



Training Services Suite



Contents

About us	3
Mental health Why prioritising mental health training is a game changer for your organisation	4
Wellbeing Wellbeing training transforms your organisation from within	8
Empowering people, leaders and teams Empowering your organisation: developing people, leaders, and teams	12
Workplace health and safety Building a safer workplace: equipping leaders and teams for success	17
Training for the personal injury sector Optimising recovery and return to work: tailored solutions for insurer partners	24
Contact us	30



About Us

Workplace Health and Wellbeing Solutions That Aim Higher

Too many companies treat employee well-being as a box to tick—settling for what's mandated, the minimum standard, or the average. This mindset leaves people behind. We've normalised back pain, exhaustion, burnout, and feeling worn out as inevitable parts of modern life. Even those who aren't injured are often silently struggling, and we've been conditioned to accept it.

At Altius, we reject the status quo. The name Altius—Latin for “higher”—is most famously part of the Olympic motto, adopted in 1894: “Citius, Altius, Fortius”—“Faster, Higher, Stronger.” This timeless phrase is a rallying cry for those who refuse to settle, who believe in pushing boundaries and striving for better. But being better looks different for everyone.

That's why we've built our philosophy around the understanding that well-being is deeply personal and non-linear. There's nothing linear about being human. People can thrive in one area of life while struggling in another. Every employee's journey is unique—shaped by their own challenges, goals, and stage of health. For some, aiming higher means returning to work after injury. For others, it's managing stress, reaching peak performance, or simply feeling balanced, safe, and supported.

We challenge employers and employees alike to aim higher—not just meeting compliance but setting bold goals, empowering growth, and building adaptable, connected solutions that evolve with life's changing needs.

Our dedicated team of experienced health professionals is committed to delivering engaging and evidence-based learning experiences that enhance both physical and psychological wellbeing.

We offer a wide range of training topics, tailored to your workforce's needs, with flexible delivery options to suit your organisation.



In-person and online formats



Small and large group delivery

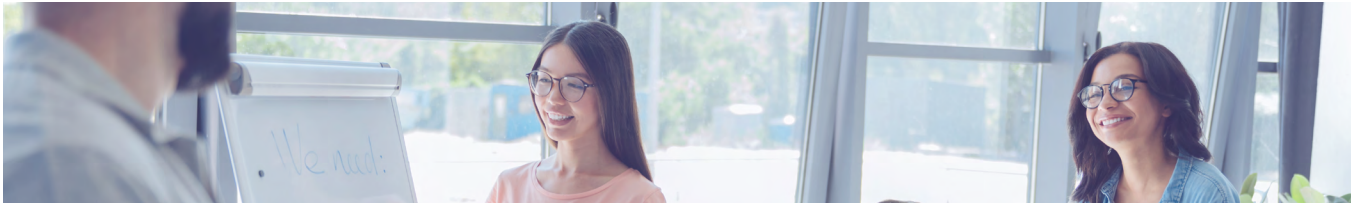


Short (1-2 hour), medium (3-4 hour) and long (full day) workshop style delivery

We understand that every organisation is different, so we tailor our training packages to align with your specific requirements. Whether you're looking for a concise, focused session or a more comprehensive program, we work with you to create the perfect package.

As part of our Altius Wellbeing Webinar Series, we also offer a selection of sessions in webinar format, as indicated within the document (*). These webinars are available for individual purchase or as part of a complete package. For more details, please contact our webinar team at webinars@altius-group.com.au, or to view our upcoming webinars, [click here](#).

To book a session or find out more about our training packages, topics, and delivery options, please get in touch with us at 1800 258 487 or visit our website at altius.au/contact-us/.



Mental Health

Why Prioritising Mental Health Training is a Game Changer for Your Organisation

In Australian workplaces, mental health is a key factor in your organisation's success. The pressures of modern life can lead to stress, burnout, and mental health conditions like depression and anxiety, which can significantly impact employee wellbeing, productivity, and retention.

Investing in mental health training is a proactive way to build a resilient and engaged workforce. These sessions provide your team with practical tools to handle stress, prevent burnout, and create a positive workplace culture. They also improve understanding and support for mental health issues, making it easier for everyone to contribute to a caring environment.

Why should your organisation invest in mental health training?

- 1. Boost Productivity:** When employees are mentally healthy, they perform better. Training sessions like **The Resilience Edge** help your team develop resilience, manage stress, and maintain focus—leading to improved productivity and job satisfaction.
- 2. Reduce Absenteeism and Turnover:** Burnout and untreated mental health issues are leading causes of absenteeism and employee turnover. Providing your team with the tools to prevent burnout and manage their mental health helps create a more stable and committed workforce.
- 3. Create a Positive Workplace Culture:** Understanding mental health and having open, stigma-free conversations are key to a supportive work culture. Training sessions like **Depression Awareness** and **Understanding and Managing Vicarious Trauma** promote a culture of empathy and support, which boosts morale and team cohesion.
- 4. Mitigate Risks:** Ignoring mental health can lead to significant risks, including reduced performance, increased errors, and even legal liabilities. Proactively addressing these issues through tailored training can help mitigate these risks, protecting both your employees and your organisation.
- 5. Empower Leadership:** Programs like the **Employee Assistance Program (EAP) / Manager Assistance Program (MAP) Awareness** give leaders the skills to identify and address mental health concerns early, ensuring timely and effective support for their teams.
- 6. Support Long-Term Wellbeing:** The long-term wellbeing of employees is essential for ongoing success. Training in **Positive Psychology** and **Change Mastery** equips your team with the skills needed to cope and thrive, ensuring your organisation remains agile and resilient in the face of change.

Investing in mental health training equips your team with the tools to create a supportive workplace. The benefits extend beyond individual wellbeing – improved performance, reduced risks, and a positive culture that attracts and retains top talent.

Wellbeing Training Transforms Your Organisation from Within
Empowering Your Organisation: Developing People, Leaders, and Teams

Building a Safer Workplace: Equipping Leaders and Teams for Success
Optimising Recovery and Return to Work: Tailored Solutions for Insurer Partners

Training Topics – Mental Health

CHANGE MASTERY:

Thriving in a World of Uncertainty

In a world where change is a constant, resisting it can hamper our health, wellbeing, and performance. This session delves into typical reactions to change and offers practical strategies for adapting to today's unpredictable landscape. Participants will gain actionable tools and insights to cultivate a change-ready mindset, empowering them to not just cope, but thrive amid transformation.

