



# Staff Development Info Kit



**"The growth and  
development of people  
is the highest calling of  
leadership."**

– Harvey S. Firestone

# Why Invest in Your Staff Development?

In today's fast-paced corporate world, the line between success and stagnation often hinges on one vital component: the continual development of your staff.

## The Outcomes:

Research consistently shows that companies investing in employee development witness higher engagement rates, increased productivity, and bolstered morale.

### Enhanced Engagement:

Companies that invest in employee training and development show a 21% increase in profit due to heightened employee engagement.

Source: Gallup, 2017

### Improved Retention:

94% of employees would stay at a company longer if it invested in their career development.

Source: LinkedIn's 2019 Workforce Learning Report

### Boosted Performance:

Companies that offer training programs have 218% higher revenue per employee than companies without formalized training.

Source: ASTD, 2016

## Costs of Inaction:

Failure to act means risking the erosion of employee loyalty, a rise in turnover rates, and missing out on the innovation that comes from a well-trained and motivated team.

"Train people well enough so they can leave, treat them well enough so they don't want to." – Richard Branson

# Phaedra Pym



## 5 Star Google Review

Declan's presentation on Workplace Happiness was truly eye-opening and thought-provoking. I was astounded to learn how poorly we rank here in Australia when it comes to burnout and disengagement. This wasn't just a feel-good, motivational type of presentation. Declan showed us the metrics around the research and work he has done on this topic and left us with readily actionable things we could all do in our workplaces and on ourselves as business leaders right now. Highly recommended.

# Brigette Landy



## 5 Star Google Review

Declan is one of the best keynote speakers that our group has ever seen. A great storyteller. Interactive, personable, engaging, and funny. But knows when to be serious too. He backs up his story with facts and figures. Shares tools and action plans. The audience was 60 leaders from world of customer experience. We have received raving reviews from each of them about Declan's presentation. Highly, highly recommend.

# Stand-alone Flagship Keynotes

Plant the Seeds  
of Change

Energise &  
Inspire

Practical Tools  
for Team Days

**Looking for a way to inspire and energise your team?** Our Flagship Keynote sessions do just that and more! Whether it's learning how to be happy at work, understanding why happiness is key for thriving organisations, or beating burnout, each session is designed to plant seeds of change.

These sessions are perfect for staff offsite days or team events, giving your team not just inspiration, but practical tools to improve every workday. Dive in and discover how a single talk can transform your workplace vibe.





# Our Keynote Options:

## **How to Be Happy at Work** (for all staff):

This **60-75 minute keynote** session focuses on empowering and equipping your team with practical tools to better manage stress, to maximise emotional intelligence, and to thrive in the workplace. It creates a shared language and toolkit that the whole team can use to uphold a world-class working culture at your workplace. Your team will be left feeling uplifted, energized, and inspired to bring their best selves to their work and their home lives.

## **How to Beat Burnout** (for all staff):

This **60-75 minute keynote** session focuses on equipping your team with practical skills and tools to improve their wellbeing, reduce stress, and strengthen their burnout resilience. It also explores the importance of resilience and adaptability in the ever-changing world of modern business.

## **The Workplace Happiness KPI** (for leaders and managers):

This **60-75 minute keynote** sessions focuses on sharing evidence based, compelling insights into why workplace happiness is a strategic KPI to measure. It helps leaders embrace the value and importance of happiness in the workplace and guides them towards more accurately measuring it. This session also focuses on turning theory into action by providing recommendations as to how organisations can begin growing their happiness and become an employer of choice.

# Where We've Made a Difference



We're Proud to Be Partnering With Leading Organisations for Staff Development

# Comprehensive Staff Development Incubators

Action-Oriented

Actual Behaviour Change

Engaging & Replicable

Shared Language & Toolkit

**Seeking a lasting change in your organization?** Our incubator programs are the answer. Designed to be action-oriented and engaging, each topic, offers a deep dive over an extended period, ensuring real behaviour change.

