

oranges
toolkit

Resilience and agility at work

resilience and wellbeing at work

The Oranges Toolkit program guide





Boost individual and organisational performance

Partner with The Oranges Toolkit to build the mental agility, wellbeing and resilience of your workforce. With our unique, evidence-informed, practical programs, your organisation will gain tools to use immediately to drive improvements in productivity, performance and potential. When we feel at our best, we do better.

As an award-winning, certified social enterprise, our profits go to Camp Quality to support kids facing cancer in Australia.

www.theorangestoolkit.com.au

investing in your people makes good sense

The science is clear; people with stronger wellbeing tend to outperform those with less positive wellbeing. Furthermore, 1 in 5 Australians will experience a mental health problem this year. Mental ill health, such as anxiety and depression, affects everyone in our community. Amongst other things, this can lead to reduced engagement, lower participation at work and lower productivity.

Proactive prevention is much better than cure. Investing in the wellbeing and mental health of staff has been shown to deliver improvements in many areas.



125% less likely to burnout



29% more productive



45% more satisfied in their jobs



Nearly 6 x more likely to feel engaged



46% less likely to experience unhealthy days



32% less likely to quit



41% less absenteeism



3.5 x more creative & innovative



70% less safety incidents



10% higher customer ratings



10% increase in shareholder return

Need help with a business case? [Check out our free template here!](#)

*The Wellbeing Lab, 2018





fresh^o thinking

Our approach to learning

Contemporary organisations need workforces that are ready to adapt well to changes and uncertainty. Employees are often time-poor and distracted too. Organisations need flexible learning programs that are highly engaging, experiential, on-demand and varied to cater to diverse workforces.

Adult-learning principles

Our services are underpinned by adult-learning principles and effective social learning. When participants actively engage with others about the content, they're more likely to apply learning to practice.

Our coaching methodology actively engages all participants, strengthening neural pathways for long-term, sustainable change. The Oranges Toolkit learning environments are experiential even in the virtual setting – because we learn best by doing and reflecting.

Where possible, we set up small groups to enable meaningful connections and trust which are the foundations of a psychologically safe and productive workplace. All participants are supported to commit to clear actions to build their wellbeing.



Employees are distracted every 5 minutes, often by work programs



41% time is spent doing unproductive or dissatisfying tasks

Connection and play

Play is a foundation of our programs as it enhances positive emotions which are essential to collaboration, engagement, wellbeing and learning outcomes.

Our learning programs are specifically designed to enhance meaningful connection, collaboration and trust within teams through plentiful group work and discussion.

Our facilitators are skilled at distilling complex science and delivering it in an engaging and interactive way to enhance your team's learning journey.

Behaviour change

Change takes time. We need to repeat learning and behaviour to strengthen the neural pathways in our brain that govern our habits.

We offer a range of behaviour change mechanisms at various prices (on request):

- Wellbeing Self Assessments pre and post experience
- Wellbeing Action Plan development
- Follow-up resources emailed directly to participants (1 monthly Citrus Squeeze email per segment with curated resources)
- Peer-support learning triads with weekly or monthly tasks
- Group and individual coaching to embed learnings
- Micro-learning app series to build resilience
- Wellbeing champion empowerment program
- Supporting resources for leaders including coaching training
- 'Refresher' and extension workshops, virtual classrooms and webinars



1% of the work week is typically spent on training



5-10 seconds to grab attention online before they click away



*Bersin by Deloitte 2014

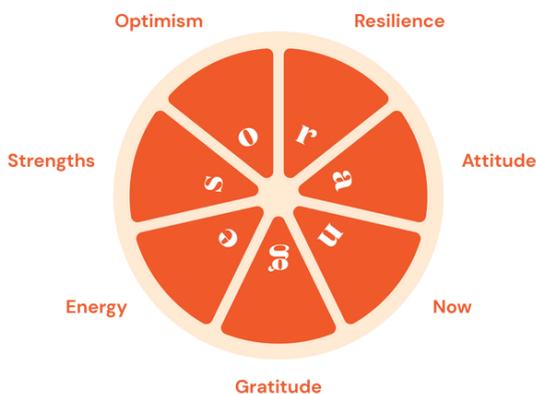


the oranges toolkit framework

The seven segments of ORANGES

The Oranges Toolkit’s powerful framework uniquely applies the latest academic research from renowned scientific fields, like positive psychology and neuroscience, at the world’s leading universities such as Harvard, Stanford, Pennsylvania, Melbourne and Oxford.

We build mental agility and holistic wellbeing across seven segments that form the acronym of ORANGES.



