



Healthy, happy and high impact

Taking teams from functioning to flourishing

Presenter

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Mental illness
DSM diagnosis
of mental disorder
and low functioning

Languishing
Low wellbeing
and low
functioning

Functioning
Neither flourishing
or languishing

Flourishing
High levels of
wellbeing and high
functioning

Increasing flourishing in workplace



Positive influencing factors to flourishing

- Felt appreciated
- Opportunity to use strengths
- Had a sense of autonomy
- Reported job satisfaction and purpose
- Physical wellness
- Volunteering

Outcomes for flourishing team

- Higher levels of engagement and productivity
- Lower turnover and happier customers.
- Reported as feeling happier and have more energy.

1

Developing mindful leaders

2

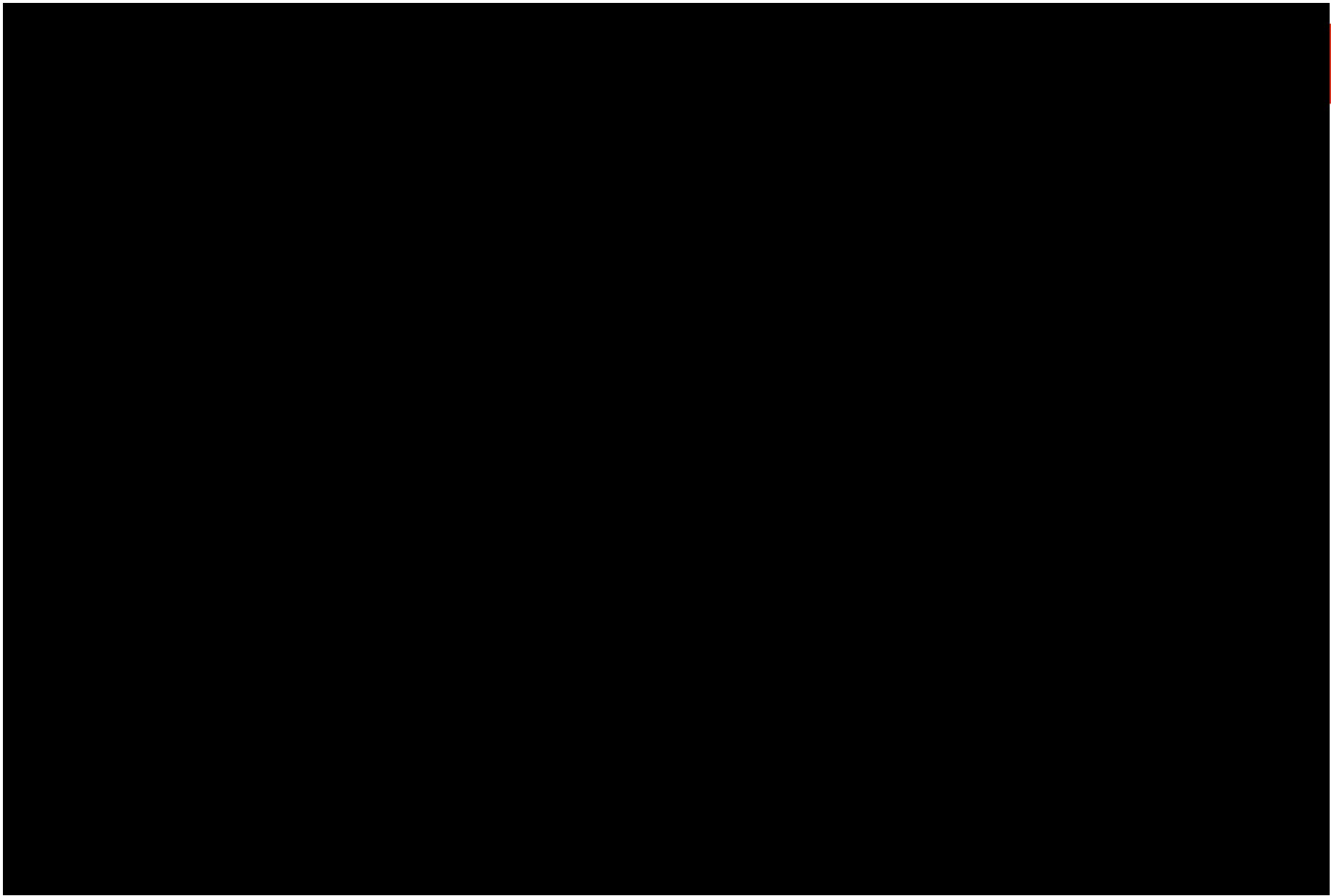
Whole person wellness program

3

Creating positive working environments



The Swisse Story





PURPOSE

**OUR MISSION
IS TO MAKE PEOPLE
AROUND THE WORLD**



The Swisse brand pillars



QUALITY PREMIUM INGREDIENTS



- Raw ingredients sourced from around the globe
- Exclusive active ingredients

BACKED BY SCIENCE



- Evidence based complementary medicine and nutraceutical research
- Partner with leading academics, universities & research institutes


ASPIRATIONAL H&H LIFESTYLE



- Passion for health, happiness and wellness
- Belief that health is the foundation for living an optimal life

Swisse Scientific Advisory Panel



- 
- A background image showing two purple thistle flowers with green spiky leaves on a light-colored wooden surface. Scattered around the flowers are numerous small, dark brown, oval-shaped seeds. A small wooden bowl filled with these seeds is visible in the lower-left corner.