Join us for a transformative session where you'll learn to embrace change, adapt with agility, and thrive in an ever-evolving world.

DEPRESSION AWARENESS:

Managing Depression with Confidence

One in five Australians will experience depression at some point in their lives. Gain insights into the intricate brain processes linked to depression and acquire vital skills for fighting stigmas and fostering open, empathetic conversations when you join this webinar. Explore effective coping strategies and self-care techniques to help people with depression on their path to recovery, while delving into a variety of treatment options, including therapy, medication, and lifestyle adjustments. Plus, learn how to be a constant source of support for loved ones who are struggling with depression.

EMBRACING POSITIVE WELLBEING:

Fundamentals of Positive Psychology

Maintaining focus on crucial priorities like happiness and wellbeing is increasingly challenging. This training session delves into the fundamentals of Positive Psychology to help you achieve optimal satisfaction in life. Participants will have the opportunity to reflect on their core values and align their actions with what truly matters. By exploring practical strategies, you'll learn how to cultivate a positive mindset and enhance your overall wellbeing. This session emphasises understanding and applying Positive Psychology principles to foster happiness and life satisfaction.

Join us to discover how aligning your actions with your values and leveraging your strengths can lead to a more fulfilling and joyful life. Embrace the opportunity to nurture your positive wellbeing and achieve lasting happiness.

*Also included in the Altius Wellbeing Webinar Series – 4 December 2025**

Employee Assistance Program (EAP) Awareness / Manager Assistance Program (MAP) Awareness

Your Employee Assistance (EAP) and Manager Assistance (MAP) Programs are a significant investment in the wellbeing of your people. It is important that your people understand how to access these programs, and what they will experience, to maximise your return on this investment.

Short EAP and MAP awareness sessions are provided virtually, or in-person, for groups of staff and people leaders. These are an opportunity to bust some EAP/MAP service myths, weaken the stigma attached to mental health issues, clarify the support on offer and encourage proactive help seeking. Session duration is tailored to suit your operational requirements (usually 10-3 minutes long).

Menopause and Mental Health: Understanding the Hidden Impact

Menopause is a natural part of life, yet its impact—especially on mental health—is often overlooked. This webinar will provide a deep dive into the phases and symptoms of menopause, examining how hormonal shifts can affect mood, cognitive function, and overall wellbeing. Join us to gain insights into:

- The biology of menopause and its common symptoms
- The connection between menopause and mental health, including links to depression and anxiety
- Strategies for managing symptoms through lifestyle changes, workplace accommodations, and available therapies
- The biopsychosocial impact of menopause on quality of life, work, and relationships

With practical guidance on recognising symptoms and finding support, this session aims to empower individuals to navigate the menopause journey with confidence. Perfect for anyone seeking to better understand the unique challenges of this life stage.

Mental Health Education and Awareness**

(Available as an Online, Self-Paced Learning Module or as Group Training)

***Extended titles also available*

Mental illness is a leading cause of disability in Australia, significantly affecting individuals both personally and in the workplace. This webinar is designed to equip participants with a comprehensive understanding of various mental health conditions and their impacts. You'll gain valuable insights into the signs and symptoms of common mental health issues, helping you to recognise when someone may be struggling.

In addition to building your knowledge, this session will also focus on developing practical skills and confidence in having difficult conversations about mental health. You'll learn how to approach these sensitive topics with empathy and care, ensuring that you're able to provide meaningful support to those in need. Whether you're looking to improve your own mental health literacy or better support colleagues, friends, or family members, this webinar will empower you to take proactive steps towards fostering a mentally healthy environment at home and at work.

*Also included in the Altius Wellbeing Webinar Series – 11 September 2025**

*Our **RUOK?** Day Presentation for 2025*

THE RESILIENCE EDGE:

Tactics for Stress and Burnout Prevention Before It Gets the Best of You**

***Resilience Series also available*

In our fast-paced and demanding world, the need for effective burnout prevention has never been greater. During this session, you will learn how to recognise the warning signs of stress and its impact on your health and performance, practical self-care and stress management strategies, and how to set healthy emotional boundaries to prevent burnout and maintain a balanced life. Additionally, you will gain insights into building resilience to withstand life's pressures more effectively.

This information session is suitable for individuals from all walks of life who are looking to manage stress, prevent burnout, build resilience, and lead a happier, healthier, and more balanced life. Join us for this enlightening session and take the first step towards a more sustainable wellbeing.

*Also included in the Altius Wellbeing Webinar Series – 24 July 2025**

THRIVING TOGETHER:

Coping with Stress and Anxiety

Navigating the challenges of stress and anxiety can be daunting, especially when you feel lost and alone in your journey. As a participant of this training, you'll gain valuable insights into evidence-based strategies, practical self-care methods, and expert resilience-building techniques. Enhance your ability to offer support to those navigating these complex emotional landscapes.

Understanding and Managing Vicarious Trauma

(Available as an Online, Self-Paced Learning Module or as Group Training)

Sometimes we work with individuals who have experienced, or are experiencing, significant hardships. The indirect experience of this suffering can be difficult and lead to serious issues in its own right. This is called vicarious trauma. This session explores what vicarious trauma is, how it affects people, and what we can do to manage it.



Wellbeing

Wellbeing Training Transforms Your Organisation from Within

Prioritising the wellbeing of your team is crucial for driving business success. A healthy and engaged workforce directly influences productivity, cultivates a positive workplace culture, and enhances overall organisational performance. Our tailored training sessions focus on essential aspects of wellbeing, providing your team with practical tools to thrive both personally and professionally.

Why should your organisation invest in mental health training?

