



Leading & Learning

Whether you want to lift the energy of your next team meeting or create a deeper shift in how your team communicates and collaborates, our Leading & Learning sessions are built to spark insight, prompt reflection and create practical change.

We work with teams of all sizes and industries across government, business and community to build more connected cultures, stronger communication, and have some fun along the way.



LEADING AND LEARNING OPTIONS

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POWER SESSION OPTIONS

60 – 90 MIN WORKSHOPS

Short, sharp and packed with impact. These 60 to 90-minute sessions are designed to energise and engage your team while delivering valuable insight and takeaways. Perfect for team meetings, took box sessions or as part of a professional development program.

Choose from a range of practical sessions developed through years of hands-on work with teams and people across different industries — sessions that are both fun and grounded in expertise.



1. A WHISTLE-STOP TOUR OF DISC PERSONALITY PREFERENCES

UNDERSTANDING THE HUMANS BEHIND THE JOB TITLES.

Ever wondered why one team member thrives with a checklist, while another just dives in? Or why some crave detail and others keep it big-picture?

This punchy 60–90 minute Power Session introduces your team to the DiSC personality profiling framework — a practical, people-focused tool for building stronger communication, reducing friction and improving team dynamics.





During the session we'll explore:

- The four core DiSC styles and what they mean.
- How to recognise personality preferences in yourself and others.
- Simple, practical strategies for better communication and collaboration.
- How to tailor leadership, feedback and support based on style.
- How to use DiSC insights to improve client communication, teamwork and even your customer experience.

This isn't a theory-heavy download. Expect real talk, relatable storytelling and lightbulb moments.

Your team will walk away with fresh insight into themselves, a clearer understanding of each other, and practical ways to work better together.

This session is perfect if you're looking to improve communication, strengthen your team culture, or reduce tension and misunderstanding.



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**We absolutely loved
the power DiSC
session Vic delivered**

*for our student club leaders. It was
fun, insightful and gave our leaders
practical ideas they could take back
to their committees to help things
run more smoothly.*

— PROGRAM LEADER, DUSA (DEAKIN UNIVERSITY STUDENT ASSOCIATION)

2. SMARTS WITH HEART – EMOTIONAL INTELLIGENCE WORKSHOP FOR TEAMS

In a workplace world of AI, automation and fast-moving systems, the real advantage isn't just in the tech. It's in the people behind it.

Emotional Intelligence (EQ) is the not-so-secret sauce of high-performing teams. It's what helps your people navigate tension, build trust, communicate clearly and connect meaningfully with each other and your customers.



This 90-minute Power Session makes emotional intelligence practical, engaging and immediately useful. We unpack the real, messy, brilliant emotions that drive behaviour and decision-making and show how understanding them can shift how your team shows up at work.



IN THIS SESSION, WE'LL EXPLORE:

- What emotional intelligence really means (and why it matters more than ever).
- How emotions show up in our bodies, behaviours and choices.
- The feelings wheel, a powerful tool to grow emotional awareness.
- Self-awareness and self-regulation and how they support stronger leadership.
- How unconscious bias impacts teams and causes friction.
- Why EQ is a game-changer for team dynamics, customer service and workplace culture.

This workshop is perfect for teams who want to reduce drama, strengthen culture, and lead with more clarity, empathy and confidence.

Expect laughs, lightbulb moments and lots of “oh wow, that’s me!” reflections.



“

The emotional intelligence session with Vic was really insightful.

It got me reflecting on some of my unconscious biases, how they show up in both work and life, and how I can better recognise and regulate my emotions.

Understanding how others' emotions impact me was also incredibly useful. The tools Vic shared are practical and something I'll be putting into action straight away.”

— WORKSHOP PARTICIPANT, TREV (TERTIARY RECREATION ENTERTAINMENT VICTORIA)



3. THE PEOPLE PLEASER'S GUIDE TO DIFFICULT CONVERSATIONS

How to say the hard stuff with clarity, courage and kindness.

Let's be real, most of us don't jump at the chance to give feedback — especially the kind that's been weighing on your mind at 2am. You know the one: the tension that's been bubbling under the surface, the chat that feels too hard to start, or the silence that's costing your team connection and performance.

Ideal for leaders, business owners, and teams who need to give each other feedback, manage tension or navigate tricky conversations with clients. This 60–90 minute Power Session will help you approach difficult conversations with confidence.



In this session, we'll cover:

- Why feedback conversations feel so hard (especially for seasoned people-pleasers).
- How our upbringing, society and gender roles shape our discomfort with conflict.
- The real cost of avoiding honest chats — to team trust, workplace performance and overall culture.
- How AI can help you build tools and scripts to prepare, deliver and reflect.
- Ways to self-regulate in the moment, stay grounded and speak up with care.

Expect relatable stories, lightbulb moments and practical strategies you can use straight away.

You'll walk away with tools and confidence to face conversations you've been avoiding, whether it's with a colleague, a client, your own leader or family member.



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“Vic’s training on difficult conversations was a game changer.

I finally understood why I’d been avoiding them and walked away with the tools and confidence to tackle them. The shift in our team was immediate and I know I’m ready for the next one.”

— SALON OWNER

4. GROUNDED AND GROWING: MINDSET AND RESILIENCE FOR BUSY HUMANS

A MINDSET AND RESILIENCE WORKSHOP FOR BUSY TEAMS NAVIGATING CHANGE, CHALLENGE AND EVERYTHING IN BETWEEN.

