

VISION AUSTRALIA CASE STUDY

Supporting the company's objective to become a strengths-based organisation



**Vision
Australia**

AT A GLANCE

- 14% increase in resilience
- 9% increase in leadership capability
- 5% increase in work engagement
- 3% increase in productivity
- Positive gains across wellbeing, flourishing, self-determination, and health & lifestyle.



"Anna's expertise, energy and ability to adapt to all participants' learning needs culminated in positive outcomes across the entire group. In the current environment, leveraging strengths at an individual and team level is critical. I highly recommend this program for any organisation looking to improve and build on performance and to create a thriving workforce."

Melissa Williams
Health & Wellbeing Manager

Want to see similar results in your organisation?

Contact Anna to learn about how strengths-based leadership can transform your team's performance.

OBJECTIVE

The Strengths Based Leadership Program aimed to increase the use of strengths to support thriving, while driving performance, connection and growth at Vision Australia.

Research shows a clear link between leveraging strengths and improvements in productivity, performance, engagement, wellbeing and resilience. This Program was designed to not only highlight this connection but also to bridge the gap between understanding the power of strengths and effectively applying them in the workplace.

OVERVIEW

This 3-month Program featured a combination of workshops, 1:1 and group coaching, as well as activities and reflections to ensure that learnings were fully embedded. To track progress, baseline and final measurements were taken, assessing changes over time. Feedback was also collected from both participants and their managers, providing insights into the program's effectiveness and impact.

OUTCOMES

Strengths use

Participants gained a clear understanding of their strengths and increased their use at work. They can now identify and develop both their own strengths and those of their team members, fostering a strengths-based culture.

Strengths application

Participants now have the tools to leverage strengths for business success. They actively use strengths-based language and coach their team members around strengths for development.

Observable changes

Managers reported noticeable improvements in participants, including increased confidence, energy, self-awareness, team empowerment, and use of strategies to maximise team potential.