- Swisse collaborates closely with a panel of world leading scientific advisors in order to remain at the forefront of the latest industry developments
 - The Swisse Scientific Advisory Panel consists of world-class academics, scientists and clinicians in the area of integrative medicine
 - They provide key insights to help shape our formula development, inform us on specific health affairs as well as emerging and evolving science, new ingredients and product safety

Swisse Global Markets



Swisse current global Market Share



Australia Natural Health Brand*



18%
Market Share*

China No. 1 VHMS Brand Online^



8%
Market Share^

* Based on IRI Scan Data, AU Pharmacy + AU Grocery Scan + AU Independents Scan, Dollars, MAT To 21/08/2016.

^ Based on Alibaba Online VHMS (vitamins, herbs, minerals and supplements) Sales Data, MAT To 15/07/2016.

A great place to work



POSITIVE + BUSINESS PROJECT

CENTER FOR POSITIVE ORGANIZATIONS





Baby Nutrition and Care (BNC)



Infant Milk Formulas (IMF)



Baby Care Products



Probiotics & Supplements



Adult Nutrition and Care (ANC)



Vitamin, Herbal and Mineral Supplements (VHMS)



Skin Care



Sports Nutrition

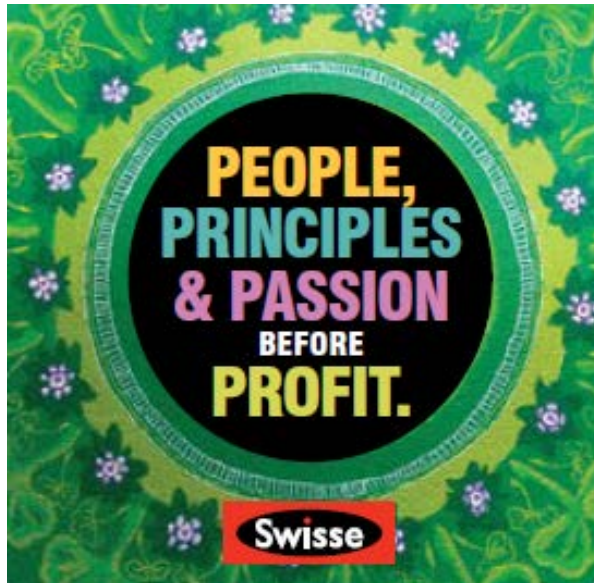




Our philosophy and culture



We believe in our 4 P's



We believe in CLED-ding

Swisse



We believe in our values



OUR VALUES



Power our Passion

Dedicated
Proactive



Let's be Brave

Thinking Big and
Different
Courageous



We Trust You

Committed
Empowering



One Big Team

Collaborative
Open



CLED

Positive
Healthy & Happy

We believe in our people



The output is our positive culture



Building a high performing entrepreneurial culture takes time, focus and careful planning.