1. **Encourage Financial Literacy:** Financial stress can take a toll on mental and physical health. The **Assessing Your Financial Health** and **Mastering your Finances** sessions offer practical strategies to improve financial wellbeing, empowering your team to make informed decisions that reduce stress and enhance overall life satisfaction.
2. **Enhance Physical and Mental Health:** Regular physical activity is crucial for maintaining both physical and mental wellbeing. Whether it's through **Heart and Health Boost** or **Get Moving: Simple Strategies for Daily Physical Activity**, your employees will learn how to integrate effective exercise habits into their routines, leading to a healthier, more resilient workforce.
3. **Support a Safe and Inclusive Workplace:** Domestic and family violence can have a profound impact on victims, affecting their wellbeing and work performance. **The Preventing and Responding to Domestic and Family Violence** session equips your team with the knowledge and confidence to support colleagues in need, creating a safer, more inclusive workplace.
4. **Encourage Healthy Eating Habits:** Nutrition plays a key role in overall wellbeing. The **Food for Thought** session offers practical advice on maintaining a balanced diet, helping your team develop healthy eating habits that support sustained energy, focus, and health.
5. **Promote Holistic Wellbeing:** The **Thrive: A Holistic Approach to Be Well and Live Well** session provides a comprehensive guide to maintaining a balanced life, addressing the interconnectedness of sleep, diet, exercise, and stress management. This holistic approach ensures that your employees are well-equipped to handle the demands of modern life.
6. **Tailored Fitness Guidance:** Understanding how much exercise is just right can be challenging. The **Finding Your Fit** session offers qualified advice, ensuring that your team can create and maintain exercise routines that meet their needs and help them achieve long-term health benefits.

By integrating these wellbeing training sessions into your organisational strategy, you are investing in the health, happiness, and productivity of your team. A commitment to wellbeing creates a positive work environment where employees feel supported, motivated, and empowered to perform at their best.

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Training Topics – Wellbeing

Assessing your Financial Health - A Two-Part Journey

Guest Speaker: Phil Gard, Personal Money Coach and Financial Educator

Embark on a transformative journey with Phil Gard's webinar, "How Financially Healthy Are You?" In this one-hour session, you will gain clarity and direction as Phil guides you through a 30-minute interactive 'Financial Awareness Quiz.' Then, in the final 30-minutes, uncover insights, motivation, and practical tips to immediately enhance your financial situation. Walk away equipped to build a better financial future. Join us for this essential first step towards financial empowerment!

ENERGISE YOUR LIFE:

The Dynamic Duo of Sleep and Exercise

Researchers have uncovered the profound impact of restorative sleep on both physical and mental wellbeing. This exciting session reveals how a well-structured exercise regimen can significantly enhance your sleep quality and boost your overall vitality. We'll tackle common concerns about optimising energy levels and share effective habit-building strategies for lasting success. Dive into the fascinating link between exercise and your circadian cycle, and learn how to achieve better, more rejuvenating sleep. Join us to discover the synergy of sleep and exercise and energise your life!

FINDING YOUR FIT:

How Much Exercise is Just Right?

Join us for an informative session where we delve into the latest evidence-based recommendations for healthy exercise and physical activity. Our expert presenters will provide a comprehensive overview of what constitutes a healthy amount of exercise, tailored to different ages, genders, and individual health statuses. Learn practical tips and hints on staying motivated, creating routines, and maintaining consistency in your exercise habits. Discover how to find the right balance for your personal fitness journey and achieve long-term health benefits.

FOOD FOR THOUGHT:

Harmonising Your Diet and Body

Guest Speaker: Tara Sofair, Accredited Practising Dietitian

Discover how eating well can be a natural, enjoyable process rather than a battle. This webinar covers simple strategies for balancing your diet without meticulous meal planning, understanding the impact of under-eating on over-eating, and tuning into your body's natural hunger and fullness cues (interoception). Join us to learn how to listen to your body and maintain a healthy, satisfying diet.

GET MOVING:

Simple Strategies for Daily Physical Activity

Incidental activity is key to optimising physical and mental health. In this engaging webinar, we'll explore the importance of reducing sedentary behaviour and its link to chronic disease risk. Our presenters will share practical and easy strategies to help you incorporate more movement into your daily routine, whether you work from home, in the office, or have a busy schedule. Learn how to overcome common barriers to physical activity and integrate lasting habits into your everyday life for improved health and wellbeing. Join us to discover how simple changes can make a big difference!

HEART AND HEALTH BOOST:

Exercise Strategies for Life

The benefits of exercise are immense, from enhancing heart health and mental wellbeing to aiding sleep, strengthening bones, and supporting weight control. This dynamic session will guide you through effective exercise strategies tailored to your age and health goals. Learn how to stay motivated and create a sustainable exercise routine that you can enjoy for life. Whether you're looking to boost your cardiovascular health, maintain strong bones, or simply feel better day-to-day, join us to discover the key to a healthier, more vibrant you.

MASTERING YOUR FINANCES IN CHALLENGING TIMES:

Practical Strategies for Living Well Today and Planning for a Secure Tomorrow

Guest Speaker: Tony Caine, Finance Coach, Entrepreneur and Author

In today's unpredictable economic climate, taking control of your finances is crucial. This webinar will provide you with the tools and knowledge needed to navigate these challenging times with confidence. You'll learn how to organise your accounts efficiently, set realistic financial goals, and implement effective strategies for managing and reducing debt.

Additionally, we'll cover fundamental investment principles and long-term strategies to help you build and maintain financial stability over time.

Our expert presenter will guide you through each topic, offering practical advice and real-world examples to ensure you can easily apply these strategies in your own life. To enhance your learning experience, the session includes an interactive Q&A segment, where you can ask questions and receive general advice tailored to your financial concerns. Whether you're just starting your financial journey or refining your existing strategy, this webinar will empower you to take meaningful steps towards a secure and prosperous future.

*Also included in the Altius Wellbeing Webinar Series – 13 February 2025**

Preventing and Responding to Domestic and Family Violence

Domestic and family violence can have devastating consequences on the target's physical and mental health. In this session, participants build an understanding of the breadth and complexity of these problems, and the importance of challenging the attitudes and beliefs that help perpetuate violence. Participants develop the skills and confidence in providing support to employees experiencing domestic and family violence.

RESPECTFUL RELATIONSHIPS:

Nurturing What Matters Most

Maintaining strong relationships with our loved ones is key to a happy home life and overall wellbeing. However, with so many of us feeling time-poor, it's easy to neglect the connections that truly matter. This webinar will explore practical pathways to revitalising and enhancing these essential relationships, helping you foster deeper connections and a more fulfilling life.

