



acacia™
wellbeing solutions

Capability Statement

Tailored wellbeing programs
that drive measurable impact.



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Introduction

A more strategic approach to workplace wellbeing.

Workplace wellbeing is now firmly linked to organisational performance, risk management and compliance.

Acacia Wellbeing Solutions works with organisations to **understand, manage and strengthen psychological health at work** – helping you meet your obligations while building a capable, resilient and engaged workforce.

We bring together training and development, targeted wellbeing programs, and people, risk and safety services – ensuring wellbeing is embedded into everyday operations, not treated as a standalone initiative.

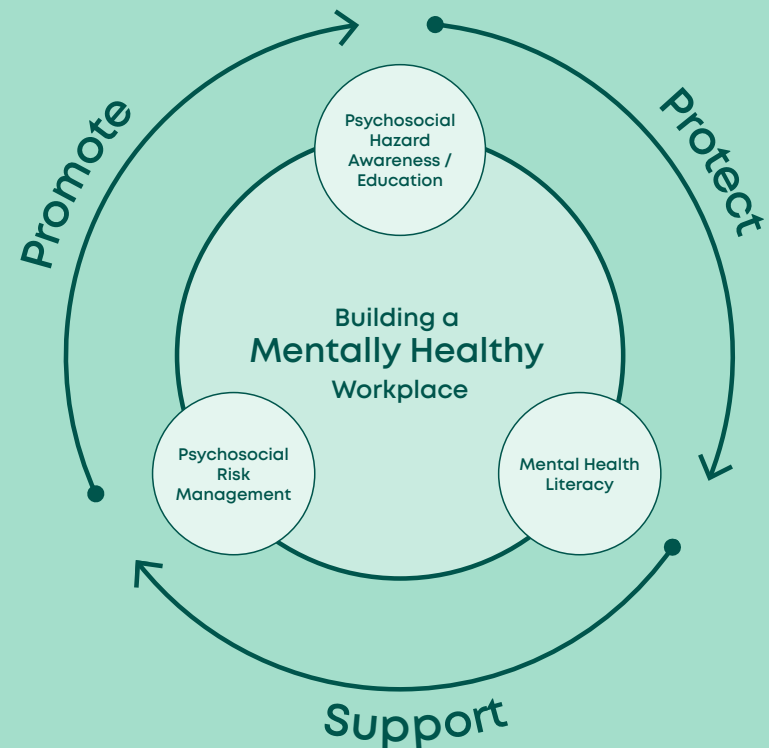
Our model combines deep expertise with scalable delivery. Alongside our core team, we draw on a broad network of experienced consultants and facilitators across health, safety, HR and organisational psychology – enabling us to deliver consistent, high-quality outcomes across businesses of varying size and complexity.



The result

Practical solutions that not only meet compliance requirements, but strengthen capability, reduce risk and support sustained organisational performance.

We promote wellbeing, protect your people and support you when you need it most.



Our Approach

A three phase framework.

We support organisations to build mentally healthy workplaces through a structured, evidence-informed model.

1. Understand

Understand psychosocial risk through a robust assessment and data-led insights.

2. Manage

Deliver targeted interventions that address identified risks and build capability across leaders, teams and organisations.

3. Strengthen

Embed long-term capability and behavioural change through embedded programs, ongoing support and internal capability uplift.



What this delivers

Our integrated approach enables organisations to move beyond isolated wellbeing initiatives towards a more strategic, evidence-informed model of workplace wellbeing. By understanding psychosocial risk, implementing targeted interventions and embedding sustainable capability, organisations are better positioned to improve psychological health and safety, strengthen leadership capability and create healthier, more productive workplaces.



Our services are designed to:

Enhance the emotional, psychological, and mental wellbeing of all employees.

Regardless of where they are on the mental health continuum.



Wellbeing Strategy

- Consultancy
 - Focus groups
 - Desktop reviews
 - Alignment workshops
 - Stakeholder engagement



People, Risk & Safety

- Psychosocial Hazard Assessment
- Consulting
- Workplace Surveys
- Mediation
- Investigations
- Professional Supervision
- Psychological Wellbeing Checks



Training & Development

- Workshops
- Coaching
- DISC Profiling
- Conflict Coaching

Wellbeing Strategy Consulting Support

An embedded Wellbeing Strategy provides your organisation with the strategic alignment and evidence-based framework required to integrate psychological health into your everyday operations. By moving beyond standalone initiatives, we help you build a resilient workforce and a culture where every individual has the opportunity to flourish.

