



# 2019 ESSA INNOVATION & PRACTICE FORUM

4 - 5 MAY 2019. MELBOURNE, VIC

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## Fulfilment through a Values Led Organisation

**Ms Nicole French**

### *Exercise for Rehabilitation and Health*

Do you sincerely love what you, are driven to change the lives of your community and want to build a sustainable business that does not rely on you to be practicing in it? Over the last decade, passion, persistence and an unwavering commitment to industry success has seen us build a one person sole trader business into a thriving team of practitioners and administration professionals with a clear set of values, systems, a distinct point of difference and a platform for scale. We have built an international occupational health portfolio, developed step by step training systems for all positions, have a standalone system for recruitment, partnered with credible key stakeholder organisations, have regular radio and television engagements and so much more. Not a single day has been easy for us, we fall over and scrape our knees every day (some days bleeding pretty badly), but we keep getting up, reading, learning, listening and being open to help. We want to do things better tomorrow than what we did today and our mentality around working on ourselves more than our business sees us continue to move forward as solid team working towards a common goal.

We believe in paying it forward and helping anyone that has admirable intention, so ... if you are starting a business, thinking about starting one or are well established, we encourage you to attend this session so that we can share some of our learnings with you. The session will be led by Nicole French which means it's going to be raw, honest and filled with stories where you will have the opportunity to interact intimately with someone just like you, who has been where you are you right now, has a bigger picture vision and shares the same daily challenges. The session may get a little off track at times, it may also hit some tender spots with some of you that have experienced some adversity or are in a tough spot right now, but there's no better place to have those conversations than with a supportive group of other AEPs.

We are not business coaches and do not profess to knowing it all, we are here to share over a decade's worth of learnings and to look to open you up to an alternate way of thinking that may lead to greater success in your business.

The session aims to specifically focus on:

- Priorities and procrastination
- Your role now and into the future
- The power of values and team alignment
- Using numbers to coach your team
- Leading with kindness
- Recruitment approaches



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- Organisational and operational principles
- Building strong partnerships
- Personal branding