



Happiness Co Programs

**Helping organisations build happier,
healthier and higher performing teams**

 happinesco.org

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Happiness Co

Who we are & what we offer



Happiness Co is **Australia's fastest growing social enterprise** in the happiness and wellbeing space.

We continue to deliver impactful programs across workplaces, education providers and community organisations nationwide.

We offer contribution-based training, allowing organisations to access award winning programs while they directly contribute to community wellbeing initiatives. This creates meaningful impact both inside your organisation and across the wider community.

Our lived experience storytelling combined with evidence based programs equip individuals with practical tools to take ownership of their happiness and wellbeing, enabling them to thrive at work and in life.

Our Program impact



The Workplace Reality in Australia Right Now

Australian organisations are facing a growing challenge when it comes to employee wellbeing, engagement and performance.

Burnout and disengagement are no longer personal issues. They are business risks.

- Workplace burnout costs businesses billions each year (AJPM, 2025)
- Only around one in four employees report being actively engaged at work
- Teams with strong psychological safety outperform others in productivity and innovation
- Organisations investing in wellbeing see improved retention, culture and leadership capability

**Most organisations are reacting to problems.
Happiness Co helps prevent them.**

Our Impact Across Australia 2025

KEY DATA

685 hours of presenting delivered across Australia

485 wellbeing sessions facilitated

224 workplace wellbeing sessions delivered

18,000+ people engaged in Happiness Co programs

Over 50 FIFO focused wellbeing sessions

When you engage Happiness Co, your organisation directly contributes to meaningful community impact. These funds support regional workshops, sporting and social club wellbeing initiatives, subsidised programs, scholarships and financial hardship ventures.

You also help fund the work of the Happiness Co Foundation, delivering long term positive change across Australia.

Why Organisations Partner with Happiness Co

Traditional wellbeing programs often focus on awareness. Happiness Co focuses on behaviour change and cultural impact.

Our programs combine:

- Lived experience storytelling
- Evidence based wellbeing science
- Positive psychology and neuroscience
- Practical workplace tools teams can apply immediately

The result is meaningful change that improves both personal wellbeing and organisational performance.

Research continues to reinforce the effectiveness of preventative wellbeing education combined with lived experience.

We understand that traditional mental health content can feel heavy or overwhelming. That is why our programs are designed to inspire, engage and create positive change, rather than focus solely on awareness.

What Organisations Typically Experience Within 12 Months

Organisations who partner with Happiness Co commonly see:

- Higher employee engagement
- Reduced burnout and sick leave risk
- Stronger psychological safety across teams
- Improved staff retention
- More confident and capable leaders
- A culture where people genuinely feel valued and supported

Happiness is not just a personal outcome.



Testimonials

Aaron, Dept. of Justice

I just wanted to formally say a massive thank you for your presentation yesterday.

Prison staff can be an extremely tough audience who don't normally choose to express their emotions. However, I have had numerous staff approach me to articulate their appreciation of Happiness Co at the rawness and authenticity shown.

Shaun, Fortescue Metals Group

The session was professionally facilitated by Robbie Figg who ensured it was engaging and the content was on point. I loved the proactive approach to discuss workplace behaviours from a positive angle rather than the usual - "what not to do"! The use of breakout rooms within TEAMS and the constant group chat ensured the content was delivered with fun and kept all 100 participants engaged. I highly recommend this workshop to any organisation that is people focused.

Trusted by:

BHPRioTintoOPTUS STADIUMAIM
Australian
Institute of
Management
WESTERN AUSTRALIAMADERRAC
For the betterWCC
WEST COAST CIVIL

What we offer

**Many wellbeing programs are clinical or reactive.
Happiness Co focuses on prevention and empowerment.**

Our programs are:



Highly
engaging and
interactive



Delivered by
experienced
facilitators
and speakers



Non-clinical
and pre-
emptive in
approach



Focused on
action, not just
awareness



Designed for
everyday
application



Built to create
positive
individuals and
organisations

Program overview

Corporate Programs

- ✓ FIFO Happiness Programs
- ✓ Workplace Happiness Programs
- ✓ Employee Happiness Program
- ✓ Online Wellbeing Platforms
- ✓ Conference Keynotes
- ✓ Team Building Programs
- ✓ Wellness Programs

Wellness Programs

- ✓ Ultimate Wellness Days
- ✓ Wellness Activities
- ✓ Wellness retreats
- ✓ Wellness coaching
- ✓ Wellness needs analysis
- ✓ Perks program
- ✓ Wellness stations

Mental Health First Aid Programs

Fully accredited Mental Health First Aid training delivered in person or online.

Short, tailored courses are available to meet specific team needs, supported by strategic reporting and wellbeing planning beyond compliance.

Strategic Employee Happiness Program

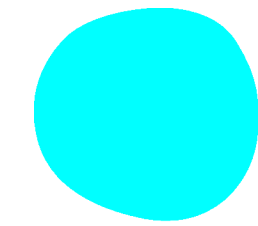
The Strategic Employee Happiness Program provides **a flexible wellbeing solution** delivered over 12 to 24 months.