Our consultancy process begins with a collaborative discovery phase - incorporating senior leadership, psychosocial risk software, and in-field site visits - to establish a robust, data-led baseline of your current workplace culture. These insights are then validated during an alignment workshop to develop a prioritised wellbeing roadmap that effectively bridges the gap between regulatory compliance and sustained organisational performance.



What this delivers

Measurable cultural and commercial impact by shifting reactive initiatives into a strategic, data-led framework integrated into your everyday operations.



Psychosocial Risk Assessment

Build a safer, more resilient workforce.

Effective action starts with a clear understanding of risk.

We offer a comprehensive, digital technology platform and consultancy designed to identify, assess, and manage workplace psychosocial hazards.

This all-in-one platform – which evaluates 24 work factors, mapping both hazards and protective factors to help organisations meet mental health compliance requirement - focuses on transforming psychosocial risk data into actionable workplace improvements, moving beyond simple surveying into ongoing risk management and educational training.

This approach enables you to:

- establish a baseline of psychosocial risk
- identify key drivers such as workload, burnout, role clarity and exposure to trauma
- generate meaningful, data-driven insights
- align with workplace health and safety obligations.



What this delivers

Clear visibility of risk and protective factors, stronger governance and reporting, and a foundation for compliance and decision-making.

Did you know?

Australian organisations lose an average of 31% of salary expenditure to the psychosocial environment. That's nearly 1 in every 3 workdays per employee (Mibo, 2026).



Psychosocial Risk Assessment

Turning insight into action.

Assessment alone does not reduce risk. What matters is how organisations respond.

We work alongside you to:

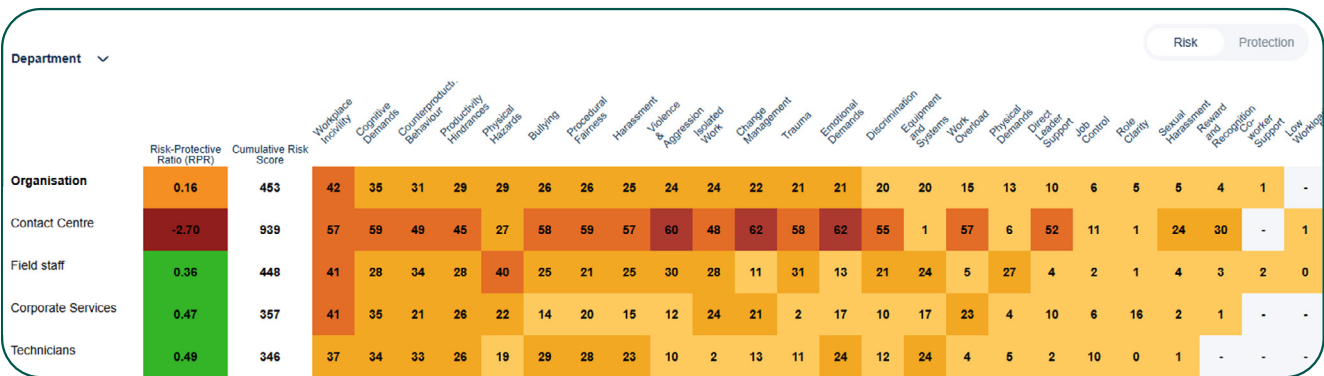
- interpret findings and prioritise action
- design targeted, relevant interventions
- embed wellbeing into leadership practices, systems and culture
- support implementation across teams and functions.



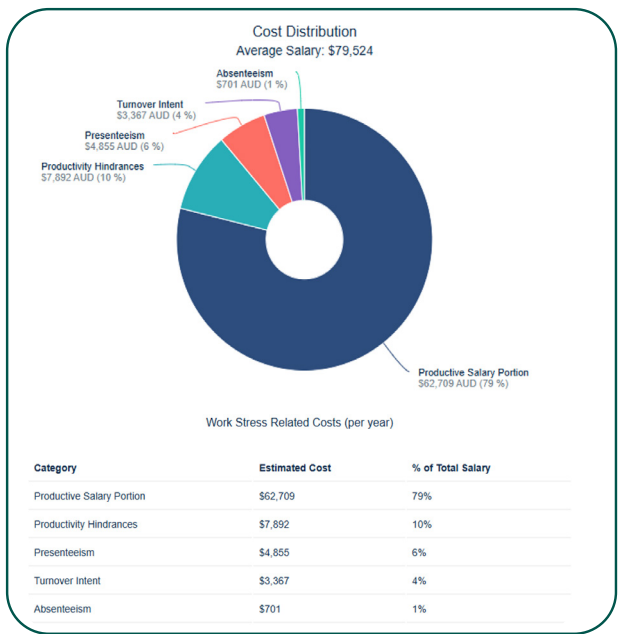
What this delivers

Reduced exposure to psychosocial risk, more targeted investment in wellbeing initiatives, and stronger alignment between strategy and day-to-day operations.

