

RESOURCE

Sustainable High Performance Work Environment Actions



Introduction



Maintaining workplace wellbeing and high-performance leadership is crucial as workplaces continue to evolve. This resource pack offers five key actions for leaders aiming to create environments where their teams can thrive and maintain long-term success. Additionally, it includes essential resources to help leaders foster a thriving work environment that supports sustainable high performance.

This resource builds on the insights shared in our webinar on the [“Importance of Sustainable High Performance”](#), hosted by [Tom Clarke](#) from our NSW Finance & Accounting recruitment team. During the webinar, [Kate Connors](#), a psychologist specialising in executive wellbeing and workplace mental health, and [Dr. Feyona Lau](#), an organisational effectiveness and leadership development specialist at Sharp & Carter, shared strategies for fostering resilient and inviting work environments.

They provided insights on navigating challenges such as low staff morale, engagement, and productivity. They discussed the mental health impacts of global events, practical advice on resilience building, smart work design, the VUCA concept, and the importance of rest and recovery for cognitive and emotional rejuvenation. Kate and Feyona have detailed key strategies and resources within this pack, to provide you with actionable steps in creating a sustainable high-performance workplace. We also encourage you to read our article, [“How to Foster High Performance and Staff Wellbeing,”](#) which extends the insights shared in the webinar.

Creating a Sustainably High-Performance Workplace

Here are five key actions for leaders who are seeking to create an environment where their people and teams can thrive and perform in a way that is sustainable over the long term.



1. Understand what is happening in your team and business.

Understanding the current state of your team or business is crucial for success. Knowing your strengths, areas for improvement and their root cause allows you to focus on what you are good at and what to address to ensure you are enabling optimal performance. This enables effective planning and efficient use of resources that will allow you to track to your goals, stay aligned with customer needs, ahead of competitors and manage risk.

The first step in this process is to engage with your HR team who can provide data-driven insights into company culture, employee morale, and other important aspects of the work environment. They no doubt will already have a plan that includes various factors needed to create a high-performing environment. Their support and insights are key to aligning team efforts with organisational goals and creating a high-performance environment.



2. Set clear goals and expectations.

Set clear goals and expectations for your people! This is essential for a thriving work environment as it provides direction, reduces confusion, and boosts efficiency. It helps people understand their priorities, manage their time, and stay motivated. Clear expectations foster accountability, improve communication, and enhance collaboration, leading to a more productive team.



3. Foster open communication

Open communication fosters trust, collaboration, and transparency. It ensures that everyone is on the same page, reduces misunderstandings, and allows for the free exchange of ideas and feedback. This openness helps identify and solve problems quickly, encourages innovation, and boosts employee morale by making everyone feel heard and valued. Remember to ask for feedback from others too!



Creating a Sustainably High-Performance Workplace



4. Create a positive work environment

Do you provide regular recognition and demonstrate your appreciation of your people's efforts? This is important for creating a positive work environment, along with opportunities for professional growth and personal well-being. Encouraging teamwork, promoting diversity and inclusion, and maintaining a healthy work-life balance further enhance the work culture. By doing so, people feel valued and respected, as well as more motivated, collaborative, and committed to the organisation's success.



5. Support leaders to do what they need to do.

Supporting leaders is crucial for creating a thriving work environment, as they set the tone and direction for the business. By equipping leaders with the necessary resources, training, and autonomy, they can effectively foster a culture of trust, respect, and engagement. When leaders are empowered, they can better support their teams, drive positive change, and implement strategies that enhance employee well-being and productivity, ultimately leading to a more successful and resilient organisation.



Resources

Here are some key resources to support leaders to create a thriving work environment that fosters sustainable high performance.



Developed in consultation with industry, the [Thrive at Work Framework](#) is a comprehensive framework that provides organisations with a clear set of evidence-based strategies to address the full spectrum of mental health and to create work environments where people thrive. It was developed by Professor Sharon Parker at the [Centre for Transformative Work Design](#).

Their free [easy to use assessment tool](#) can step you through how to:

- Assess the activities your organisation has in place, has planned or is considering under each building block of the **Mitigate Illness pillar** of the Thrive at Work Framework.
- Assess the activities your organisation has in place, has planned or is considering under each building block of the **Prevent Harm pillar** of the Thrive at Work Framework.
- Assess the activities your organisation has in place, has planned or is considering under each building block of the **Promote Thriving pillar** of the Thrive at Work Framework.
- Create heat maps to visually represent the current state of your organisation's well-being activities.
- Use the simple action planning template to set goals with respect to well-being for your organisation, based on the Thrive at Work Framework and your assessment results.



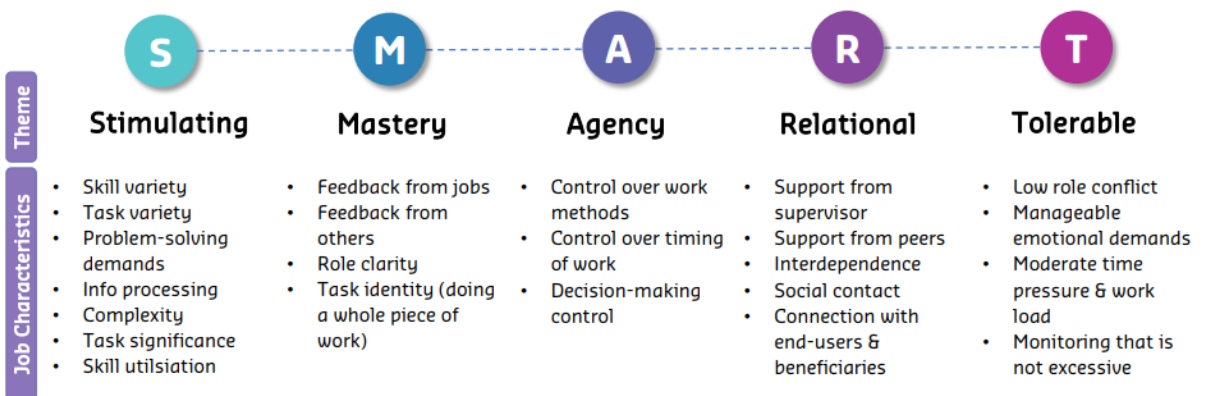
Resources

SMART

Work Design.

The [SMART Work Design model](#) is a component of the Thrive at Work model within the 'Prevent Harm pillar' and can be used by employees and employers when considering the psychosocial aspects of work, including addressing psychosocial risks.

It outlines five key themes to consider when creating or developing work, that result in positive outcomes that contribute to creating a thriving organisation.



To find out how smart your work is, click [here](#) to take the survey!



Resources

UNDERSTAND YOUR LEADERSHIP SYSTEM

Leaders are key enablers of thriving work environments. However, if leaders aren't at their best, they cannot give to others what they don't have themselves. This is why it is imperative to ensure that your leadership system is intentionally designed to support leaders to be the leaders the organisation needs them to be.

The leadership system, or "system for leadership" in organisations - is the way an organisation has designed the policies, processes and resources to specifically target and support leaders to be the best leaders they can be, and therefore best enable their leadership success. The leadership system is a sub-set of the broader organisational system and includes more than just developing leadership capability.

It is important to also consider the organisational factors such as the reward and recognition system for leaders, the wellbeing supports, the talent management and succession planning, their role design, the design of the team around them, the clarity of their decision making / delegation authority and how leaders are recruited and promoted. Ultimately, a robust leadership system aligns the organisation's strategic direction, enhances operational efficiency, and fosters a positive and ethical work environment.



To assist you to understand your leadership system and explore individual leadership capability, contact [Kate Connors via her website](#).



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