Every year we create our Culture Plan which sits alongside our Business Plan.





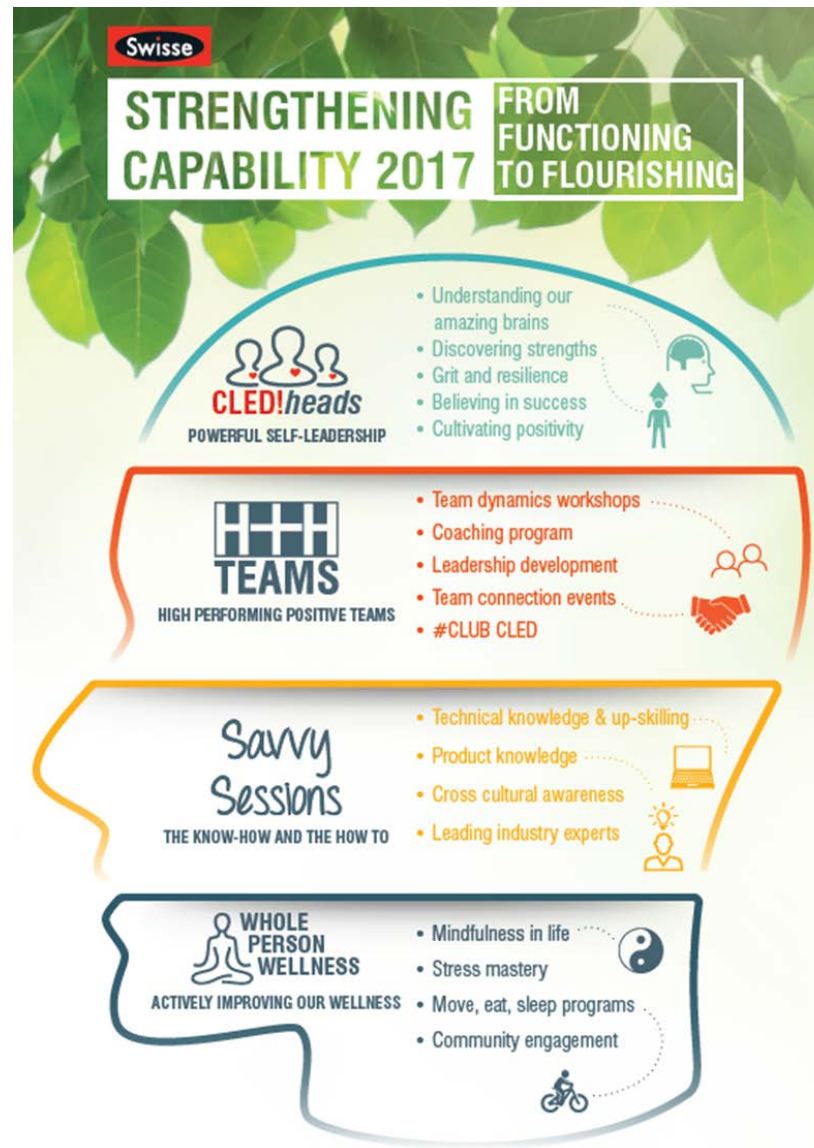
Developing mindful leaders

Mindful leadership



If your actions inspire others to dream more, learn more, do more and become more...you are a leader.

Developing mindful leaders



Developing mindful leaders



CLED!Heads

Mindful Leaders,

Positive Organisational
Leadership

H & H Teams

1

Leading self

2

Leading teams

3

Leading our
organisation

4

Team dynamics

Leading self



CLED!heads

Objective

To develop the skills for powerful self leadership that enable the Swisse team to celebrate life everyday.