Risk-Protection Assessment (Heatmap)



Estimated Cost of Work Outcomes



Our psychosocial risk assessment software is in partnership with Mibo.

Building Mental Health Literacy

Confident leaders. Stronger teams.

Evidence-informed training that helps leaders promote wellbeing and manage risk. Leadership capability is one of the most critical – and often overlooked – factors in creating mentally healthy workplaces.

We build practical capability so leaders can:

- recognise early signs of psychological distress
- respond with confidence and appropriate boundaries
- navigate conversations with empathy and clarity
- understand referral pathways and available support
- lead in ways that reduce risk and strengthen team wellbeing.



What this delivers

Leaders who are more confident in managing complex situations, earlier intervention when issues arise, and stronger team engagement and trust.

Psychological Wellbeing Checks & Group Supervision

Targeted support for higher-risk environments.

In higher-risk environments, proactive monitoring and structured support are essential.



What this delivers

Earlier identification of risk, reduced escalation of complex issues, and improved retention and sustainability in high-demand roles.

Psychological Wellbeing Checks

Provide a clear and confidential view of individual and team wellbeing – helping to:

- establish baselines and track changes over time
- identify risks such as burnout, vicarious trauma and fatigue
- inform targeted, evidence-based interventions.

Supervision - Group and/or Individual

Facilitated by experienced clinicians, supervision provides a structured forum for employees to:

- reflect on their work and experiences
- build resilience and coping strategies
- learn from peers in comparable roles
- reduce the cumulative impact of high-risk work.

Occupational Violence & Aggression

Relational intelligence in practice.

Occupational violence and aggression present complex and often escalating risks.

Our approach focuses on building relational intelligence – equipping employees with the skills to prevent, de-escalate and respond effectively.

We support organisations to:

- understand exposure points and risk profiles
- build confidence in managing challenging interactions
- reduce incident frequency and severity
- provide structured support following critical events.



What this delivers

Fewer and less severe incidents, improved staff confidence, and safer interactions for both employees and customers.

Change Management Support

Building resilience through uncertainty.

Poorly managed change is a significant driver of psychosocial risk.

We help organisations navigate change in a way that protects wellbeing while maintaining performance.

Our approach includes:

- assessing the psychosocial impact of change
- supporting leaders to communicate with clarity and consistency
- building team resilience and adaptability
- providing targeted support during periods of change.