*Also included in the Altius Wellbeing Webinar Series – 12 June 2025**

THRIVE:

A Holistic Approach to Be Well and Live Well

Uncover the essentials of proactive health management in our webinar, “Thrive: A Holistic Approach to Be Well and Live Well.” Explore practical tips to enhance sleep, make informed nutritional choices, and understand the crucial link between movement, exercise, sleep, and stress. Learn evidence-based strategies to maintain a healthy body and mind in the face of life's busyness. Join us for a concise guide to optimising your wellbeing and thriving in the modern world.

*Also included in the Altius Wellbeing Webinar Series – 8 May 2025**



Empowerment: Developing People, Leaders, and Teams

Empowering Your Organisation: Developing People, Leaders, and Teams

The success of any organisation relies heavily on its ability to empower its people, develop effective leaders, and build cohesive teams. Investing in these key areas enhance individual performance and drive collective organisational growth. Our training sessions are designed to equip your team with the skills, knowledge, and confidence needed to excel in their roles, creating an environment where everyone can succeed.

Why Focus on Empowerment?

1. **Enhance Leadership Effectiveness:** Understanding what separates good leaders from great ones is key to driving organisational success. The session **From Good to Great: Unlocking the Secrets of Exceptional Leadership** explores the traits of outstanding leaders and offers practical strategies for current and aspiring leaders to elevate their leadership skills, inspiring excellence within their teams.
2. **Improve Communication and Conflict Resolution:** Effective communication is essential in managing difficult conversations and conflicts that can arise in any workplace. **Effective Communication for Difficult Conversations** equips your team with the skills to manage challenging situations, ensuring that conflicts are resolved in a way that protects mental wellbeing and promotes a positive work environment.
3. **Support Mental Health in Performance Management:** Managing performance while also addressing mental health issues can be a delicate balance. The **Managing Mental Health whilst Managing Performance** session provides practical tips for managers to support their teams' mental health while maintaining clear performance expectations, ensuring a healthy and productive work environment.
4. **Boost Productivity and Efficiency:** In an age of constant distractions, mastering time management is more important than ever. The **Unleash Your Inner Productivity Ninja: Mastering Time Management and Efficiency** session offers powerful techniques to help your team work smarter, not harder, setting them on the path to peak productivity and efficiency.
5. **Create a Safe and Collaborative Culture:** A culture of psychological safety is the foundation of a high-performing organisation. **Creating a Culture to be Ourselves at Work: The Power of Psychological Safety** explores how to create an environment where everyone feels safe to share ideas and take risks, driving creativity and innovation throughout your organisation.

6. **Empower Employees through Thoughtful Work Design:** Good work design is key to job satisfaction and overall wellbeing. The sessions **Good Work Design: Setting Yourself up for Success** and **Good Work Design: Setting the Foundations for Effective Teams** provide practical insights into how thoughtful work design can enhance employee engagement, reduce risks, and support long-term success, both for individuals and teams.
7. **Support Work-Life Balance:** For parents and carers, balancing work with home responsibilities can be tough. The session **The Guilt-Free Parent or Carer: Strategies for Juggling Work and Home** provides strategies for effective communication and self-compassion, enabling your team to manage their dual roles without guilt while nurturing a supportive network for sharing experiences.

By focusing on these areas, your organisation is investing in its most valuable asset—its people. Empowering your employees, leaders, and teams not only boosts morale and job satisfaction but also drives organisational success in a sustainable and meaningful way.

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Training Topics – Empowerment: Developing People, Leaders and Teams

BEYOND THE BASICS:

Harnessing Diversity for Workplace Success**

***Extended titles also available*

Our world's vibrant diversity isn't just a fact—it's a powerful asset for any organisation. In this session, we delve deep into the multifaceted nature of diversity and the real impacts it can have on staff experiences and organisational outcomes. We'll explore the various dimensions of diversity, recognise the subtle ways discrimination can occur, and uncover practical strategies for fostering an inclusive workplace. Attendees will leave with a clearer understanding of how a diverse workforce can drive success and actionable insights on creating a truly inclusive environment where everyone can thrive.

BUILDING BRIDGES, NOT BARRIERS:

Fostering Neurodiversity at Work

Embracing neurodiversity in the workplace can significantly enhance organisational success. In this webinar, we explore the crucial role neurodiversity plays in today's organisations, tackling the challenges of understanding, integrating, and adapting to neurodiverse talents. Gain valuable insights, hear real-world success stories, and discover strategies to help your company foster an inclusive environment and boost engagement as it strives towards a more equitable future. This essential discussion is a must for HR professionals, diversity and inclusion advocates, team leaders, and anyone committed to creating a more inclusive and innovative workplace.

*Also included in the Altius Wellbeing Webinar Series – 20 March 2025**

CREATING A CULTURE TO BE OURSELVES AT WORK:

The Power of Psychological Safety

What do high-performing organisations have in common? A culture of psychological safety. This engaging training dives into how creating an environment where everyone feels safe to take risks and share ideas is key to fostering creativity and innovation. Whether you're in a leadership role or part of the team, you'll explore the theory behind psychological safety and learn practical strategies for contributing to and nurturing this crucial workplace culture. Discover how each team member can play a role in transforming your organisation into a thriving hub of courage and collaboration. Join us to unlock the secrets of a workplace where creativity and engagement can truly flourish!

Effective Communication for Difficult Conversations

We all face difficult people at some point in our lives and situations of conflict can escalate and impact the mental wellbeing of those involved in the conflict situation. During this training, participants develop an understanding of the ways in which conflict escalates. They are taken through a series of activities to recognise their own triggers and emotional responses. They learn skills and strategies to manage difficult situation, such as assertiveness and de-escalation.

FROM GOOD TO GREAT:

Unlocking the Secrets of Exceptional Leadership

***Extended titles also available*

Ever wondered what separates a good leader from a great one? Research reveals that outstanding leaders share key traits that set them apart. In this session, we delve into the latest findings on effective leadership, offering you a chance to reflect on your own leadership strengths and areas for growth. Discover how to develop your unique leadership style and enhance your performance to reach new heights. Whether you're a seasoned leader or aspiring to lead, this training provides valuable insights and practical strategies to elevate your leadership game and inspire excellence in your team.

