in such a short space of time!”

Elizabeth Rachidi

HR Director
Sub-Saharan Africa, Kimberly-Clark

29 YEARS 145 316 PEOPLE 1 445 36 COUNTRIES

ORGANISATIONS

Our differentiators

Co-created solutions, customised to fit your needs and context



LINK: Download our FTG Profile

FreeTo Grow is a BBBEE Level 2 contributor

Some of our clients



To explore how we could work with you, contact **Alinda Nortje**, Founder and CEO of FreeTo Grow | +27 82 852 6323 | alinda@ftgsa.co.za | www.freetogrow.com