

Company Overview

Wisdom

Begins with wonder - Sophocles Always give 100%, unless you're giving blood. Instead of thinking outside the box, get rid of the box. Stop trying to fit in, you were born to stand out. Lay a firm foundation with the bricks that others throw at you. - David Brinkley. All great changes are preceded by chaos. - Deepak Chopra. By changing nothing, nothing changes. - Tony Robbins. The world belongs to those with the most energy. - Alexis De Toqueville. Nothing great was ever achieved without enthusiasm. - Ralph Waldo Emerson. Act as if it were impossible to fail. - Ashanti Proverb. Everything will be all-right in the end. If it's not all-right, then it is not yet the end. - The Best Exotic Marigold Hotel. There is no such thing as failure, just early attempts at success. - The Love Guru. If you can still change people you can change the world. Don't let anyone ever dull your sparkle. If you don't like something change it; if you can't change it, change the way you think about it. - Mary Engelbreit. If nothing ever changed, there'd be no butterflies. Continuity gives us roots; change gives us branches, letting us stretch and grow and reach new heights. - Pauline R. Kezer. You miss 100% of the shots you don't take. - Wayne Gretzky. The best time to plant a tree was 20 years ago. The second best time is now. - Chinese Proverb. You can never cross the ocean until you have the courage to lose sight of the shore. - Christopher Columbus. Whether you think you can or you think you can't, you're right. - Henry Ford. The two most important days in your life are the day you are born and the day you find out why. - Mark Twain. People often say that motivation doesn't last. Well, neither does bathing. That's why we recommend it daily. - Zig Ziglar. Courage is the force that makes our lives brilliant. - Daisaku Ikeda.

About Us



Talk to us
about your
HOWESAFE
program
design
today!

Team **HOWESAFE** are workforce solutions professionals with a strong background in Safety Management, Design Thinking, and Counselling. We work closely with our clients across areas of Occupational Injury Prevention and Management, Health, Wellness, Leadership Training and Coaching and implementation of Information Systems.

Our experience spans across 'person-centred' product design & development, project management, research and analysis, consultation, coaching and training for workforces and teams of all shapes & sizes.

We create solutions in partnership with our clients via products & services including :

- ✓ Social safety risk assessments to increase profitability, reduce risk of injury, poor workplace
- ✓ culture and poor productivity
- ✓ Social safety system design and implementation specific to your business needs
- ✓ Training, e-learning & coaching formats designed around industry best practice
- ✓ Quality auditing and performance support systems for teams
- ✓ Management consulting for executives looking to sharpen organisational performance
- ✓ Specialist rehabilitation consultation services and coaching for case managers
- ✓ Design and implementation of service delivery innovations and process improvements
- ✓ Health, fitness, and wellness programs for your employees

This diverse combination of skill and experience ensures a strategic, holistic and innovative approach to workforce solutions resulting in sustainable outcomes for your business.



The Howesafe - Social Safety System

- ✓ Based on evidence based research we implement interventions based on your own companies risk profile
- ✓ Dashboard reporting of risk areas
- ✓ Evidence based interventions based on your companies risk profile
- ✓ Ongoing support through training, coaching, intervention design
- ✓ Empowering your workforce to increase your business goals

The Howesafe - Age Impact Program

- ✓ Research and analysis of your business and the impact of an ageing workforce - identification of risk areas and target areas for business development for 2-5 years
- ✓ Dashboard reporting to more easily identify the impact of an ageing workforce for your business
- ✓ Workforce training and coaching for awareness, strategy, security and risk management
- ✓ Improved injury prevention policy / OHS

The Howesafe - Management Toolkit

- ✓ Identify and analyse trends directly impacting on service delivery, quality, productivity and performance outcomes
- ✓ Develop or refine systems, procedures and policies to mitigate poor performance whilst creating consistency and efficiency in overall service delivery
- ✓ Create a technically competent workforce strategically focussed on the achievement of claims or return to work outcomes in all instances
- ✓ Empower operational managers to lead a high performance workforce
- ✓ Develop and execute strategic business development plans with senior management to generate increased workflow

The Howesafe - Resilience Training

- ✓ A hands on approach to learning about resilience and its characteristics
- ✓ Create improved values, attitudes and beliefs around resilience
- ✓ Document active strategies for managing organisational change and workplace challenges
- ✓ Design of a scalable resilience training delivery model for your business

The Howesafe - Social Safety Program

The Howesafe Social Safety Program is a specialised prevention program designed to deliver social safety interventions specific for your business. Through our online tools you can assess your risk profile for your business based on the size, location and industry you work in.

Social safety is a new area of safety that has only been researched and explored in the past few years. A balanced safety culture has three areas of safety that needs to be addressed.

1 Physical Safety

The first is "Physical Safety" where we assess the physical environment of where and how we work.

2 Psychological Safety

The second is "Psychological Safety" which is the focus on how individuals who work for us react to their place of work on a personal level.