GOOD WORK DESIGN:

Setting the Foundations for Effective Teams

This training session equips leaders with the essential principles and practices of good work design to foster a productive and positive work environment. Leaders will learn how to structure roles, tasks, and workflows to maximise team engagement, efficiency, and wellbeing. Through interactive discussions and case studies, participants will gain practical insights into how thoughtful work design can drive performance, reduce risks, and support the long-term success of their teams.

GOOD WORK DESIGN:

Setting Yourself up for Success

This interactive training session is designed to empower employees with the knowledge and tools to actively participate in shaping their work environment. Participants will learn key principles of good work design, focusing on creating a balanced and sustainable work experience. Through practical exercises, employees will explore strategies to enhance job satisfaction, productivity, and overall wellbeing, contributing to a healthier and more effective workplace.

Managing Mental Health whilst Managing Performance

Performance management can be tricky at the best of times and managing performance when someone is dealing with a mental health condition can be particularly challenging. This session trains managers on identifying and addressing the warning signs of mental illness. It provides practical tips and strategies for providing mental health support in the workplace while maintaining clear boundaries.

THE GUILT-FREE PARENT OR CARER:

Strategies for Juggling Work and Home

Parents and carers often juggle the demands of their careers with the responsibilities of raising a family or supporting loved ones, leading to ongoing challenges. This webinar will equip you with strategies for effective communication with both co-workers and family members, and help you identify common sources of guilt. Learn how self-compassion can be a powerful tool for reducing guilt and fostering a healthier work-life balance. Additionally, you'll discover ways to connect with others who share your experiences, creating a supportive network that can offer inspiration and encouragement.

UNLEASH YOUR INNER PRODUCTIVITY NINJA:

Mastering Time Management and Efficiency

In a world brimming with distractions and constant demands, achieving peak performance can seem elusive. This training unveils the secrets to becoming a Productivity Ninja, tackling common barriers like procrastination, prioritisation, and ineffective time management. You'll acquire powerful, practical techniques to sharpen your focus, streamline your tasks, and optimise your time and energy. Discover how to transform your approach to work and harness the skills needed to "work smarter, not harder," setting you on the path to exceptional productivity and efficiency.

*Also included in the Altius Wellbeing Webinar Series – 23 October 2025**



Work Health and Safety

Building a Safer Workplace: Equipping Leaders and Teams for Success

Workplace Health and Safety (WHS) is a cornerstone of organisational success, ensuring that every team member feels safe, supported, and equipped to perform their best. WHS compliance is a legal requirement and shows an organisation's dedication to its workforce. Our training sessions are designed to equip your organisation with the essential tools, knowledge, and strategies needed to create a safe and productive workplace.

What makes WHS Training Essential for Your Organisation?

1. **Prevent and Manage Psychosocial Hazards: A Manager's Guide to Psychosocial Hazard Prevention & Management** and **Creating a Psychosocially Safe Work Environment** sessions equip managers and employees with the latest insights and strategies to prevent and manage psychosocial risks. Understanding these hazards is important for creating a work environment where everyone can perform effectively.
2. **Address Common Workplace Challenges:** Sessions like **Supporting Each Other at Work** and **Conflict Resolution Skills** focus on building a culture of support and effectively resolving conflicts. By addressing these common challenges, organisations can significantly improve team dynamics and overall job satisfaction.
3. **Combat Bullying, Harassment, and Violence:** The **From Bystander to Upstander: Combating Bullying, Harassment, and Sexual Harassment** and **Crisis Control: Responding to Violence and Aggression** sessions empower your team to tackle workplace misconduct head-on. These sessions are designed to equip employees with the knowledge and tools needed to create a safer and more respectful work environment.
4. **Support Remote and Isolated Workers:** With the rise of remote work, the **Thriving in Isolation: Mastering Remote and Isolated Work** session provides essential strategies to ensure that employees working remotely or in isolated conditions remain connected, supported, and productive.
5. **Navigate Organisational Change:** The **Sail Through Change: Navigating Organisational Transitions** session helps organisations manage change effectively. Participants will gain insights into supporting their teams through transitions, ensuring adaptability and resilience during periods of change.
6. **Promote Fairness and Recognition:** The **Recognise, Reward, and Rise: The Path to Organisational Fairness** focuses on the importance of recognition and reward in the workplace. By enhancing these practices, organisations can cultivate a culture of fairness that motivates employees to perform at their best.

7. **Ensure Due Diligence and Risk Management:** Sessions on **Due Diligence** and **Risk Management Training** provide leaders with the knowledge necessary to manage safety obligations effectively, ensuring compliance with WHS legislation and promoting positive safety performance throughout the organisation.
8. **Improve Ergonomic Practices:** With the **Ergonomics Training** and **Ergonomics Train the Trainer** sessions, organisations can enhance workplace health by addressing ergonomic risks. These sessions cover critical topics such as workstation optimisation and manual handling techniques, promoting overall wellbeing and reducing injury risks.
9. **Incident Preparedness:** The **Hazard and Incident Investigation** session equips participants with the skills needed to investigate and respond to workplace incidents. This training is crucial for maintaining a safe environment and preventing future incidents.
10. **Manage Workplace Injuries: Injury Management for Supervisors and Managers** ensures that your organisation can effectively manage workplace injuries, supporting a prompt and safe return to work for injured employees while minimising disruption and costs.
11. **Supporting WHS Committees: WHS Committee Training** and **WHS for Supervisors and Managers** offers the skills necessary for implementing effective WHS policies, ensuring commitment to safety at all organisational levels.

Investing in WHS training highlights your organisation's proactive commitment to creating a safe and supportive workplace. These sessions equip both leaders and employees with essential tools to prioritise safety as a collective responsibility within the organisation.

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Training Topics – Work Health and Safety: Psychosocial Risk

A Manager's Guide to Psychosocial Hazard Prevention & Management

In this session, managers will gain a deep understanding of psychosocial hazards, exploring their impact on individuals, teams, and organisations. We'll delve into recent Australian legislation changes, clarifying unique managerial responsibilities and guiding participants through the risk assessment and management process. With a focus on prevention and effective management strategies, managers will also discover the array of support avenues available to navigate the complexities of psychosocial hazards.