Let's face it, even the best tools and systems won't help if your team is stuck in unhelpful thought patterns or running on empty. Burnout, low confidence and decision fatigue are all signs that it might be time to hit reset.

This 60–90 minute Power Session focuses on building a healthier mindset and stronger personal resilience — not just in theory, but in the thick of real workplace and life challenges. It's practical, personal, and designed for teams juggling a lot right now.

In this session, we'll cover:

- What mindset really means (hint: it's more than “just be positive!”).
- How to recognise a helpful vs unhelpful mindset and shift when needed.
- Your “glass balls” vs “plastic balls” — how to prioritise what truly matters.
- The Circle of Control and Circle of Influence — how to stop spiralling into what you can't change.
- How to build a personal resilience toolkit your team will actually use.

Perfect for workplaces navigating change, team growth or leadership transitions — or any team that needs a breather, a circuit breaker, and practical tools to move forward with steadiness and perspective.



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“The mindset session Vic hosted as part of my mastermind group was fabulous.

She’s such an engaging speaker and shared real tools we could take away and use straight away.

The glass balls versus plastic balls concept was especially insightful — it gave me so much clarity and something I can really implement in my life and business.”

— MASTERMIND HOST, JEN MOORE HOLISTIC WELLNESS

Want to add a wellness component? Have a bit more time and want to embed the learning? We can engage a trusted partner to round out the session with a restorative yoga or sound healing experience.

It's a great way to reset busy minds and bodies while letting the ideas from the workshop sink in.



HALF DAY OPTIONS

2.5 - 3 HOUR WORKSHOPS

Focused, energising, and packed with depth. These 2.5–3 hour sessions give your team the chance to dig deeper into the topics that really matter without losing a full day.

Perfect for planning days, offsites or team retreats, these workshops combine insight with interaction, creating space for big conversations, fresh thinking and practical takeaways.

Expect plenty of laughs, lightbulb moments and strategies your team can use straight away. Designed to strengthen connection and build capability, these sessions leave your people feeling engaged, supported and ready to put learning into practice.





TEAM BY DESIGN

A CULTURE-SETTING SESSION THAT BLENDS LEGAL ESSENTIALS WITH REAL TEAM-BUILDING ENERGY.

Perfect for growing teams who want to be proactive about culture and avoid turning into a workplace drama series.

This session goes beyond ticking the compliance box — we blend the must-know stuff (like bullying, harassment and psychosocial safety obligations under Australian legislation) with team-building and values-alignment magic that actually sticks.

We'll co-create what “the way we do things around here” really means for your workplace. Using interactive activities, real-world scenarios and loads of space for conversation, your team will leave with:

- A stronger understanding of respectful, safe workplace behaviour
- A shared sense of accountability for your workplace vibe
- Practical ideas to create or strengthen team culture
- A where-to-from-here action plan tailored specifically for your team

Whether you're a brand new team, feeling like a group of individuals instead of a unit, or simply want to proactively build a culture by design, not default — this is a powerful reset and align moment.

Expect big conversations, “ohhh that makes sense” moments, and a clear, personalised action plan to embed the learning in your workplace.



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“The 3-hour session flew by.”

It sparked conversations we'd never had as a team, was incredibly productive, and gave us practical tools to shape how we work moving forward.”

WORKSHOP PARTICIPANT – MELBOURNE LEGACY



DE-CODE YOUR TEAM – DISC DEEP DIVE

GO DEEPER THAN THE JOB TITLES

UNDERSTAND HOW YOUR PEOPLE TICK, HOW THEY WORK TOGETHER, AND HOW TO LEAD THEM WELL.

This energising Everything DiSC workshop for team gives your people fresh insight into themselves and each other. It helps reduce friction, improve communication and lift performance in a way that actually sticks.

Before the session, each team member completes an Everything DiSC online profile taking around 20 minutes. It's not a test and there are no right or wrong answers.



During the session, each person receives their personalised DiSC profile outlining **their behavioural style, motivators, stress triggers and communication preferences.**

We use these insights to explore:

- How each person prefers to communicate, make decisions and approach tasks.
- What energises and drains them at work.
- How they typically respond under pressure.
- The friction points between different styles and how to reduce them.
- Practical ways to adapt your approach for smoother collaboration and stronger results

We bring the concepts to life with storytelling, relatable examples and real-world situations that feel just as relevant in a team meeting as they do at home with your partner or kids.

There'll be lots of laughs, lightbulb moments and plenty of “ahhh, that’s so me” along the way.





This isn't just about personality. It's about building shared language, awareness and confidence to work better together, with tools that keep making sense long after the workshop is done.

Perfect for leadership teams, cross-functional groups or any team navigating growth, change or communication challenges.

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“The DISC session with Vic was so much fun

We had plenty of laughs, learned things about each other that just made sense, and walked away with practical tools we can use — not just to improve how we communicate as a team, but also how we connect with clients and show up in our marketing.”

-BUSINESS OWNER – SKINSATIONAL COSMETIC NURSING



Delivery

We deliver sessions in person across Albury-Wodonga and surrounds, Further afield? All sessions can be delivered online via Zoom. Also happy to chat about travel to your location.



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