5 module program that covers;

- Neuroscience – mind, body, brain connection
- Values and meaning
- Character strengths
- Grit and resilience
- High quality connections



DIAGNOSTIC - VIA Character Strengths

Leading teams



Mindful leaders

Objective

To build the capability of our senior leaders to lead mindfully and positively.

Positive Psychology influenced 4 day immersion across

- Leading self
- Leading teams
- Leading through change
- Creating strong cross cultural networks

Supported by 6 month virtual coaches with a Positive Psychology lens.

DIAGNOSTIC - Human Synergistics Life Styles Inventory 1 & 2

Team dynamics



H & H teams

Objective

To support our teams to build strong, collaborative relationships within their teams and cross functionally.

Program consists of immersive workshops and quarterly keynote speakers (resilience, health, relationships).



DIAGNOSTICS

- Human Synergistics Group Styles Inventory
- Hermann Whole Brain HBDI



Whole person wellness

Whole Person Wellness



NUTRITION



MINDFULNESS



MOVEMENT

Proper, K and van Mechelen, W 2008
Burton, W.N, Chan, C, Conti, D.J, Schultz, A.B, Pransky, G and Edington, D.W 2005

Nutrition



Movement



Movement



Mindfulness



Mindfulness



WHAT IS SMILING INSIDE?



4 week course commitment of one hour per week (in Swisse Support Office, MultiUse Area) on either Monday or Thursday evenings 5-6pm

Each one hour session is made up of these three components:



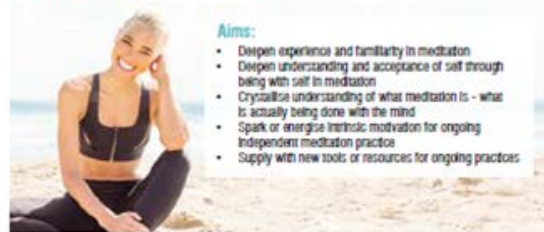
Practices used:

We work with two practices:

1. Mindful awareness meditation - this is the practice of paying attention on purpose to what is occurring in the present moment (both inside you & outside you) - with calm acceptance.
2. Compassion meditation - this is the practice of self compassion and compassion for others

Skills & attitudes cultivated in these two practices:

- awareness regulation
- emotion regulation
- concentration
- gentle mental discipline
- commitment
- acceptance
- presence
- gratitude
- equanimity
- letting go
- patience
- gentleness/kindness
- curiosity
- compassion



Aims:

- Deepen experience and familiarity in meditation
- Deepen understanding and acceptance of self through being with self in meditation
- Crystallise understanding of what meditation is - what is actually being done with the mind
- Spark or energise intrinsic motivation for ongoing independent meditation practice
- Supply with new tools or resources for ongoing practices

Appropriate for following levels of participants:

- Beginners (to all kinds of meditation)
- Beginners for mindful awareness technique
- Intermediate level meditators



MINDFUL AWARENESS COACHING

What is mindful awareness coaching:

It's a process of being guided through a current situation, challenge, difficulty or opportunity using mindful awareness tools that create space in both the body and mind. Creating space allows self-compassion, inspiration and motivation to arise.



Practices used:

- Body awareness symptoms and sensations
- Emotion awareness
- Breath awareness
- Thought awareness
- Nudging towards a positive action or plan
- Self compassion
- Gratitude
- Positive visualisation



Skills & attitudes cultivated in these sessions:

- Awareness regulation
- Emotion regulation
- Acceptance
- Concentration
- Presence
- Gratitude
- Equanimity
- Letting go
- Patience
- Gentleness/kindness
- Curiosity
- Compassion

Aims:

Expand state of awareness

Deepen understanding and acceptance of self

To move beyond the looping of the story which often creates a stuck state

Spark or energise intrinsic motivation for any level of positive action/steps forward

A light gray graphic on the left side of the slide. It depicts a stylized tree branch with several leaves, and below it, a hand is shown in an open, palm-up position, as if supporting or nurturing the branch.