We offer highly engaging and experiential training programs, both in person and virtual, with practical tools to embed knowledge and organisational change. The holistic framework can be delivered in various ways with a package designed to suit your organisation's goals and needs. With our on-demand social e-learning program, you can also access this training at any time and location to meet your team's availability, needs and goals.

We translate the latest academic research into seven juicy and easily digestible segments, with practical tools you can start using straight away and every day!

Tegan Davies, The Oranges Toolkit



seven juicy segments based on science

Optimism:

the feeling of being hopeful about the future or the success of a particular thing

Learn tools to create flexible, optimistic thinking habits which enable you to focus on positive outcomes, remain persistent, deal with unexpected change and stay motivated

Resilience:

the capacity to withstand and adapt to challenges and changes

Develop the capacity to not just bounce back, but bounce forward from challenges and change, applying practical and simple tools to build emotional agility

Attitude (mindset):

a way of thinking or feeling that we bring to every situation.

Learn the powerful impact that our attitudes and choices play on our wellbeing and relationships. Explore ways to become 'better at stress' and be more motivated by adopting a growth mindset

Now (mindfulness):

being able to focus your attention and be present without judgement

Learn the tools to be more focused and less distracted so you can put things into perspective, gain more emotion control and feel more engaged

Gratitude:

the quality of being thankful; ready to show appreciation and to return kindness

Learn the importance of building the superpower skill of gratitude to boost happiness, performance and team connectedness

Energy:

the strength and vitality required for sustained mental or physical activity

Learn how our emotions impact our energy and explore practical ways to shift our mood through sleep, movement, nutrition and nurturing quality relationships

Strengths:

a particular way of behaving, thinking or feeling that is deeply energising and authentic

Learn how to capitalise on strengths to feel more engaged, energised, productive and happier individually, as a team and across the organisation.



strategic wellbeing program design

Our collaborative approach

Our first step is to understand the unique challenges and opportunities faced in an organisation. We will consider all factors including strategic objectives, current engagement data, team size, roles, location, preferred delivery modes, budget, and more, before designing a wellbeing program.

Following initial scoping and planning, we recommend undertaking a pilot program before rolling The Oranges Toolkit out to the entire organisation. Measurement is key to success, so wherever possible we recommend a wellbeing audit and wellbeing assessment (we use the PERMAH framework). The unique Oranges Toolkit framework is the foundation for a wide range of training solutions, delivered across five main categories to meet a wide range of needs and learning styles.

Five categories of program delivery



Wellbeing workshops

Seven Segments of Wellbeing ORANGES program transformative workshops (in-person and virtual classrooms)



Wellbeing webinars

Live, targeted webinars to deliver specific outcomes on various topics for leaders and all employees (online, interactive)



Engaging e-learning

Seven Segments of Wellbeing ORANGES videos and e-learning courses with social learning option



Events and keynotes

Live, inspiring, tailored presentations, keynotes and fireside chats that range from 10 minutes to 1.5 hours, online or in-person



Behaviour change tools

Practical tools, such as learning triads and Connection Cards, to embed wellbeing learning and practices

The following pages of this guide include a small selection of our training solutions. To find out what solutions we recommend for your organisation, please [get in touch](#).



wellbeing and resilience: transformative workshops

Our flagship Seven Segments of Wellbeing Workshops

This transformative and highly interactive program is designed to energise participants with both knowledge and practical tools. We provide practical tools based on the latest positive psychology, neuroscience and emotional intelligence research that can be implemented immediately and every day to support positive wellbeing, mental and emotional agility.

Features and learning outcomes summary:

Participants gain:

- Greater engagement levels in work and organisational culture
- Increased self-awareness and emotional intelligence to build wellbeing
- Improved collaboration and teamwork
- Ability to handle difficult situations and change with confidence
- Tools to face each day with a positive, productive mindset and strengths-focus

Organisations gain:

- Productivity and performance gains
- Improved wellbeing and resilience
- Increased creativity and innovation
- Positive influence on mental health
- Strengths-based culture and leadership
- Measurement via wellbeing assessments
- Ongoing tools to embed learning and creating lasting change

 Length	2 hour session per segment (7 segments avail.) or 2 full days held consecutively or split up	 Measures	Wellbeing self-assessment (pre and post experience)
 Format	Interactive facilitated in-person workshops or virtual classrooms	 Resources	Comprehensive practical workbook to support learning
 Limit	25 participants	 Follow-up	Citrus Squeeze email program with practical resources, further reading and tips (1 segment/month)
 Facilitator	Accredited Oranges Facilitator	 Price	\$12990 per 2 day program Up to 25 people. 0.5-1 day sessions at different rates. Venue cost and catering not included.



