

Workforce & System Capability

Sustainable Performance. Organisational Vitality.

THE CHALLENGE

Every Australian jurisdiction now requires organisations to identify, assess and control psychosocial hazards, with the same rigour applied to physical safety risks. Regulators are moving from education to active enforcement, and boards and executives carry personal WHS due diligence obligations for how this risk is managed. Without the right systems and capability, change initiatives stall, wellbeing plans go unused, and organisations are left unable to demonstrate the documented, evidence-based approach regulators now expect.

WHAT WE DELIVER

- **Horizon capability assessment:** a structured baseline of where your workplace currently stands across the Dimensions of Work Design including Environment, Practices, and Individual dimensions, identifying genuine strengths and gaps, producing a prioritised action plan to act on, and the framework to track progress over time. It's the pathway to sustainable performance and organisational vitality.
- **Operationalising system change:** turning a plan or model into the structures, and processes that make it stick.
- **Leadership & capability building:** mentoring, education and capability-building support so leaders can drive and sustain change themselves.

OUTCOMES YOU CAN EXPECT

Teams build the competencies and systems to sustain change long after the engagement ends.

- Psychosocial hazards are identified and managed before they become compliance, safety or workers' compensation issues
- Leaders and boards can demonstrate genuine documented due diligence across their psychosocial risk obligations
- Underlying structural contributors to burnout are identified and addressed, not just the symptoms
- Leaders grow the capability to embed and lead change themselves

The result: a prioritised, evidence-based pathway to sustainable performance and organisational vitality, built into the way your organisation works.

HOW WE WORK

1. Establish	2. Design	3. Sustain
Where you currently stand across all three dimensions, and where the gaps are hiding.	The specific structural and relational moves that close those gaps, starting with the dimension that will have the most impact.	building the capacity and tools so the changes hold once the work is done.

PROVEN IN PRACTICE

"Kylie's expert guidance on systems and structures to support workforce health has been exceptional. Her systems thinking across environment, practices and individual supports has helped participating school leaders shape their work design and better manage psychosocial hazards."

Chrissie Mitchell, Inclusive Education Adviser, Independent Schools Queensland

ABOUT DR KYLIE ARMSTRONG

Dr Kylie Armstrong partners with organisations to build the proactive systems and internal capability needed to sustain high performance and organisational vitality. She goes beyond strategy to help leaders operationalise change, with a focus on work design, psychosocial safety and leadership capability. Through evidence-informed assessments and interactive workshops, Kylie helps leadership teams identify structural friction points, develop practical action plans, and connect individual supports with systemic improvements. The result is organisations with the long-term capability to manage complexity and design for sustainable performance and organisational vitality.