Creating positive working environments

Positive Environment



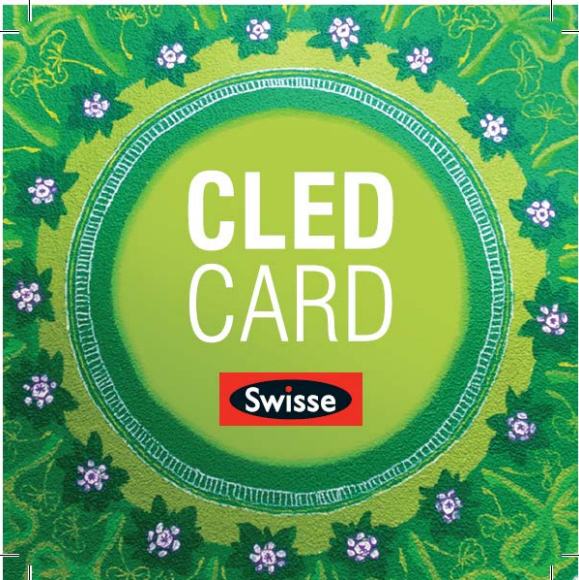
Positive environment



Positive Language



Elevating positive emotions



#CLUB CLED

Healthy & Happy

H + H
days

SMILE CARD

To: _____

Take a deep breath and relax, you
have earned it because...

