



# THE Flourish<sup>®</sup> MOVEMENT



## Movement Sponsors:



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# JOIN THE GROUP

# Flourish 2026

**Format:**

4 x workshops (full day) - Venue TBC (Sydney area)

**Limit:**

32 Participants

**Dates:**

Pre-program research - Term 1, 2026

Workshop 1 - 29 May 2026

Workshop 2 - 28 August 2026

Workshop 3 - 20 November 2026

Workshop 4 - 5 March 2027

**Registration Link (click on the link below or scan the QR code):**

<https://www.trybooking.com/DCZPR>



# Introduction

The Flourish Movement is an evidence-based program that builds sustainable and effective leadership practices to improve your performance, as well as wellbeing, enjoyment of the role and impact on others.

Often, school leaders work in a way that meets the needs of others (open door policy, have to be the first to arrive and last to leave, solve other people's problems, etc) but leaves them with not enough time to get to the important strategic activities that have the greatest impact on their school. This role is a vocation for them, one of service. However, this mindset and associated habits can lead to unsustainable leadership practices that become detrimental for their leadership, their wellbeing and the performance of the school.

Flourish focuses on a combination of practices that maintain your (physical and emotional) wellbeing and strategies that increase your effectiveness as a leader. Recent research and data shows, not only the clear link between effective leadership and personal wellbeing, but also how much the role of a school leader impacts student and school outcomes. In fact, international research conducted by the OECD found that, in the six years of the study, not once did they come across 'a school improving its student achievement record in the absence of talented leadership'.