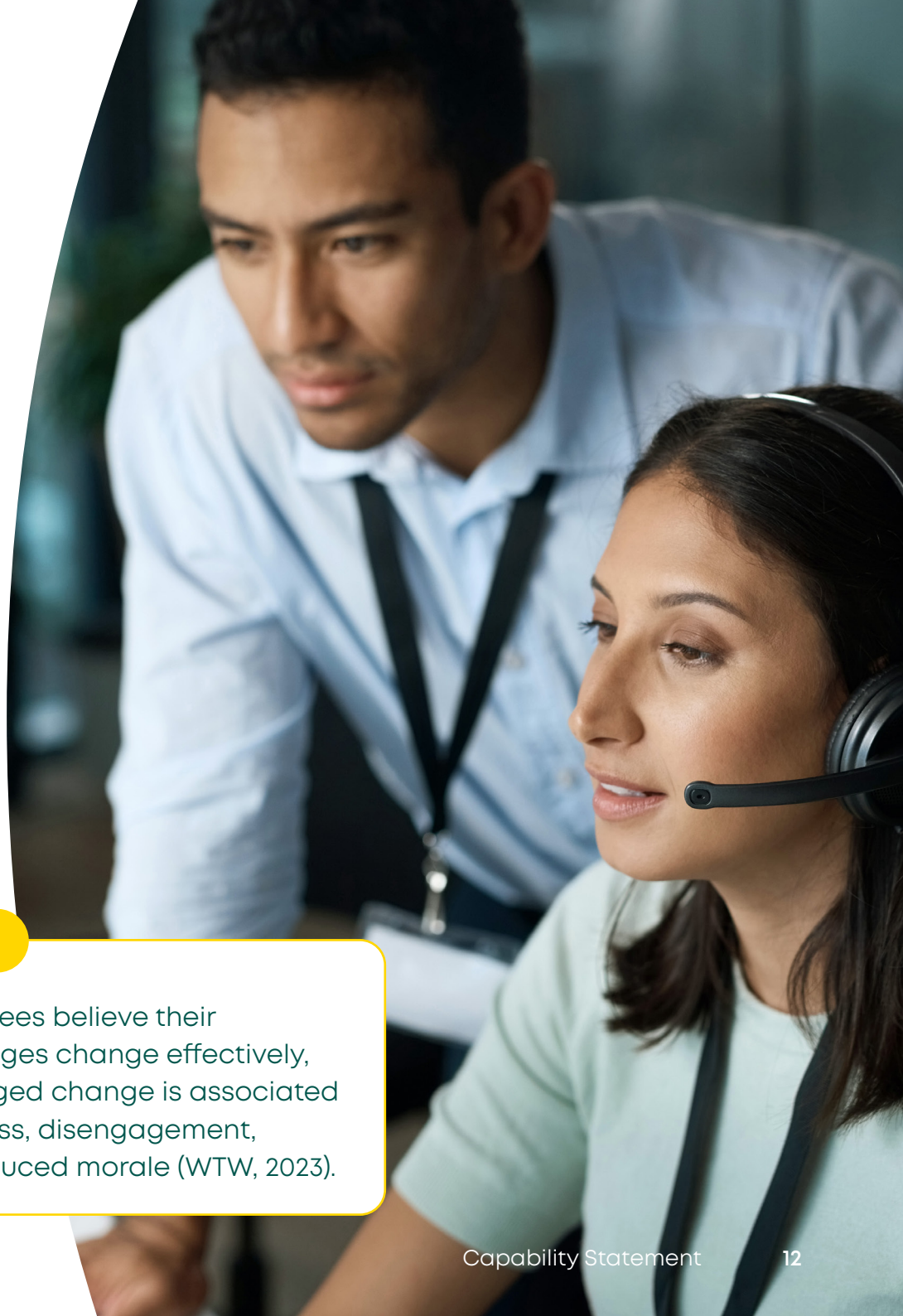


What this delivers

Smoother transitions, reduced disruption to performance, and stronger engagement during periods of change.

Did you know?

Only 43% of employees believe their organisation manages change effectively, while poorly managed change is associated with increased stress, disengagement, resistance, and reduced morale (WTW, 2023).



A close-up photograph of a woman with dark hair pulled back, smiling warmly. She is wearing a light-colored, sleeveless top and has her right hand placed over her heart. The background is softly blurred, showing what appears to be an office or meeting space.

Peer Support Programs

Strengthen connection, early intervention, and psychological safety.

Peer supporters provide mental health first aid and act as vital referral points to professional services. To ensure the success of these high-risk roles, we provide specialised clinical oversight and training designed to protect both the peers and the organisation.

Our program supports you to:

- establish baseline measures using psychological assessments to identify early burnout and create personalised care plans.
- build capability through research-based training in advanced communication, self-care, and suicide prevention.
- provide clinical oversight via quarterly group supervision and a 24/7 hotline for immediate debriefing.



What this delivers

An internal network that reduces barriers to care, drives earlier intervention, and fosters a resilient culture of psychological safety.

Training & Development

Capability that translates into action.

Our training and development programs are designed to build practical capability – not just awareness.

Key areas include:

- Mental Health for Leaders
- Mental Health for Employees
- Psychosocial Hazard & Risk Management Awareness and Education
- Relational Intelligence – navigating complex customer interactions
- Adapting to Change Effectively
- Managing Stress & Preventing Burnout
- Building Psychological Safety
- Accidental Counsellor
- Men's Wellbeing
- Sleep Science
- The Importance of Social Connection
- Nutrition – Eating for High Performance
- Personal Budgeting & Financial Wellbeing
- Health & Wellbeing Essentials
- Effective Workplace Communication
- Unconscious Bias
- Domestic Violence Awareness

Programs are delivered in flexible formats – in person, virtual and scalable delivery models – and tailored to your organisational context.

Supported by our extended network of facilitators and subject matter experts, we deliver consistent, high-quality learning experiences at scale.



What this delivers

Stronger capability across all levels of the organisation, improved consistency in how risk is managed, and learning that translates into measurable behaviour change.



Real partnerships. Meaningful impact.

Trusted by organisations to strengthen wellbeing, build capability and support safer, more resilient workplaces.

“

It was absolutely amazing having you at our organisation. Thank you for everything - you were a great facilitator.

*Regional Council Work
Health & Safety Leader*

“

The training was great, loved how it was tailored to our team and the challenges they experience. Facilitators held space for people to share and provided lovely acknowledgement throughout the session. Thanks again!

Workshop Participant

“

Thank you very much for delivering the Men's Mental Health Awareness sessions. We have received really positive feedback, with many highlighting valuable takeaways, particularly practical actions they can apply immediately to support the people in their lives and themselves.

Regional Council Wellbeing Leader

DELIVERED BY



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connection

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every connection matters™