



Create Balance

2026 Workplace Wellbeing & Performance Workshops.

Empowering high-performing teams through evidence-informed, practical, and supportive professional development.

The Create Balance Difference



We don't just provide theory; we provide tools that work in real-time. Our workshops are led by **Shannon Bowman**, an Accredited EMDR Practitioner and Mental Health Social Worker, whose clinic was awarded GBEA's **Small Business of the Year (2024)** and **Health & Wellbeing Promoting Workplace (2025)**.

- **Evidence-Informed:** Every strategy is rooted in clinical expertise and the latest advances in mental health.
- **Lived Experience Perspective:** Our facilitators provide direct client support, ensuring they relate to the on-the-ground experiences of your team.
- **Safe & Paced:** We prioritise creating a safe space for sharing, delivered at a pace that ensures deep absorption.

Our Core 2026 Workshops.



Vicarious Trauma

Understanding, Preventing, and Responding: Designed for teams managing high emotional loads, complex cases, or client distress.

- **Identify Early Warning Signs:** Recognise the subtle shifts in your team before they lead to burnout.
- **Protective Practices:** Learn grounding strategies and *de-roling* techniques to maintain boundaries.
- **Organisational Response:** Move from individual self-care to a culture of collective care and leadership support.

Neurodivergent Workforce.

Tapping Into the Strengths of Your Neurodivergent Workforce: A strengths-based approach for leaders and teams to move from accommodation to optimisation.

- **Unlock Performance:** Identify the unique problem-solving and innovation strengths of neurodivergent profiles.
- **Simple Adjustments:** Learn low-cost, high-impact environmental tweaks that reduce friction.
- **Strengths-Based Leadership:** Shift the conversation from challenges to unlocking the full potential of every team member.

Giving & Receiving Feedback

Psychologically Safe Conversations: Build confident leaders who can hold productive, growth-oriented conversations without the stress.

- **Regulation Tools:** Learn how to manage nervous system responses during difficult talks.
- **Scripts & Scenarios:** Gain access to practical wording and live practice for high-stakes feedback.
- **The Sideways Plan:** A toolkit for navigating defensiveness and maintaining psychological safety.

Proof of Impact

The Kids+ Case Study: In 2025, Create Balance delivered a series of workshops for **Kids+**, a therapy services provider. The feedback from leadership and staff was overwhelmingly positive:

- **Relatability:** The team appreciated the ability of facilitators to relate to their experiences in providing client support.
- **Direct Application:** Staff could see exactly how the sessions would support their client-facing work and internal team interactions.
- **High Engagement:** The sessions were well received by the team, landing brilliantly with staff across the organisation.
- **Lasting Results:** Kids+ leadership continues to hear positive feedback regarding the training and is looking to shape future programs based on its success.

"You set a safe space to share, and the sessions themselves are well-paced with the content that is covered."

- **Kelsey Jamieson**, General Manager of Therapy Services, Kids+

Ready To Support Your Team in 2026?



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