Creating a Psychosocially Safe Work Environment

Empower employees to contribute actively to a psychosocially safe work environment by understanding the nuances of psychosocial hazards. This session covers recent Australian legislation affecting employees, delineates employee responsibilities, and offers practical steps for cultivating a positive workplace atmosphere. Participants will also gain insights into reporting hazards, understanding the process, and leveraging available support structures to foster a culture of well-being and resilience.

Based on results from your Psychosocial Risk Assessment, we offer the following training for your organisation, which address the twelve common hazards as identified by Safe Work Australia.

BLUEPRINT FOR SUCCESS:

Crafting Positive Workplace Environments

Addressing environmental factors and exposure to traumatic events

Want to know the impacts of the work environment on employees? In this session, we will be diving into the psychosocial hazards of poor environmental conditions such as hazardous working environments, and exposure to traumatic events. This session is designed to provide participants with a deeper understanding of how workplace surroundings and traumatic events impact employee wellbeing and how these can cause both psychological and physical harm.

CONFLICT RESOLUTION MASTERY:

Navigating Workplace Turbulence

Addressing conflict or poor workplace relationships and interactions

Join us in deepening our understanding of the impacts of poor relationships and conflict in the workplace. This training is designed to equip participants with a comprehensive understanding of what poor workplace relationships look like and its impacts, we will provide the necessary tools to navigate workplace conflicts with confidence and provide practical strategies and actionable techniques for effective conflict resolution.

CRISIS CONTROL:

Responding to Violence and Aggression

Addressing violence and aggression

Discover in this session the essential skills and strategies to effectively respond to aggression and violence. Throughout this session, participants will explore various facets of aggression and violence, from understanding what it is and what it looks like, its impacts and how it can be prevented. We will provide participants with tangible tools and steps to responding and reporting violence and aggression in the workplace.

FROM BYSTANDER TO UPSTANDER:

Combating Bullying, Harassment, and Sexual Harassment

Addressing bullying and harassment, including sexual and gender-based harassment

Empower employees to become proactive upstanders in the face of workplace misconduct such as bullying, harassment and sexual harassment. This session will cover what workplace bullying and harassment looks like and its impacts, examples of covert and overt behaviours and distinguishing between upstanding and bystander behaviours. This session aims to upskill participants with the knowledge, strategies and tools to intervene effectively and create a safer, more respectful work environment.

GETTING THE JOB DONE:

Optimising Information & Resources to Cope with Job Demands

Addressing job demands, lack of role clarity and low job control

In this session, participants will deepen their understanding of the psychosocial hazard of job demands and job control. We will explore efficient techniques to optimise information handling and resource management for meeting job demands, as well as ways that employees can enhance job control where possible. By the end of this session, participants will be better prepared to handle tasks effectively and maintain a balanced approach to their professional responsibilities.

RECOGNISE, REWARD, AND RISE:

The Path to Organisational Fairness

Addressing inadequate reward and recognition, and poor organisational justice

Join us to enhance your understanding of the impacts of recognition and reward efforts in the workplace and how these impact perceived organisational fairness and justice. In this session, we will be exploring the importance of rewards and recognition in organisations today, the impacts of these on perceived organisational justice, and how employers can enhance these fundamental components in the workplace.

SAIL THROUGH CHANGE:

Navigating Organisational Transitions

Addressing poor organisational change management

In a continually changing world, organisations go through changes too. In this session, participants will explore the impacts of organisational change on employees, what poor organisational change management looks like, and some early warning signs that someone isn't coping well with change. Participants will take away some practical insights and strategies to thrive amidst change, fostering adaptability and resilience within dynamic working environments.

THRIVING IN ISOLATION:

Mastering Remote and Isolated Work

Addressing remote or isolated work

Equip employees with the knowledge and skills to thrive in remote and isolated work. In this session participants will dive into understanding what makes remote and isolated work a psychosocial hazard, the impacts of this line of work on employees, and provides some practical steps for both employees and employers in maintaining collaboration and connection.

UNITED WE STAND:

Supporting Ourselves and Each Other at Work

Addressing poor support

Empower employees to contribute actively to a psychosocially safe work environment by understanding the nuances of psychosocial hazards. This session covers recent Australian legislation affecting employees, delineates employee responsibilities, and offers practical steps for cultivating a positive workplace atmosphere. Participants will also gain insights into reporting hazards, understanding the process, and leveraging available support structures to foster a culture of well-being and resilience.

Training Topics – Work Health and Safety

Due Diligence

This training will provide officers and senior managers with the knowledge necessary to effectively exercise their positive duty of care and manage safety in the working environment. Participants will learn the tools to interpret and apply due diligence, as well as develop an understanding of key elements of relevant safety legislation, including risk management, consultation, and incident notification, and the importance of positive safety performance.

WHS for Supervisors and Managers

Managers and supervisors within any organisation have a responsibility to understand and implement Work Health and Safety legislation and requirements. This ensures staff are working within a safe work environment.

Participants will gain a thorough understanding of the legal requirements associated with WHS, as well as the significance of implementing comprehensive WHS policies and frameworks within an organisation.

Risk Management Training

All business decisions involve some level of uncertainty or risk. Risk management is the continuing workplace process that identifies, assesses, and controls all reasonably foreseeable hazards and risks.

This training session will guide participants in creating, implementing, and evaluating a risk management strategy that supports their organisational objectives and ensures the minimisation of risk. Participants will become competent in identifying and managing risk while applying risk management processes and coordinating a risk management strategy.

Hazard and Incident Management Training

Incident investigations identify the root cause of an event enabling control measures to be put in place to avoid further incidents. By collecting incident information and analysing it within a risk management process everyone can learn and improve safety practices.

This training provides an overview of the legal requirements when reporting and investigating incidents. It will provide participants with the skills and knowledge required to plan, conduct, and report on investigations of work health and safety (WHS) incidents that have the potential to, or have resulted in, injury or damage.

Injury Management for Supervisors and Managers

Managing injuries within the workplace benefits everyone. Workers with an injury see their prospects of recovering and returning to their former lifestyle maximised, employers retain experienced workers, productivity is restored swiftly, and claim costs are reduced.

