

# OPRA DEVELOP

LEARNING & DEVELOPMENT PROGRAMMES

You want to grow your talent.  
We develop high achievers.



Enhance interpersonal interaction, healthy thinking, emotional intelligence, learning agility, and team functioning with our soft-skill development programmes.

OPRA design and deliver award-winning leadership development and change programmes that produce measurable results. Each programme is built on the principles of positive psychology to create sustained behavioural change.

Each Develop programme:

- Includes a combination of blended learning
- Is supported by inspirational content and contemporary research
- Is aimed at unleashing participant potential
- Is supported by a clearly defined list of learning outcomes.

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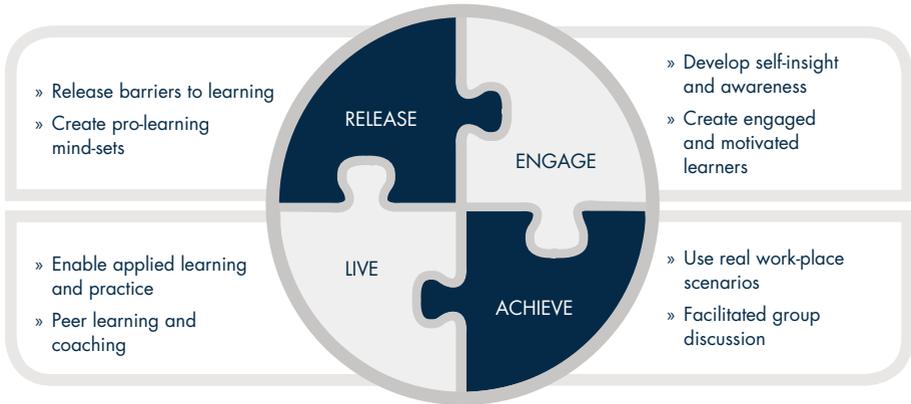
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# OPRA REAL® - Our Methodology

OPRA's learning and development programmes are built on the principles of positive psychology. This means we understand that real learning only occurs when self-awareness, participation, and a tangible sense of progress is evident.

## Release. Engage. Achieve. Live.



Alongside OPRA REAL®, we incorporate blended learning that uses a comprehensive mix of pre-assessment, face-to-face workshops, self-directed learning assignments, on-going coaching, and performance support aids.

Not only does our approach make the learning more engaging, but provides greater assurance that knowledge will be embedded and that participants will experience sustained behavioural change.

We offer train-the-trainer options to build in-house capability and maintain programme momentum cost-effectively.

## Healthy Thinking & Resilience

Our attitudes are habitual rather than hardwired in, but while our attitudes can change, most of us hold onto one or more unhealthy beliefs that are counter-productive to good functioning.

OPRA's Healthy Thinking & Resilience programme equips participants with a range of techniques to treat the 10 most frequent unhealthy attitudes. Participants also practice Emotional Algebra™ to manage unhealthy emotions like stress, frustration, and anxiety.

### PROGRAMME LEARNING OUTCOMES

- Increased capacity to treat unhealthy emotions at work and home.
- Increased awareness about the way we think, feel, and act in response to change.
- Strategies to manage stress, frustration, and anxiety.
- The skills to maintain resilience and bounce back in times of adversity.

### WHO SHOULD ATTEND?

Healthy Thinking & Resilience is suitable for individuals operating at all tiers of an organisation, and who want to harness positive and productive thinking.

### WHERE IS IT AVAILABLE?

Healthy Thinking & Resilience is a one-day programme; supported by action learning and on-going coaching.

Public programmes are run throughout the year in Australia, New Zealand, and Singapore.

75% of respondents noticed a change in their behaviour post attending an OPRA Healthy Thinking course.

100% believed this change would last indefinitely one year later.

KPIs increased, as did engagement and customer service.

*Results of an independent evaluation*

### SAMPLE PROGRAMME CONTENT





# Motivation & Engagement

The research is crystal clear. Organisations that enjoy high levels of employee motivation enjoy increased staff engagement and team cohesion as well as reduced HR incidents and absenteeism.

At the same time, most leaders will tell you that motivating employees and keeping them engaged isn't an easy task.

## PROGRAMME LEARNING OUTCOMES

- Develop an in-depth understanding of employee engagement and why it's important.
- Know your personal fit in terms of role, team, manager, and culture, and how to map this for others.
- Practice techniques to lift engagement.
- Close the gap between current and desired work motivators for yourself and others.

## WHO SHOULD ATTEND?

This programme is for individuals operating at all tiers of an organisation, including:

- Individuals wanting to understand their ideal fit to a role, team, and organisation.
- Demotivated individuals requiring inspiration and direction.
- Leaders wanting improve engagement and satisfaction.