3 Social Safety

The third is "Social Safety". Social Safety is the group environment within which we work. It is the culmination of all the small interactions we have at work that make us feel part of a team.

Social Safety is the essence of making us feel like we belong.

Our research has shown us over the past few years that poor social safety increases the risk of poor profitability, poor productivity, increased unexplained absences from work and increased risk of injury which can impact your workers compensation premiums.

This program helps you identify your areas of risk, put in place evidence based interventions to prevent risk.





The Howesafe - Age Impact Program

The Age Impact program is a specialised program designed by the HOWESAFE team, that helps your organisation get prepared for a workforce that may be ageing. We help your business age well and grow! We work with you to look at your business, help you and the areas of risk and then work with you to put a plan in place to help prevent risk and liability.



Whilst growing older should be embraced and valued, as we grow older our bodies and minds do change. These changes can put ourselves, our people, and ultimately our businesses at risk. Some of these risks are avoidable with ample planning and understanding within the workplace. Good risk management and prevention strategies can even be used to generate improvements in your business.



Minor adjustments within your workforce, around the ageing demographics of your business, can save you hundreds and thousands of dollars, and create substantial flow on benefits in overall job satisfaction, productivity and performance.



Engaged employees are less likely to have a work injury and are more productive resulting in less time lost at work both with planned and unplanned absences - so understanding what your workforce across the generations wants will save you time, money and improve organisational knowledge.



The Ageing Impact Program is a way to help you reframe the challenges of your current workplace, put in place “Ageing Well at Work” solutions, and subsequently, grow your business by :

- Identifying areas of risk within an ageing workforce
- Providing solutions and tools to encourage sustainable change as the workforce changes

Getting older is something that all of us in organisations will experience together.

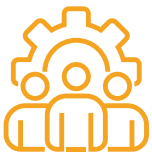
Let's Age Well at Work!

The Howesafe - Management Toolkit

Do you have a disengaged or unenthused workforce resulting in reduced productivity? Is your workforce aware of best practice service delivery solutions? Do you have the right systems and processes to measure and drive the outcomes of for your organisation? Could your workforce benefit from coaching, training and accessing tools to directly influence their performance?



It's commonly found that workers in the insurance, injury management or workplace rehabilitation sectors spend a significant amount of time following mundane processes rather than spending time implementing best practice service delivery solutions. Whilst adherence to accreditation and regulatory standards is of the utmost importance, this doesn't have to be achieved at the expense of superior return to work or claims outcomes. A focus on best practice methods and techniques that have consistently shown to achieve results can directly result in higher quality and performance, increased reputation in industry and increased staff morale, potentially impacting the financial productivity of the organisation. Employers who work at best practice benefit from motivated staff that are performing their best.



HOWESAFE provides specialist workforce solutions training, coaching and consultancy service with a focus on staff development and increased organisational performance. The Management Toolkit equips your staff and leaders with the tools and resources promoting best practice service delivery in the insurance, injury management and workplace rehabilitation sectors.

“What matters anywhere in your organisation, matters everywhere in your organisation”



Let's build our
resilience

The Howesafe - Resilience Training

Resilience Training is a specialised program that assists your organisation develop and maintain a resilient workforce. **HOWESAFE** provides a consultancy service which assists you to identify the appropriate interventions to make a marked difference in your employees ability to not only cope better in the workplace, but to thrive in everything that they do.



Resilience Training is built on the premise that in order for an organisation to achieve true resilience and maintain an optimistic work culture, an organisation is required to reach both the operational staff and their leaders. The strength and success of this program is based on the interaction between access to training for staff and leaders and access to support material and resources, further boosted by leadership coaching and mentoring to create an enriched, long lasting, resilient environment. This training takes information, ideas and concepts around resilience and turns them into a workable, practical set of tools and strategies that can be applied in any workplace.



Building resilience for the individual, and in the leaders, enables a team and thus an organisation to reach its highest potential. The training is accessed in the workplace, through various modes to reach and engage all types of learners. **HOWESAFE's** training offers practice tools and strategies to commence implementation of learning and practice resilience immediately in the workplace.

Working with us...

HOWESAFE solutions are designed to ensure each participant has the right tools & skills to initiate best practice service delivery...

At **HOWESAFE** we help you work through a series of questions which help us diagnose the issues, such as

- ? What is important to you in your business and what is getting in the way of achieving your goals?
- ? How safe is your business physically, psychologically and socially?
- ? Are you missing out on profit because of poor social connections in your workplace?
- ? Are your staff reaching their full potential?
- ? Is staff morale sufficient for business growth and development?
- ? Where are the hot spots in the organisation?
- ? How can we effect some immediate change in those areas?
- ? What are the specific issues staff are having difficulty facing?
- ? How much and what kind of intervention is required?





**We help you think differently to
create lasting change
& results in your business.**

**We invite you to contact us now to allow
us to help you and your business grow**

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