



HOSPO HEALTH

Leaders Program

Creating Thriving, Resilient Hospitality Workplaces

The HOSPO Health Leaders Program is a top-down, evidence-based approach to building healthier hospitality businesses across Tasmania. We work directly with leadership teams to strengthen workplace culture, embed preventative health strategies, and improve long-term business performance.

It's about more than reducing sick days. It's about building workplaces where people stay, grow, and thrive.

WHY THIS MATTERS – THE ROI OF WELLBEING

In hospitality, where pressure is high and turnover is costly, investing in people is no longer optional – it's strategic.

The Evidence:

- Every \$1 invested in preventative health returns up to \$14.30 in long-term savings (*VicHealth, 2023*)
- Mental health programs deliver an average ROI of \$2.30 – \$5.70 per \$1 invested (*Deloitte, 2020*)
- Wellbeing initiatives reduce absenteeism by 22% and presenteeism by 24% (*PwC Australia*)
- Strong wellbeing culture improves retention, recruitment, morale, and customer experience

This program empowers leaders to drive that culture – and capture the return.

VALUED
AT OVER
\$30,000 PER
PROPERTY

Get involved

We're offering **10 hospitality businesses** the opportunity to be part of the **HOSPO Health Leaders Program** in 2025-26. To be considered, you'll need to submit an online application by **Monday 28 July 2025** at the link below.

APPLY NOW



WHAT THE PROGRAM INCLUDES

1. ROADMAP & EVALUATION MODELLING

Duration: 1 hour

Facilitator: Sherri Ring & Janine Arnold

Overview: We'll introduce your leadership team to the full 12-month program and outline key components for both staff and leaders.

You'll get:

- A strategic view of how the program unfolds
- A clear explanation of how impact will be measured (engagement, feedback, outcomes)
- Time to connect with us and customise the experience to suit your team

2. EMOTIONAL CULTURE DECK WORKSHOP: RIDERS & ELEPHANTS

Duration: 3 hours

Facilitator: Sherri Ring

Overview: Using the powerful Riders & Elephants card deck, this session explores workplace culture in an accessible, engaging way. You'll identify cultural strengths, risks, and leadership blind spots - and walk away with practical strategies to shift your culture in the right direction.

3. WELLBEING FRAMEWORK SESSION

Duration: 2 hours

Facilitator: Sherri Ring

Overview: In this hands-on workshop, we introduce the HOSPO Health Framework and guide leaders to:

- Explore the 5 pillars of wellbeing (Physical, Mental, Social, Financial, Occupational)
- Identify workplace risks and strengths across each pillar
- Brainstorm actions your leadership team can take to support a thriving workforce

4. EXECUTIVE GROUP COACHING – GALLUP STRENGTHS

Duration: 3 hours

Facilitator: Sherri Ring

Overview: A group coaching session where we uncover your team's natural leadership strengths and explore how to lead through them to build trust, improve communication, and energise your workplace culture.

Includes Gallup Strengths Assessments for up to 8 leaders (fully funded as part of the program), to be completed prior to the group session.

WHAT THE PROGRAM INCLUDES *CONT.*

5. PREVENTATIVE HEALTH & RESILIENCE TRAINING

Two expert-led sessions:

Duration: 1.5 hour

Facilitator: Dr Angela Martin

Overview: Learn the role of leadership in preventing burnout, promoting mental health, and creating a safe, healthy workplace. Angela's session equips you with evidence-based strategies grounded in organisational psychology.

Duration: 1.5 hour

Facilitator: Dr Sarah Dawkins

Overview: Explore the science of resilience and positive psychology. This session gives leaders real tools to strengthen emotional intelligence, support staff wellbeing, and navigate uncertainty.

6. MINDFULNESS FOR LEADERS

Duration: 1 hour

Facilitator: Dr Larissa Bartlett

Overview: In this interactive session, Larissa will introduce mindfulness as a practical leadership tool. You'll explore:

- Mindful awareness in high-stress environments
- Techniques to improve focus, decision-making, and stress regulation
- Simple practices to share with staff

7. FINAL WRAP-UP: MINI TEAM BUILDING & EVALUATION

Duration: 1.5 hours

Facilitator: Sherri Ring & Janine Arnold

Overview: We finish the program with a light-hearted, energising team building session for leaders – paired with a structured feedback and evaluation process.

This final session ensures we celebrate what's been achieved, gather valuable insights, and shape future improvements.

Leadership Drives Culture. Culture Drives Business.

The HOSPO Health Leaders Program is not a tick-box exercise. It's a practical, strategic investment in people, productivity, and performance.



Thriving, Resilient Hospitality Workplaces
www.hospohealth.com.au