## WHERE IS IT AVAILABLE?

This is a one-day programme, supported by action learning and on-going coaching. Public programmes are run throughout the year in Australia, New Zealand, and Singapore.

Train-the-trainer accreditation is also available for HR and OD practitioners who want the flexibility to maintain programme momentum internally.

## SAMPLE PROGRAMME CONTENT



## Effective Teams

Simply putting a diverse group of people together and expecting them to work effectively is wishful thinking.

In an increasingly complex workplace, success seldom rests on the efforts of one individual, but the collaborative efforts of many. Team work cannot be left to chance, but must proactively be nurtured, managed, and developed.

### PROGRAMME LEARNING OUTCOMES

- Increased interpersonal trust, cooperation, communication, and decision making.
- The ability to get new hires quickly up to speed.
- Reduced team derailment.

### WHO SHOULD ATTEND?

This programme is for groups at all tiers, including:

- Demotivated teams requiring cohesion and direction.
- Newly formed groups and project teams.
- Geographically spread teams who only meet occasionally.
- Well established teams who want to enhance their communication, decision-making, and working styles.

### WHERE IS IT AVAILABLE?

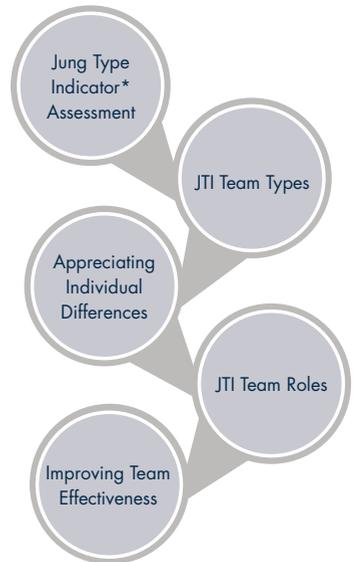
Delivered in-house, this is a one-day programme that is suitable for all staff levels.

Train-the-trainer accreditation is also available for HR and OD practitioners who want the flexibility to maintain programme momentum internally.

This programme immerses people in a team-building experience and provides them with a common language.

Through the use of experiential and real-work examples, individuals gain a deep understanding of team work and their fit in a group.

### SAMPLE PROGRAMME CONTENT



*\*Other team development methods are available, including Belbin*



# Emotional Intelligence

Emotional intelligence (EI) involves a set of skills that define how well we recognise and respond to emotions.

These skills are as important as IQ in determining success in work and in life. In the workplace, emotional intelligence underlies our self-awareness, empathy, impact, leadership, and resilience.

## PROGRAMME LEARNING OUTCOMES

- Effectively express your emotions and read the emotions of others.
- Incorporate emotional information into decision-making.
- Improve resilience to cope with high work demands.
- Manage and negotiate workplace conflict.
- Build trusting and genuine relationships.

## WHO SHOULD ATTEND?

This programme can be tailored to all groups, including:

- A one-day introduction to EI for all staff.
- An end-to-end EI leadership development programme for emerging leaders.
- A one-to-one EI coaching programme for mid to senior leaders.

## WHERE IS IT AVAILABLE?

Public programmes are run throughout the year in Australia, New Zealand, and Singapore.

Train-the-trainer accreditation is also available for HR and OD practitioners who want the flexibility to facilitate an EI introduction to staff and maintain programme momentum internally.

These programmes are built on the multi-award winning EI model by GENOS International.

Adopted widely across the public and private sector as the preferred model of EI, each OPRA programme is facilitated by an OPRA master trainer.

## SAMPLE PROGRAMME CONTENT



# Learning Agility

Essential in the modern workplace is the ability to remain open to new ways of thinking and to continuously learn new skills.

Learning agility is a mind-set and a collection of behaviours that allow individuals to let go skills or ideas that are no longer relevant and to learn new ones that are.

Based on our work, we have developed a very practical programme to equip participants with the know-how to challenge mental models, to take lessons from the past, and to apply learning in new, agile ways.

## PROGRAMME LEARNING OUTCOMES

- Increased self-awareness of one’s own learning agility.
- Knowledge and skills to create a learning agile workplace.
- Improved capacity to challenge negative self-talk.
- Increased ability to cope with challenging situations.
- Knowledge and skills to support more adaptive thinking and brain storming.

## WHO SHOULD ATTEND?

Individuals who want to:

- Understand and improve their propensity for learning.
- Be more adaptable in their thinking and approach.
- Explore and understand their personal comfort zones.

## WHERE IS IT AVAILABLE?

Public programmes are run throughout the year in Australia, New Zealand, and Singapore.

Following attendance, participants are encouraged to embed their learning by completing OPRA’s Learning Agility modular coaching programme.

## SAMPLE PROGRAMME CONTENT