Structured as a credit-based system, organisations can select workshops, formats and timeframes that best suit their teams.

PROGRAM INCLUDES:

- ✓ Multiple workshops
- ✓ Online wellbeing platform access
- ✓ Engagement and promotion support

✓ **Builds long term engagement and sustainable behaviour change.**



Workplace Happiness Program

The Workplace Happiness Program is Happiness Co's award-winning flagship initiative, developed in 2017 and continuously refined through years of delivery across diverse industries.

The program focuses on six core pillars of employee happiness and wellbeing, suitable for leaders and teams alike.

- ✓ **Strengthens leadership capability and positive workplace culture.**



PILLAR 1

Self-Development and Personal Growth

Topics include:

- ✓ Blueprint for happiness
- ✓ Shoulds over musts
- ✓ Movement versus progress
- ✓ Feel, think, act
- ✓ Avoidance and distraction
- ✓ Happiness auditing

Activities:

- ✓ Happiness Wheel
- ✓ Emotional needs mapping
- ✓ Action planning

PILLAR 2

Leadership and Culture for Happiness

Topics include:

- ✓ Authentic leadership
- ✓ Relationship with self
- ✓ Communication and connection
- ✓ Creating positive environments
- ✓ Values based leadership
- ✓ Reducing hierarchy for wellbeing

Activities:

- ✓ Authenticity model
- ✓ Values exploration
- ✓ Leadership principles

PILLAR 3

Relationships, Connection and Appreciation

Topics include:

- ✓ Meaningful connection
- ✓ Appreciation languages
- ✓ Contribution and engagement
- ✓ Giving and wellbeing
- ✓ Validation and significance

Activities:

- ✓ Recognition versus appreciation
- ✓ Team appreciation languages

PILLAR 4

Personal Performance and Stress Optimisation

Topics include:

- ✓ Mindfulness in action
- ✓ The 80 / 20 principle
- ✓ Performance states
- ✓ Modelling success
- ✓ Internal versus external stressors

Activities:

- ✓ Stressor bench
- ✓ Performance curve
- ✓ Anchoring techniques

PILLAR 5

Emotional Resourcefulness and Resilience

Topics include:

- ✓ Understanding emotions
- ✓ Labelling feelings and thoughts
- ✓ Trapped emotions
- ✓ Emotional stacking
- ✓ Building resilience capacity

Activities:

- ✓ Capacity vessel
- ✓ Affect labelling
- ✓ Holistic health mapping

PILLAR 6

Pre-Emptive Wellbeing and Happiness

Topics include:

- ✓ Science of happiness
- ✓ Recognising unhappy behaviours
- ✓ Difficult conversations
- ✓ Constructive responses
- ✓ Fulfilment versus achievement
- ✓ Vulnerability and connection

Activities:

- ✓ Emotional setpoints
- ✓ Communication scenarios
- ✓ Wellbeing behaviours

Keynote Speakers



Julian Pace, Founder and CEO

- ✓ Finding your happy
- ✓ Thriving through uncertainty
- ✓ Emotional management in high pressure roles
- ✓ Social impact through business



Robbie Figg, General Manager

- ✓ Intergenerational communication
- ✓ Positive team culture
- ✓ Workplace happiness
- ✓ Creating belonging at work



Barry Hamilton, Business Dev

- ✓ Burnout and self care
- ✓ Life work balance
- ✓ Fulfilment versus achievement
- ✓ Values, beliefs and choice

- ✓ **Keynote Presentations create powerful mindset shifts and momentum across teams.**

Wellbeing is a Performance Strategy

Investing in employee wellbeing delivers measurable business outcomes.
Organisations partner with Happiness Co to improve:

- Staff retention
- Productivity lift and engagement
- High ROI within wellbeing (Deloitte/PWC 2022)
- Leadership capability
- Psychological safety
- Workplace culture
- Safety and performance outcomes

Wellbeing is not a soft initiative.

It is a strategic investment in organisational performance.

**Our key mission:
Positively impacting 10
million lives in 10 years**

 happinessco.org

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Corporate Packages

Our Corporate Packages are designed to provide flexible, scalable wellbeing solutions that meet organisations where they are today, while supporting long term cultural change.

Each package brings together Happiness Co's award-winning programs, experienced facilitators and evidence-based frameworks, delivered through a contribution-based model that creates impact both inside your organisation and across the wider community.

Packages have been structured to suit a range of organisational sizes, industries and maturity levels, from foundational wellbeing engagement through to embedded, multi-year programs. This ensures clarity in investment, simplicity in selection and confidence in outcomes.

All packages can be tailored to align with workforce demographics, operating environments and delivery preferences, including FIFO, leadership, frontline and remote teams. Let us package any of the below together for your event, conference or onsite opportunity.