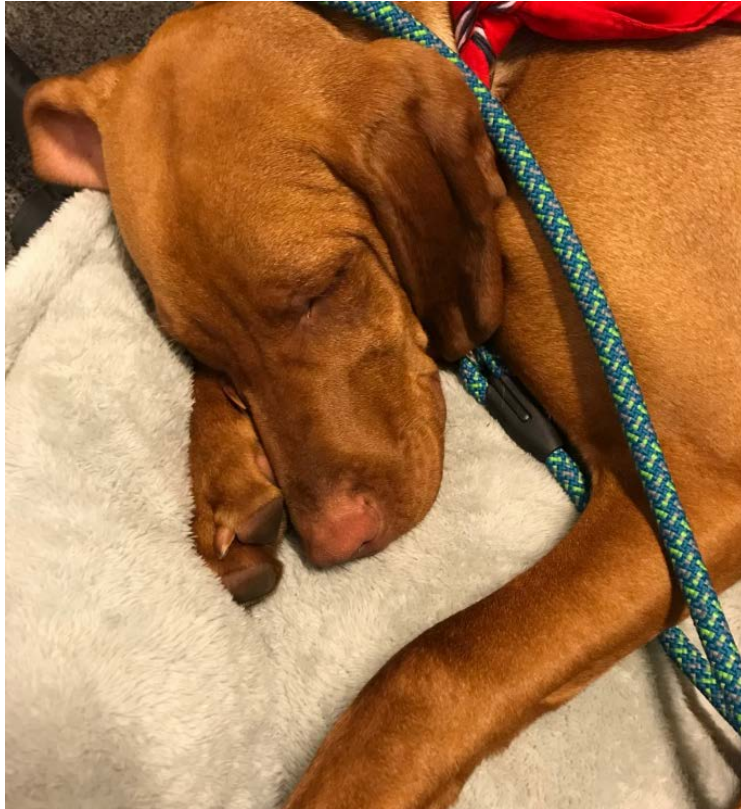
From: _____



Award: \$100 massage, floatation tank
voucher or 'Breathe' magazine subscription



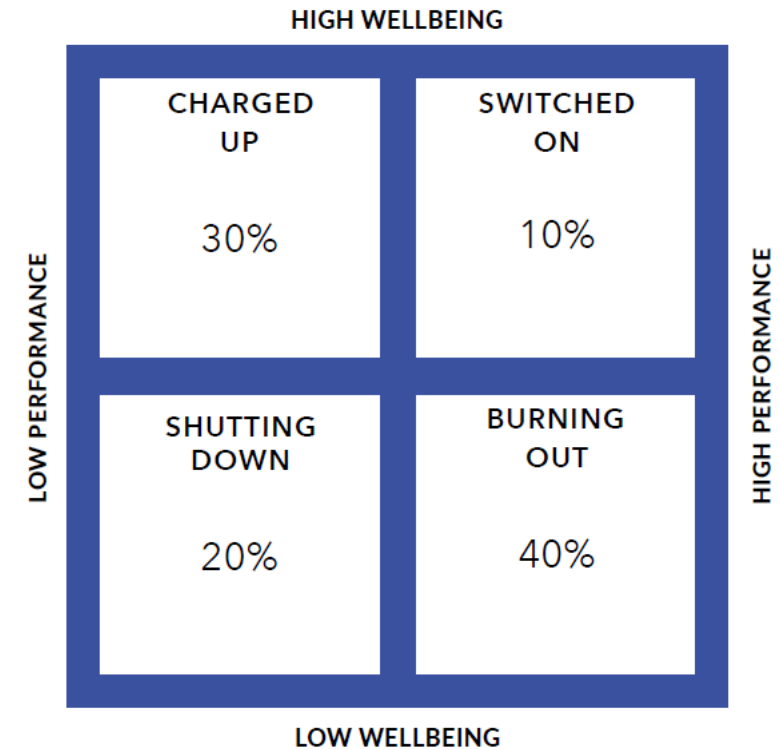
Elevating positive emotions





Measurement and next steps

Measurement

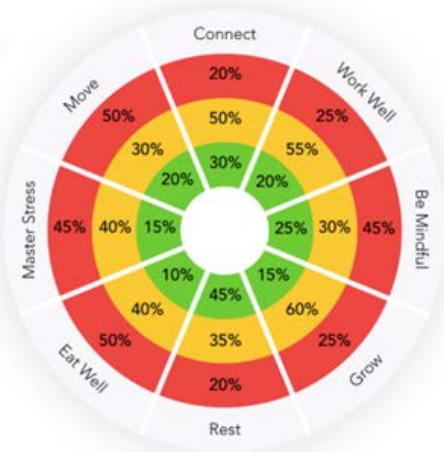




Global Diagnostic Profile

Insights

"Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."



About your Diagnostic

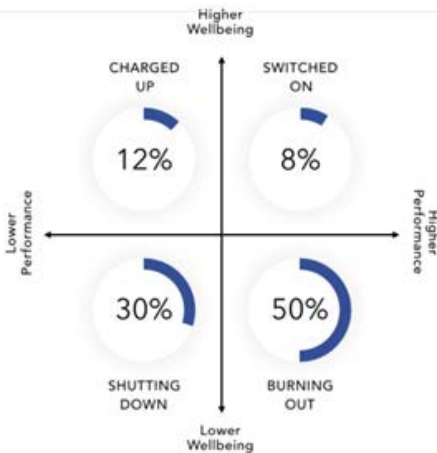
This detailed group-level data visualisation reveals the % of employees in each of the 3 vitality levels across each of the Benny Button Wellbeing Index Factors shown. For too long organisations have invested in areas of wellbeing without the intelligence of more specific and sophisticated data insights.

This diagnostic helps you focus on the key areas that will provide the best return on your effort and investment.

Global Heatmap

Insights

"Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum."



About your Heat Map

We know that our wellbeing and performance are interdependent. In business we find leaders and employees prioritising and pushing performance, but neglecting important elements of wellbeing in the process. The heat map reflects the importance of simultaneously investing in wellbeing as well as performance and the value and importance of a 'Switched On' culture.

Learnings



- Need to focus on inside out and outside in
- Find opportunities to co-create
- Revisit intent of initiatives to make relevant for China
- Cross cultural tension in ways of working

What's next?



- Diversity and inclusion – Celebrate Life Every Way
- China culture and wellbeing program for
H & H group incorporating Positive Psych
principles
- Research and collaboration around science of
people
- Positive organisational leadership program



jasmine.smith@hh.global

A light gray stylized graphic on the left side of the slide, depicting a tree branch with several leaves and a hand reaching upwards towards the leaves.

Thank you

Celebrate Life Every Day!