NEW!

bitesized wellbeing boost: vitality videos

Vitality Videos provide bite-sized wellbeing boosts!

The new Vitality Videos educational series features short, engaging, high quality educational videos, packed with insightful science and practical tips that can be accessed anytime, anywhere and applied immediately.

Ideal for large workforces or those who are geographically dispersed or time-poor teams, you choose the video package and the frequency of weekly or fortnightly distribution. Together, we will send micro-learning vitality boosts direct to your employees' inbox, device or your internal communication platform. You can [watch a Vitality Video sample here](#).

The Vitality Videos offer an introduction, or a 'refresher program', to the unique, science-based ORANGES framework. Each segment features four professionally produced videos that reveal a short introduction to the topic, and offer insights and tips to improve mental and emotional agility, and build positive wellbeing across each of the seven ORANGES segments.

The length of the videos ranges from two to five minutes. Available for distribution via email or SMS campaigns send by us or your internal channels, The Oranges Toolkit will coordinate the broadcasts of the engaging video content in partnership with you, making this as easy to execute as possible.

 **Length** 1-2 hour session per segment (7 segments available)

 **Resources** Activity sheet PDF to support each topic

 **Format** Secure, online dashboard featuring videos and activities

 **Follow-up** Citrus Squeeze email program with practical resources, further reading and tips (1 segment/month)

Pick your ORANGES



Burst of ORANGES

- Choose one segment of ORANGES to deep-dive
- Includes 4 videos
- Unlimited views/share
- Deliver weekly/fortnightly
- Access for 12-months



Taste of ORANGES

- Choose one video from every ORANGES segment
- Includes 7 videos
- Unlimited views/shares
- Deliver weekly/fortnightly
- Access for 12-months



Whole of ORANGES

- Deliver all seven segments of ORANGES
- Includes 28 videos
- Unlimited views/shares
- Deliver weekly/fortnightly
- Access for 18-months

Contact us for distribution-based pricing. Starts at \$2000+GST for the Burst package for up to 100 people.



seven segments social e-learning program

Access anytime, anywhere, on-demand!

The Oranges Toolkit's Seven Segments of Wellbeing Program offers science-backed principles and practical tools are now available via a highly engaging, interactive online learning experience where you can choose the when, where and how you access the learning.

Offering ultimate flexibility, you can choose all seven, a few segments or just one. Each segment features a series of informative videos based on science and relatable stories, with activities and reflections to apply your learning either in groups or individually.

Choose to learn together in a social learning experience as a team, or individually via our online learning system which is accessible at any time and location. [Watch the videos on how it works for participants and managers here.](#)

This program can be delivered as a completely do-it-yourself (DIY) solution, where your employees/leaders can facilitate training within your teams, without the need to engage one of The Oranges Toolkit's accredited facilitators. The program includes a complete facilitator guide, including how-to videos and a technology support guide for the user-friendly learning management system. We can also provide additional support to train your staff.

Each person receives access to the Welcome course, outlining what to expect in the program and how to complete the course. If you decide to deliver the social aspect of the program in a group, each user will be enrolled, and access to our Leading a Program course will be included at no extra charge, including a step-by-step facilitation guide.

 **Length** 1-2 hour session per segment (7 segments available)

 **Format** Secure, online dashboard featuring videos and activities (for groups or individuals)

 **Limit** Unlimited

 **Facilitator** Not required - Do it yourself as a group (using our facilitation guide) or learn individually

 **Measures** Wellbeing self-assessment (pre and post experience)

 **Resources** Practical and engaging playbooks to support learning

 **Follow-up** Citrus Squeeze email program with practical resources, further reading and tips (1 segment/month)

 **Price** One segment \$49+GST/person
Seven segments \$300+GST/person
Enterprise pricing available - contact us for details



build performance and potential with webinars

Based on the latest evidence across renowned scientific fields, The Oranges Toolkit webinars are specifically curated to build capability and address key developmental areas during COVID-19 and beyond.