## Key Features



Evidence based



Designed with school leaders



Customisation for each group



Independently measured results

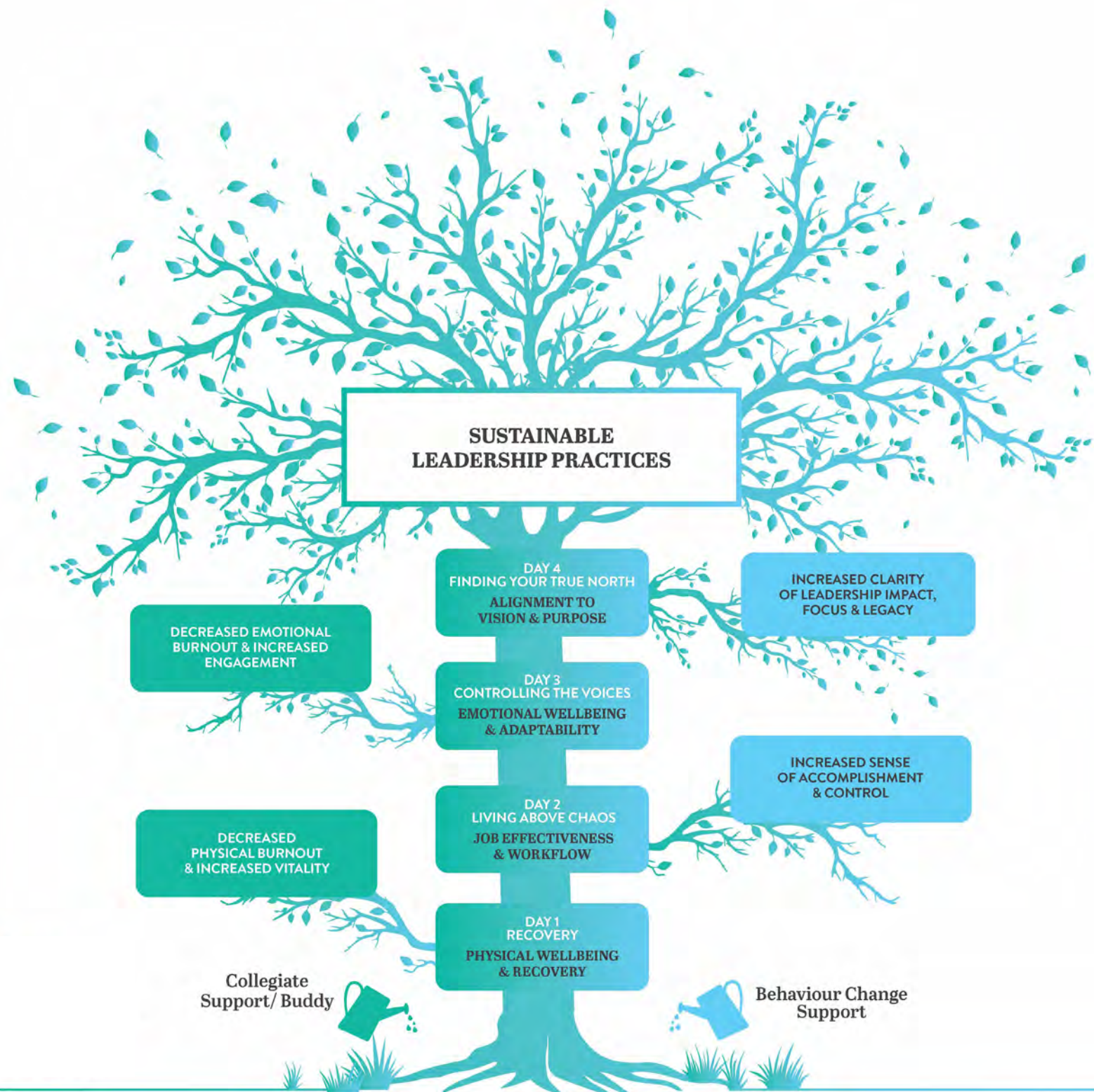


Proven ROI of 299%





# Program overview



# Program journey



## Pre-program research

Three components (conducted by Dr John Molineux, Human Resource Management Senior Lecturer and award winning Researcher, Deakin University):

1. A baseline survey, which included a range of constructs and demographic information.
2. A ten-day diary study, with three short electronic surveys conducted during each day.
3. A one-on-one interview with each participant.



## Workshop 1

Recovery – How to support your wellbeing and prevent burnout.

- Make relaxation a regular habit
- The Science of sleep
- The Third Space®
- Importance of movement for better wellbeing



## Workshop 2

Living above the chaos – How to improve your focus and attention, and strategies to reduce interruptions.

- Calming your internal world
- Managing your external world



## Workshop 3

Controlling the voices – Effectively dealing with negative thoughts and emotions.

- Rewiring our relationship with challenge
- Developing psychological flexibility



## Workshop 4

Finding your true north – Getting clear on your purpose and the impact you want to have on the school.

- Discovering your burning aspiration
- Living in alignment to your values
- Creating a high performing school culture



## Post-program research

A second survey is conducted to establish whether any changes have been made since the start of the program.

## In-between Workshops resources:

1. Behavioural support - Participants get sent a series of emails between workshops with articles, videos, podcast episodes, etc.
2. Buddy check-ins - In the program, each participant is assigned a buddy with whom they connect on a weekly basis.



# Program results

Measured independently by Deakin University.



School  
**1067**  
Leaders



## INCREASED SUSTAINABLE LEADERSHIP PRACTICES

TIME SPENT IN STRATEGY  $\uparrow 29.2\%$   
MY LIFE IS CLOSE TO IDEAL  $\uparrow 14.9\%$   
RESILIENCE  $\uparrow 10.2\%$   
HAPPINESS AT WORK  $\uparrow 9.1\%$   
JOB SATISFACTION  $\uparrow 9.1\%$   
PSYCHOLOGICAL CAPITAL  $\uparrow 7.8\%$   
LIKELIHOOD OF LEAVING THE ROLE  $\downarrow 8.3\%$   
LIKELIHOOD OF TAKING LEAVE TO COPE  $\downarrow 5.1\%$

## INCREASED EFFECTIVE LEADERSHIP

### INCREASED CLARITY & LEADERSHIP IMPACT

TIME SPENT IN COACHING  $\uparrow 29.7\%$   
TIME SPENT IN LEADING TEACHING & LEARNING  $\uparrow 23.1\%$   
TIME SPENT IN RESEARCH  $\uparrow 22\%$   
TIME SPENT IN PEOPLE DEVELOPMENT  $\uparrow 16.2\%$   
TIME SPENT IN SCHOOL LEADERSHIP  $\uparrow 10.5\%$

