



Sustainable Performance Overview



OUR MISSION IS CLEAR: WE DELIVER TRANSFORMATIVE EXPERIENCES THAT CAN CHANGE YOUR WORLD

Being human is where it starts.





What is Sustainable Performance?

Sustainable performance is healthy high performance. It's the new benchmark for high-performing cultures—where teams don't just meet targets, they thrive while doing it.

It's the ability to deliver **exceptional results—consistently, purposefully, and without burnout**. It integrates achievement with recovery, energy with clarity, and ambition with adaptability. This is performance that doesn't just push harder—it works smarter, protecting the long-term capacity of people and teams.

Why It Matters

- The New World of Work = Always on. Blurred boundaries. Rising complexity. This reality is driving high-performer fatigue, mediocre engagement, and chronic underperformance masked as productivity.
- **Burnout is expensive** financially and culturally. Without sustainable practices, organisations are stuck in a cycle of push-crash-recover, eroding motivation, innovation, and top talent.
- Competitive Advantage: Organisations that master sustainable performance retain their best people, solve bigger problems, and grow without breaking.
- It's what keeps high performers healthy—and healthy people performing at their best

The Business Case

- 21% greater profitability in highly engaged teams Gallup
- \$322 billion global cost of burnout World Economic Forum
- 41% lower absenteeism, 17% higher productivity in wellbeing-focused cultures

In short, sustainable performance is a competitive edge

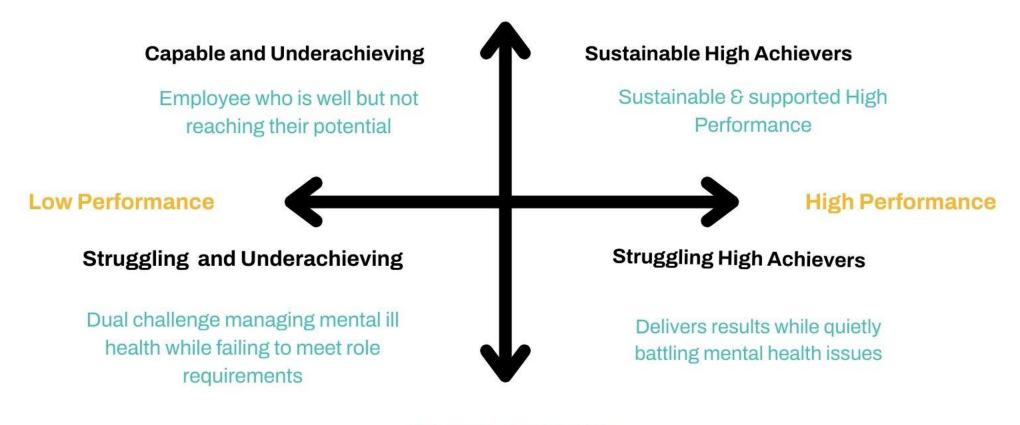




Performance + Wellbeing Connection

Leaders need to become experts in the Performance and Wellbeing connection

Good Mental Health



Poor Mental Health

Sustainable Performance

The Six Practice Areas for Sustainable Performance



Sustainable Performance Capabilities

Sustainable performance isn't a mindset—it's a skillset.

To assess whether sustainable performance is truly embedded, we've developed a core set of measurable capabilities. These serve as benchmarks for sustainable performance—at the individual, team, and organisational level.

They not only diagnose current state, but also guide development—building the behaviours, energy rhythms, and leadership needed for long-term, sustainable success.

Our six key capabilities represent the foundational levers that drive healthy high performance across individuals, teams, and leaders. They've been carefully selected to meet the evolving demands of high-growth organisations, where execution, innovation, and wellbeing must co-exist.

Each capability is designed to:

- 1. Strengthen human performance over time—not just in sprints.
- 2. Embed energy-smart ways of working into your daily operations.
- 3. Equip leaders and teams with the tools to stretch without breaking.
- 4. Hardwire resilience, clarity, and trust into the system—without relying on burnout-recovery cycles.

These capabilities also flex across role levels, enabling tailored development at executive, mid-level, and frontline workforce tiers.

SUSTAINABLE PERFORMANCE CAPABILITIES

PURPOSE ACTIVATION

PERFORMANCE DESIGN SAFETY SKILLS

COGNITIVE CLARITY

CULTURE ARCHITECTURE

PERFORMANCE LEADERSHIP



Purpose: Align personal and team goals to drive motivation that lasts



Behaviour: linking sprint goals to mission and priorities.



Purpose: Design work-rest cycles (macro & micro) for energy smart output



Behaviour: Focus blocks for deep work and Collaboration zones



Purpose: Equip teams to build trust, support, and highperformance care



Behaviour: Speaking up safety & actively encouraging alternate view



Purpose: Support individual focus systems & sharpen execution where it matters



Behaviour: engaging in streamlined communication methods &/or clear decision-making protocols



Purpose: Hardwire support systems & rituals that fuel high output



Behaviour: celebrate both stretch goals & recovery wins not just delivery outcomes



Purpose: Train leaders to model calm, support stretch wisely, and lead with intent



Behaviour: adjust workload pace; models health disengagement after heavy workload periods

Sprouta*

- create inclusion
- break barriers

Are you ready to





Connect with us:

- energise teams
- change operating models
- plan the future workforce
- inspire breakthroughs



Leonie Rothwell
Co-Founder & Director

Leonie@sprouta.com



Marcus Worrall
Co-Founder & Director

Marcus@sprouta.com

Sprouta Pty Ltd

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