TURNING STRESS INTO AN ADVANTAGE

- Discuss what stress is and your beliefs about it
- Discover stress research and how to enhance performance
- Develop confidence to choose the best stress response

MANAGING EMOTIONS WITH INTELLIGENCE

- Discuss the range of emotions and how to influence these
- Discover your natural responses and learn about emotional contagion
- Develop skills for emotional agility and wellbeing

WORKING FLEXIBLY & ADAPTING TO CHANGE

- Discuss flexible working and navigating change
- Discover the neuroscience of change and how to adapt
- Develop habits and routines that reinvent your wellbeing and productivity

MANAGING BURNOUT AND FATIGUE

- Discuss burnout and fatigue and the signs and symptoms.
- Discover the importance of setting and maintaining boundaries
- Develop ways to minimise fatigue and feel energised.

LEVERAGING STRENGTHS TO STAY ENGAGED

- Discuss what strengths are and how to uncover them
- Discover how to use your strengths to enhance engagement and performance
- Develop practical ways to use strengths and be at your best

STAYING MOTIVATED IN UNCERTAIN TIMES

- Discuss research on the impact of social networks
- Discover using Self Determination Theory for optimum virtual environments
- Develop practical strategies to motivate self and others

LEADING THROUGH CHANGE

- Discuss the universal needs of leaders during change
- Discover how to promote autonomy and team performance
- Develop practices to build trust, hope and stability

CULTIVATING HOPE AND OPTIMISM

- Discuss why optimism and hope are essential for business
- Discover your natural style
- Develop practical ways to cultivate hope and enhance performance



1-1.5 hours



Interactive live webinars with two Oranges facilitators



Playbook and follow-up resources via email



From \$3500 per webinar
For up to 70 people, includes tech support. Public programs available.



flexible solutions and practical tools

The Oranges Toolkit offers a wide range of additional science-based solutions and tools to support organisations to effectively embed wellbeing and manage change programs.

This includes:

- Keynote speaker presentations
- Conference presentations and workshops
- Fireside chats
- Posters, gratitude boards, kindness cards and other merchandise and tools
- Connection Cards
- Free e-news, resources and more.

We are always willing to collaborate, innovate and adapt to meet our clients' needs.

Let's explore how we can support your organisation to build resilience and agility at work.

Contact us and we'll provide a complimentary wellbeing consultation and a customised proposal to meet your unique needs.

info@theorangestoolkit.com.au
1300 857 425

Find us on social media
with this QR code:



95%

participants agree they gained tools to strengthen wellbeing and/or resilience

93.4%

are likely to recommend us after experiencing a workshop

The Oranges Toolkit Workshop Feedback Surveys, 2020

what clients are saying

DHL Express held an Australian Commercial Conference. The Oranges session was voted the best and most relevant of all in the 3 day conference. In a world of uncertainty you can be most effective if you truly focus on what you can actually control: YOU.

Gary Edstein, CEO / Senior Vice President, DHL Express, Oceania



In a fast-changing business environment, Oranges has given our staff the skills and tools to be more resilient, optimistic and energised, which has positively enhanced our ability to change and focus most effectively on our customers' needs.

Elise Mann, Head of Human Resources, Motorola Solutions



"The Oranges Toolkit webinars have had a major impact on all of our employees who took part. They were interactive, the content was relevant and based on the latest science, plus we had an engaging playbook – all these factors helped to set the webinars apart from any others that we had run. Whilst we were all taking part remotely, the webinars made us feel that we were all together – the positivity, care and support was resonating from our screens!"

Samantha Johnson, Executive GM (HSEQ), McConnell Dowell



This training is so different to anything we've had before, there was a new spark in people when they left that room. The level of motivation, the energy around the individuals and the group about wanting to share this and do something different, was immense.

Martyn Campbell, Executive Director, Safework SA

support kids facing cancer



The Oranges Toolkit is a wholly owned subsidiary of Australia's leading childhood cancer charity, Camp Quality, and a certified Social Trader. Camp Quality believes 'laughter is the best medicine' and this shines through in the charity's positive organisational culture.

The Oranges Toolkit program was originally designed in the late 2000s by leading experts for Camp Quality to support their employees and volunteers to be consistently optimistic and resilient despite the adversity they face. Following the success of the program, The Oranges Toolkit social enterprise was established in 2017. Now, thousands of people in organisations all over Australia have benefitted from its transformative wellbeing and resilience training programs and it was recently awarded Gold in the HRD 2020 Service Provider Awards for Corporate Health and Wellbeing.

When you choose to partner with The Oranges Toolkit to build wellbeing and resilience, you're also choosing to help kids facing cancer to be kids again. The Oranges Toolkit's profits are returned to Camp Quality to support kids facing cancer and their families to access fun experiences, trusted information, coping tools and a supportive community - in hospital, at home, at school, and away from it all at camps and retreats.

Contact us to find out more



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Resilience and agility at work

further enquiries

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