### INCREASED SENSE OF ACCOMPLISHMENT & CONTROL

FEELING OVERLOADED BY WORK  $\downarrow 18.2\%$   
INTERRUPTIONS  $\downarrow 35.5\%$   
TIME SPENT IN ADMINISTRATION  $\downarrow 18.8\%$   
TIME SPENT IN CONFLICT  $\downarrow 25.2\%$   
TIME SPENT IN CRISIS MANAGEMENT  $\downarrow 23.4\%$   
STRESSFUL ISSUES  $\downarrow 13.4\%$

## INCREASED WELLBEING

### PHYSICAL WELLBEING

SLEEP PROBLEMS  $\downarrow 19.4\%$   
HEALTH RISK FOR HEART DISEASE & STROKE  $\downarrow 16.5\%$   
BEING OVERWEIGHT DUE TO WORK PRESSURE  $\downarrow 15.8\%$   
RECOVERY AT WORK  $\uparrow 27.6\%$   
RECOVERY ACTIVITIES AT HOME  $\uparrow 14.4\%$

### EMOTIONAL WELLBEING

BOUNDARY STRENGTH  $\uparrow 54.2\%$   
MY PERSONAL TIME IS MY OWN  $\uparrow 32.6\%$   
WORK FAMILY BALANCE  $\uparrow 17.6\%$   
SOCIAL SUPPORT  $\uparrow 5.8\%$   
STRESS  $\downarrow 19.2\%$

# Pricing

**\$3,450 +gst**



## Program inclusions



### Pre Program Research

- Survey
- Diary Study
- Interview



### Buddy System

You will be allocated a buddy (another school leader) to support you.



### 1-1 interview

With researcher from Deakin Uni to go over your research results.



### Ongoing Support

Support throughout the program from our team and your facilitator.



### Four Workshops

Four full-day workshops with one of our facilitators.



### Supporting Materials

Workbook and comms with articles, podcasts, etc...



### Catering and Venue

We will organise food and drinks for the workshops. For hybrid groups, it also includes the virtual setup and equipment.



### Post Program Research

Researcher measures impact of the program.

ENQUIRE ABOUT GETTING **THE FLOURISH MOVEMENT PROGRAM** FOR YOURSELF +  
**FLOURISH FOR SCHOOLS** FOR YOUR STAFF AND GET **UP TO 40% OFF** THE STAFF PROGRAM\*

# Hear it from the participants themselves...



FOR VIDEO TESTIMONIALS CLICK ON THE PLAY BUTTON.



*"I attended the first Flourish workshop wondering if it was going to be worth the investment because I have found some wellbeing courses somewhat impractical, or just not a great fit for me. I found this workshop went so fast and I was completely drawn in. It was great to hear the work so firmly supported by research. There is a personalised approach to the Flourish program that respects individual needs and circumstances. It's definitely not a 'one size fits all' approach and I walked away with practical strategies that I am continuing to find successful in enhancing my wellbeing."*

- Petrina Walker, NSW

*"I began the process as a bit of a disbeliever, almost thinking 'no one can possibly fix the mess I'm in'. But, then I finished the last session believing in myself, with processes and behaviours in place and a mindset that will not only help me but the people I work with."*

- Bobby Pederson, TAS

*"It was the most refreshing and empowering PL I have experienced to date. I took away new knowledge to look after myself, so I could be a better Principal, husband, father and son."*

— Ben Walsh, NSW

*"Flourish was the best professional learning I have ever done for myself. The groupings of school leaders from across the country gave scope, and the session per term made it manageable with the day to day challenges of running a school. The concrete strategies and research validated approaches hit home for me and have helped me improve my view of myself as a leader, and what is achievable for a school in a day, week, month, term and year."*

- Hayden Ryan, QLD



“

*Helping School Leaders Flourish*

*Through **Sustainable  
and Effective  
Leadership** Practices*

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