These programs don't just educate; they give your team a shared language and toolkit they can use again and again. Plus, their replicable nature means the benefits keep coming. Dive in and watch your workplace transform with every session.







# Our Incubator Options:

## Change Management Incubator

The Change Management Incubator is a **3-session program** designed to equip leaders with the knowledge and skills needed to manage change effectively. The program focuses on developing a shared language and toolkit for change management, as well as cultivating a culture of psychological safety in the workplace.

## Wellbeing Incubator

The Wellbeing Incubator is a **5-month program** designed to help individuals develop the skills and knowledge needed to prioritize their wellbeing. Through this program, participants will learn how to increase their emotional awareness, practice self-care, build healthy habits, manage their mindset, and reduce stress.

## Engagement & Performance Incubator

The Engagement & Performance Incubator is a **5-month program** designed to help teams unlock their full potential by focusing on engagement and performance. Through this incubator, participants will learn how to define their purpose, leverage their strengths, and develop peak performance routines. They will also gain insight into the psychology of goal-setting and learn how to navigate people drama in the workplace.

# Our Incubator Options:

## Culture Incubator

The Culture Incubator is a **5-month program** designed to help teams define their direction, values, and communication style to create a healthy and inclusive work culture. Through this incubator, participants will learn how to foster teamwork, collaboration, and positive team dynamics, and develop skills for promoting diversity, equity, and inclusion in the workplace.

## Leadership Development Incubator

The purpose of this incubator program is to educate, equip, and empower developing leaders with evidence-based frameworks and techniques that will enable them to become high-performing, humanistic leaders. It is also designed to create a shared language and toolkit amongst colleagues and teams to further embed a healthy leadership culture throughout the organisation.

## Burnout & Turnover Resilience Incubator

The Burnout & Turnover Resilience Incubator is a **5-month program** designed to help employees understand, identify, and overcome burnout, reduce turnover, and develop resilience in the workplace. By focusing on evidence-based frameworks and techniques, this program will empower participants to build healthy boundaries, practice modern mindfulness, and develop strategies for dealing with overwhelm.



# Lachlan Skene

Customer Service & Sales Team Leader @ Camplify  
LinkedIn Recommendation

I could not recommend Declan and BU Happiness College enough. Their outlook toward workplace happiness and pairing this in with leadership upskilling workshops are second to none (out of my experiences). Declan is an empathetic, yet knowledgeable and very switched on presenter in his sessions.

10/10

# Jo Hanlon



5 Star Google Review

We had Declan talk at our recent business alliance event. Being very familiar with positive psychology and having read, studied and integrated a lot of this info and guidance into my own work,

I was excited to see how Declan had put the data and info together in such a practical, easy to understand and cohesive way, sparking a lot of discussion, enthusiasm, and ... happiness amongst the brekkie participants!! A great presentation, thanks a bunch Declan, from one of your new happy fans.

# Investment Options:

At BU Happiness College, we understand that every organisation has unique needs and goals. To cater to this, we offer a suite of flexible pricing options that align with your staff development objectives. Here's how you can invest in your team's growth and happiness:

## Keynote Sessions\*

Virtual	Virtual + Recording Rights	In Person
\$2,000 + GST	\$2,500 + GST	\$3,000 + GST

## 3 Month Incubators\*

Virtual	Virtual + Recording Rights	In Person
\$5,000 + GST	\$7,500 + GST	\$10,000 + GST

## 5 Month Incubators\*

Virtual	Virtual + Recording Rights	In Person
\$9,000 + GST	\$12,000 + GST	\$15,000 + GST

\* Payment plans are available for all of our Incubator packages.

\*\* Discounts available for not-for-profits and social enterprises.

# Your Next Steps

## **Already know what's right for your workplace?**

Send an email letting us know which services you want to move ahead with to [grow@buhappinesscollege.com](mailto:grow@buhappinesscollege.com)

[Email Us To Get Started](#)

## **Not sure but it all sounds great?**

Book a complimentary Scoping Session to chat with our friendly Workplace Happiness Consultants to get the right fit for your workplace.

[Book Your Scoping Session](#)