This training will assist participants to appropriately manage workplace injuries and worker's compensation claims in order to achieve a prompt, safe and durable return to work for a worker with an injury, ideally into their pre-injury employment.

WHS Committee Training

Health and Safety Committees (HSCs) allow organisations to work together with workers on health and safety matters and ensures genuine representation and consultation occurs at all levels of an organisation.

Participants will gain the necessary skills and knowledge to be an effective member of the Health and Safety Committee (HSC) under the WHS Act 2011, to develop better safety standards and practices in their workplace.

Ergonomics Training

Enhance workplace health and productivity with our professional Ergonomics Training program. Designed for employees at all levels, this comprehensive training equips participants with the skills to identify and address ergonomic risks, fostering a safer and more efficient work environment. Using sound ergonomic principles, these strategies can promote workplace health, minimise injury risk, boost productivity and morale, and decrease staff turnover and absenteeism. Led by experienced allied health professionals, the program covers critical topics such as workstation optimisation, general health and wellbeing and proper lifting techniques through interactive and practical learning.

Ergonomics Train the Trainer

Elevate your organisation's ergonomic standards with our professional Ergonomics Train the Trainer program. This advanced training is designed for HR professionals, safety managers, and team leaders, equipping them with the expertise to identify and mitigate ergonomic risks across the workplace. Led by allied health professionals, the program offers a comprehensive curriculum that covers critical topics such as workstation optimisation and manual handling techniques through interactive and practical learning.

Manual Task Training

Are you managing your employees' risk? With over a third of workplace injuries associated with manual tasks, we guide employees through best practice for lifting, carrying, pushing, pulling or holding a load, object or person. Training plays a key role in protecting workers from harm associated with manual tasks that are part of getting the job done. This training is tailored to cover duties specific to each workplace.



Training for the Personal Injury Sector

Optimising Recovery and Return to Work: Tailored Solutions for Insurer Partners

In the context of injury recovery and return-to-work processes, insurers have an important responsibility in facilitating optimal outcomes for both employers and employees. These targeted training sessions are intended to provide teams with the necessary tools, knowledge, and strategies to handle complex claims, assist with recovery and return-to-work planning, and address emerging issues such as long COVID.



What makes WHS Training Essential for Your Organisation?


1. **Comprehensive Understanding of ADL Assessments: Activities of Daily Living (ADL) Assessment and ADL Screening Tool for Remote Areas** sessions equip participants with a deep understanding of how ADL assessments can significantly enhance an individual's post-injury recovery. These sessions focus on assessing functional abilities and providing remote support, ensuring that every claim is managed with precision and care.
2. **Strengthening Communication Techniques for Claims Managers: The Optimising Communication Skills for Claims Managers** session equips claims managers with essential communication skills to build rapport, diffuse tense situations, and navigate difficult conversations with confidence. It offers actionable takeaways, including recommended phrases, real-life case studies, and self-care strategies for after challenging interactions.
3. **Engaging Healthcare Providers in the Return-to-Work Process: Engaging GPs in Return to Work** offers practical strategies for insurers to effectively collaborate with General Practitioners. By strengthening these partnerships, insurers can ensure smoother communication, timely recovery, and successful return-to-work outcomes.
4. **Leveraging Technology for Vocational Assessments: FuturePathways®** training introduces participants to a cutting-edge vocational and career matching platform, guiding individuals toward meaningful employment aligned with their skills and injury considerations. This session showcases how insurers can leverage technology to deliver accurate insights and support career transitions.
5. **Navigating Psychological Claims: Managing Primary and Secondary Psychological Claims** sessions delve into the complexities of psychological injuries. Insurers will gain skills to confidently manage these claims, improving outcomes and supporting a safe return to work for those affected.
6. **Addressing Emerging Health Concerns: The Navigating Long COVID** training provides critical insights into the long-term impacts of COVID-19 on workplace health and wellbeing. This session equips insurers with the knowledge to support workplaces in managing the multifaceted challenges posed by long COVID.
7. **Understanding the Role of Rehabilitation Providers: Introduction to the Role of a Workplace Rehabilitation Provider and Understanding and Managing Complex Claims** offer a foundational and advanced understanding of how Workplace Rehabilitation Providers contribute to successful return-to-work outcomes. These sessions are ideal for insurers seeking to deepen their expertise in managing complex claims using a biopsychosocial approach.

8. **Early Intervention for Optimal Recovery: Optimising Workplace Rehabilitation and Early Intervention for Sustainable Return to Work** highlights the importance of early planning and support in injury recovery, focusing on best practices in workplace rehabilitation. This session provides insurers with insights into how early intervention can lead to better health outcomes and faster, sustainable return-to-work processes.
9. **Maximising the Role of Allied Health Professionals: The Essential Role of Allied Health in Recovery and Return to Work** session emphasises the critical contributions of allied health professionals across various disciplines. Insurers will learn how these professionals' expertise can be harnessed to support comprehensive rehabilitation and successful return-to-work outcomes.
10. **Clarifying Assessment Processes: Understanding Independent Medical Examinations and Fitness for Duty Assessments** provides a clear overview of these vital assessments. This session ensures insurers are well-prepared to navigate these evaluations and support their clients effectively.
11. **Ensuring Safe and Sustainable Work Environments: Workplace Assessments** training teaches insurers how to identify and address workplace health issues. By understanding the role of these assessments, insurers can contribute to creating safe, ergonomic, and supportive work environments, facilitating smoother return-to-work processes for both physical and psychological injuries.

These training sessions are intended to give your insurer teams the fundamental skills and useful resources they need to effectively manage the rehabilitation and return-to-work processes. By investing in these training programs, you are improving the knowledge of your team while also contributing to the overall health, wellbeing, and productivity of the workplaces you support.

All training modules are suitable for claims staff and IMA's working in the personal injury sector across workers compensation, life and CTP insurance.

