

Building Psychological Capital at Work **One Day Workshop**

“Your psychological capital makes a large input into who you are, what you believe you can do, what you do, and who you can become.” Fred Luthans

‘Psychological capital’ refers to personality traits that influence a person’s work performance, including self-esteem, self-confidence, responsibility, emotional stability, resiliency, optimism and hope. Psychological capital affects a person’s attitudes towards work (for example, job satisfaction, commitment, absenteeism and intentions to quit), their motivation and team work skills, and therefore productivity. It also affects their health, wellbeing and quality of life.

Traditionally, training and development for staff has tended to focus on building people’s ‘human capital’ (knowledge, skills and experience) to boost organisational performance while the ‘softer’ skills tend to be ignored. However, research suggests psychological capital accounts for as much as 40% of work performance. In a world in which people are increasingly an organisation’s most valuable and strategic resource, creating a culture that builds and sustains healthy psychological capital is critical. How well is your team doing in this area?

OVERVIEW

This fun, interactive and experiential training program will equip organisations (leaders and staff) with the practical tools to build healthy psychological capital and improve performance by:

- Understanding what psychological capital is, where it comes from and why it is important
- Acquiring a practical coaching toolkit of ideas and strategies for building healthy psychological capital at work
- Developing a culture that nurtures and enhances the wellbeing and motivation of staff

PRESENTERS

Sally Owen

Sally is a professional and engaging motivational communicator with a wide range of experience in the public and private sectors. She is a skilled leader, trainer, facilitator, coach and counsellor and her passion is for empowering and equipping individuals and organisations to discover and fulfill their unique potential. Sally is currently undertaking a Masters of Training and Development, which includes exploring the most recent research on the development of psychological capital.

Kenneth Cole

Kenneth is a professional life coach, counselor and trainer with a passion for understanding what makes people and organisations tick, and equipping them to

improve their personal and professional performance. His innovative and highly interactive approach results in a high level of engagement from participants.

With a Ph.D. in the field of economic psychology exploring the relationship between work, wellbeing and psychological capital, Kenneth brings an in-depth knowledge of the topic and a holistic perspective to improving both individual and organisational performance.

Schedule	
9:00am	Welcome. What is psychological capital?
9.30am	How does psychological capital affect work performance?
10.00am	Holistic model of performance: <ul style="list-style-type: none"> • Mind – changing beliefs and thoughts to build resiliency and optimism • Emotions – Improving emotional stability • Body – Using your physiology to build confidence and self-esteem • Developing Self awareness – Responsibility and risk taking
10:40am	<i>Morning Tea (20 Minutes)</i>
11.00am	Holistic model of performance (cont'd.): <ul style="list-style-type: none"> • Mind – changing beliefs and thoughts to build resiliency and optimism • Emotions – Improving emotional stability • Body – Using your physiology to build confidence and self-esteem • Developing Self awareness - Responsibility and risk taking
12.45pm	<i>Lunch (45 minutes)</i>
1.30pm	The coaches tool kit to building Psychological capital and performance
3.00pm	<i>Afternoon Tea (20 Minutes)</i>
3.20pm	The coaches tool kit to building Psychological capital and performance Cont'd.
5.00pm	Finish

Holistic model of performance:

- Mind – changing beliefs and thoughts to build resiliency and optimism
- Emotions – Improving emotional stability
- Body – Using your physiology to build confidence and self-esteem
- Developing Self awareness – Responsibility and risk taking

Morning Tea (20 Minutes)

Holistic model of performance (cont'd.):

- Mind – changing beliefs and thoughts to build resiliency and optimism
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- Body – Using your physiology to build confidence and self-esteem
- Developing Self awareness - Responsibility and risk taking

Lunch (45 minutes)

The coaches tool kit to building Psychological capital and performance

Afternoon Tea (20 Minutes)

The coaches tool kit to building Psychological capital and performance Cont'd.

Finish

TESTIMONIALS

"Excellent, involving and interesting."

Course participant

"I wanted more, because I felt it was based on some much deeper thinking."

Course participant

"It was a very sincere and worthwhile seminar." Course participant

"Terrific! Interesting! Held me there! Jovial! Professional!"

Course participant

"Helped to lift my motivation and make me look at where I am and where I want to be."

Course participant

"Interactive learning style – inspiring and challenging."

Course participant

"It was challenging and enjoyable."

Course participant

"[Sally is] an amazing speaker and have encouraged me to stop looking back at my past regrets and start getting proactive about my life!"

Course participant

"Sally's style is always professional, warm, personal and engaging. She was able to manage a diverse team dynamic and ensure everyone was heard and participated whilst still ensuring we achieved the business objectives. Everyone in the team responded well to Sally's ability to present the theoretical in a personal and practical way and Sally was always willing to clarify and focus on important points to ensure everyone was aligned."

Phil Quirk, General Manager, Frathouse

"Sally has a natural capacity to connect with her audience, establishing strong rapport, and keeping them focused. She is quick to pick up on key issues, and manages interactions sensitively and effectively."

"Sally's presentations were entertaining and insightful, demonstrating an excellent understanding of the audience's needs. Her content was well structured and comprehensive, leaving each participant with strategies and keys to improve their business." Michael D'Elboux, Franchisor

Enrolment Form – Building Psychological Capital at Work

Send this form to Acorn: Fax (02) 6217 7001 or e-mail to courses@acorntraining.com.au

Venue: Acorn Training Centre, 74 Townshend St, Phillip ACT
Date:
Time: 9.00 a.m. to 4.45 p.m.

Attendee	Email Address	Date of Workshop
1.		
2.		
3.		
4.		
5.		
6.		
Organisation		
Branch/Division		
Address		
Phone #		
Fax #		

Payment Details

Total price \$595 x _____ attendees = \$_____ \$545 early bird price (early bird applies up to three weeks before the date of the workshop).

1. Credit Card (Amex, Diners, Visa, MasterCard, Bankcard)

Name _____ Card No _____

Expiry date _____

2. Invoice

Signed off by _____ Name _____

Email invoice to:

Terms: Payment is due on or before the day of the course. Cancellation is accepted more than seven days prior to the course date otherwise another person may be substituted. You have purchased a place on the date shown above; changing your booking to a later day incurs an administrative fee. We suggest you send a substitute if you can't come at the last minute.