



The GO Programme

Cultivating wellness and high performance for business success

What would your business be like if your team was performing at its true potential? Do you ever wonder how you can engage people to really do their best? If so, The GO Programme has been designed for you. This innovative programme will empower your staff and leaders to drive their own results and achieve genuine high performance.

No doubt you know the impact on the business when people are stressed or lacking energy and focus. Often people are simply stuck in habits and unproductive behaviour patterns. It can take people a long time to change, and it can take a lot of precious time and effort to help them to do so.

Yet, we know that the key to success is to get on top of these issues, and *stay on top of them*. The GO Programme facilitates these kinds of changes quickly and in a sustained way, building individual and team resilience - the route to high performance.



How would it feel to know your workforce was happy and healthy, and eager to do their best? It's common knowledge that empowering staff to look after themselves and be happy at work encourages discretionary effort: the holy grail in any business, and the key to improved productivity, efficiency and bottom line results. The GO Programme is about doing just this; helping your people develop the right skills and the right mind-set to help your business thrive.



“It’s absolutely amazing. I don’t think I’ve ever gone ten days without feeling stressed and overwhelmed. And my boss has also noticed.”

M. Hammond, Services Manager

Key Benefits

Benefits your organisation can enjoy include:

- Fewer sick days and lower absenteeism through improved overall health of individuals
- Improved concentration and focus, and better work performance
- Higher productivity levels (as much as 20-30% in some individuals)
- Happier staff and improved morale and working environment
- Higher levels of engagement and more discretionary effort
- A culture of high performance supporting individual wellbeing and personal excellence
- Better health, people, performance and results.

The GO Programme Overview

Format:	<p>A 9-month structured programme including:</p> <ul style="list-style-type: none"> • Seven 90-minute seminars (breakfast/lunchtime sessions popular) • On-going email coaching • On-demand individual coaching as needed • Initial measurement of individuals and team to track on-going progress • Regular email 'power tips' • Booklets, tools and audio/visual downloads
Topics:	<ul style="list-style-type: none"> • Taking stock of the Whole You at work • Setting your goals for wellness and success • Using Your Brain on Purpose to manage your state for peak performance • How can you create a high performance culture? • Looking after the basics: top tips on fuel (nutrition), hydration, natural light, sleep and exercise • Getting balance: improving productivity at work, switching off and enjoying life • Taking control of your day through prioritising, delegating, communication and boundaries • Reframing challenges and using questioning and language skills to develop resilience • Exploring underlying roadblocks to wellness and success. Expanding your resilience and confidence. <p>Each seminar incorporates a re-cap and reminder of previous key tools, as well as time for the team to be sharing their insights with each other and having authentic conversations about their progress and how they are developing a high performance culture.</p> <p>Additional topics/seminars are available on request.</p>
Participant Profile:	<p>Ideal for:</p> <ul style="list-style-type: none"> • Staff and managers focused on performance and wellness at work. • Individuals struggling with stress patterns and personal effectiveness. • High performers wanting to fine-tune and continue excelling. <p>Ideally the GO Programme is run for whole teams, helping instil a culture of high performance. The programme provides a language to communicate about attaining and maintaining wellness and performance, both for themselves and each other.</p>
Participant numbers:	<p>Ideal group size ranges from 5-30 people.</p>
Time:	<p>Average time per participant 1 hour per month. Plus coaching hours as needed.</p>
Cost:	<p>Investment starts from \$129 per person per month. A schedule of fees is available on request and includes:</p> <ul style="list-style-type: none"> • Monthly subscription fee per group. • Special rates for individual coaching.

The GO Programme										
MONTH	1	2	3	4	5	6	7	8	9	
SEMINARS	1	2	3		4		5		6	7
GO	On-going email coaching									
	Individual Coaching on demand									
	Fortnightly emails of 'power tips'									

Transformational Coaching

To excel at work and in life is something we all want. When you're not feeling quite on top of your game, do you want to know how to get back on track? How to get out of stuck patterns such as stress? Or perhaps overhaul an area of your work or home life? Maybe you simply want to hone your skills to get even better. Achieving personal performance can be very satisfying after all.



Transformational Coaching is a powerful way to get you there. It's transformational because it is about teaching you how to run your brain; enabling you to change key patterns of behaviour. Like reprogramming the software of a computer, you can learn to uninstall 'dodgy' software and install a new programme that runs even better. We get to the heart of the matter quickly to change habits and patterns. This is achieved through a range of techniques and methodologies including Neuro Linguistic Programming (NLP), which is widely used worldwide by leading firms including Barclays Bank, Honda and Microsoft (UK).

Transformational Coaching can help to:

- Deal with stress patterns in a fast, lasting way
- Improve health and overall wellbeing
- Maximise confidence and performance
- Increase motivation
- Enhance leadership capability
- Improve communication and relationships
- Take careers and organisations to the next level.

I had been under lots of pressure at work for a long time. My blood pressure was high, I had lost all confidence in myself, and I was finding it difficult to cope with anything, whether it was work or pleasure. I was constantly exhausted. Even the smallest problem would seem huge.

Within a short period of time coaching with Karen, I'm working less hours, my blood pressure has dropped and I feel back in control of my life. Karen just made everything seem clear and attainable. My family has noticed that I am relaxed and back to being my normal happy-go-lucky character. Thanks Karen.

Catrin Jones, Surveyor

Client's comments on Wellbeing & Performance at aVara

- “ I found the workshop to be extremely uplifting and insightful! It gave a different perspective on stress/pressures and ways to cope with them internally to minimise the impact. A very worthwhile course and would definitely recommend to others!
Mel Shaw, Senior Tax Consultant, KPMG
- “ I thought the content was very relevant for our staff and I was able to walk away with practical tools I could immediately implement to aid me in managing my state of mind and reduce stress in all aspects of my life. I felt that you were quick to gain the confidence and trust of the audience, and getting a room full of accountants to participate so fully is no easy task.
Debra Ryan, HR Manager, BDO Auckland
- “ The combination of theory and practical exercises made the session fun and interactive, with a measureable outcome. Very enjoyable.
Peter Lamont, Telecom
- “ I was extremely impressed from two different perspectives ... Karen's presentation style was extremely engaging with a good combination of humour and professionalism. Secondly, her presentation content was interesting and gave me some extremely practical (and surprisingly simple) tools to take away with me.
Justina Knox, Botherway Legal



Karen Ross
Director
aVara Consulting

BMS (Mgt) Hons
Certified NLP Master Practitioner
ICI Certified Coach
Chartered Health Practitioner
NZANLP

Karen is a transformational coach, trainer and speaker. She helps people in business enhance their wellbeing, happiness and performance for personal and professional success. She knows that when you beat stress, you perform at your best.

As well as coaching, Karen designs and delivers insightful and innovative seminars and training programmes. As a professional speaker, she talks about Using Your Brain on Purpose - for success in business, sport and life.

Her career spans more than a dozen countries; from UK and Eastern Europe to Japan. For ten years she has worked for and consulted to professional service firms, including BDO Auckland and KPMG International. Her clients include Telecom, Minter Ellison and Enjo NZ.

Karen has written for various magazines about dealing with stress, has appeared on TVNZ One's Breakfast talking about switching off from work, and Campbell Live where she demonstrated helping a client overcome stage fright. Her focus on wellbeing grew out of a determination to beat stress herself, and following numerous clients struggling to de-stress, switch off from work and enjoy life.

Contact us to find out more or book your next programme:
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