 Why Prioritising Mental Health Training is a Game Changer for Your Organisation
 Wellbeing Training Transforms Your Organisation from Within

 Empowering Your Organisation: Developing People, Leaders, and Teams
 Building a Safer Workplace: Equipping Leaders and Teams for Success

Training Topics – Personal Injury Sector: Skills

Role of a Workplace Rehabilitation Provider – Introduction

Workplace Rehabilitation Providers (WRPs) are a vital component of supporting someone back to work following injury or illness. Participants who are new to the industry will develop an understanding of the role of a WRP and how this can support their role and a worker in the achievement of a return to work.

Role of a Workplace Rehabilitation Provider – Understanding and Managing Complex Claims

In this training, participants will learn how to navigate and manage complex claims. The training will teach how to apply a biopsychosocial framework to understanding claims and the risk of long-term disability due to injury, and once these risks have been identified, which services and interventions are best suited to address these risks. This training is ideally suited for those that have been managing claims for at least 6 months.

Optimising Communication Skills for Claims Managers

Enhance your communication toolkit with this practical webinar designed specifically for claims managers. In this session, you'll learn how to:

- Build rapport with claimants over the phone
- Diffuse situations when a claimant becomes distressed, irritable, or angry
- Navigate difficult conversations with confidence
- Practise self-care strategies after challenging interactions

Packed with actionable takeaways, including recommended phrases and real-life case studies relevant to your scheme, this session equips you with the skills to handle even the most demanding conversations effectively.

Optimising Workplace Rehabilitation and Early Intervention for Sustainable Return to Work

This session focuses on best practices in workplace rehabilitation, emphasising strategies to achieve return-to-work outcomes. Participants will explore the health benefits of good work, which include improved overall health and wellbeing, reduced long-term work absences, and enhanced productivity. Additionally, the training covers the advantages of early intervention in return-to-work planning, highlighting its role in facilitating safe and sustainable return to work after injury or illness.

Engaging GP's in Return to Work

Throughout the return-to-work process, GPs play a central role in managing an injured worker's health and wellbeing. Having a GP who is actively engaged in the process can assist with a safe and timely recovery and return to work. However, GPs high caseloads and limited availability can often make them difficult to reach and challenging to communicate with. This training provides practical tips and strategies to effectively communicate with GPs and engage them in the return-to-work process.

Managing Primary Psychological Claims and Secondary Psychological Claims

Recovering from a psychological or secondary psychological injury can be complex. This training focuses on navigating and supporting individuals recovering from psychological or secondary psychological injuries. Participants will learn skills to improve their confidence when dealing with psychological claims and the services available to support return to work. Through a blend of theory and actionable tools, participants will develop the skills to positively contribute to improved outcomes.

Workplace Assessments

Workplace Assessments identify an individual's specific health issues and potential sources of symptom elevation. This enables our rehabilitation consultants to provide confirmation of appropriate work duties and make specific recommendations, such as advice on correct working postures, ergonomic postures and safe working principles. During this training, participants build an understanding of what a Workplace Assessment is, and how it can be used to support a safe and sustainable return to work for both physical and psychological injuries.

The Essential Role of Allied Health in Recovery and Return to Work

Allied health professionals serve as indispensable pillars in the comprehensive journey of an individual's recovery and successful reintegration into the workforce post-injury, illness, or disability. Their multifaceted roles span various disciplines, encompassing occupational therapy, physiotherapy, speech pathology, psychology, exercise physiology and beyond. Their collective expertise is instrumental in addressing the intricate needs of individuals undergoing rehabilitation.

This training session aims to explore the important role of allied health professionals in the holistic process of recovery and return to work. This session will demonstrate how these experts enable individuals to regain autonomy, function, and a sense of purpose, fostering a successful transition back to work and an engaged life.

NAVIGATING LONG COVID:

Understanding Impacts on Health and Wellbeing in the Workplace

This training is dedicated to unraveling the complexities of long COVID and its profound effects on individuals' health and wellbeing within the workplace. Long COVID, characterised by persistent symptoms long after the acute phase of COVID, presents significant challenges for both employees and employers.

Participants will gain a deeper understanding of the diverse array of challenges posed by long COVID, spanning physical, cognitive, and mental health symptoms, and examine their implications for workplace productivity and wellbeing. Our expert consultant will provide valuable insights into recognising and addressing the multifaceted impacts of long COVID on individuals' capacity to work effectively.

Furthermore, we will explore proactive strategies and best practices for workplaces to support employees grappling with long COVID, fostering an inclusive and supportive environment conducive to recovery and optimal performance.

Participants will gain essential knowledge and practical guidance for navigating the complexities of long COVID in the workplace, as we strive to promote understanding and resilience in the face of this evolving health challenge.

Understanding Independent Medical Examinations and Fitness for Duty Assessments

The purpose of this training is to provide an overview of Independent Medical Examinations (IME) and Fitness for Duty (FFD) assessments. We will discuss the differences between these two types of assessments, when each might be appropriate, and what to expect in a report. This training will also address how to prepare the client for the evaluation.

Training Topics – Personal Injury Sector: Service

Activities of Daily Living (ADL) Assessment

ADL Assessments measure an individual's level of functional ability with consideration to their performance of self-care tasks, domestic maintenance and general community mobility.

During this training, participants develop an understanding of ADL Assessments and how they can be of benefit following surgery or injury.

Activities of Daily Living (ADL) Screening Tool for Remote Areas

This screening tool has been designed to provide a fast and effective service to claims agents, enabling them to provide support to workers with an injury, who are either about to undergo surgery or have recently undergone surgical procedures. Experienced Occupational Therapists triage the screening tool results, ensuring swift and efficient overview of an individual's capacity to independently perform essential self-care activities that safely maintain independence and quality of life.

Future Pathways®

Rehabilitation Services by Altius conducts Vocational Assessments using FuturePathways, an innovative, digitally supported vocational and career matching assessment platform.

The interactive platform guides those requiring vocational, redeployment or outplacement support by accurately matching them to the best, most suitable careers. We utilise FuturePathways Vocational and Career Matching platform, along with the expertise and coaching experience of our consultants, to deliver accurate insights into a client's future potential and support them in finding meaningful employment matching their values, interests, skill-set and motivational drivers, which reflect any injury considerations. This training explains how Rehabilitation Services by Altius uses FuturePathways to facilitate return to work outcomes.

To book a session or obtain more information about our training packages, topics, and delivery options contact us:

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