

# 2024 Annual Report

AMOVITA INTERNATIONAL



Inspiring People & Business Excellence



Organisational Performance • People • Development

## Acknowledgment

Amovita International affirms that Aboriginal and Torres Strait Island peoples are the Indigenous peoples of Australia. We acknowledge the traditional custodians of the land upon which we work, live and play. We would like to pay our respects to Elders past, present and future for they hold the traditions, cultures and hopes of Aboriginal and Torres Strait Islander Australia. We must always remember that under the concrete and asphalt covering much of our continent, there was and always will be traditional Aboriginal and Torres Strait Island lands. It is incumbent on all Australians to respectfully acknowledge the spiritual connections of Aboriginal and Torres Strait Islander peoples to the land and sea.

## The Flags

The **Aboriginal flag** is divided horizontally into halves of black at the top and red underneath with a yellow circle in the centre. The black symbolises Aboriginal people and the yellow is the sun. Red depicts the earth and also represents the ochre used by Aboriginal people in ceremonies.

The flag was designed by Harold Thomas and first flew at Victoria Square, Adelaide on National Aboriginal Day on 12 July 1971. Today the flag has been adopted by Aboriginal groups and is flown or permanently displayed at Aboriginal centres throughout Australia.

The **Torres Strait Islander flag** features three horizontal-coloured stripes with green at the top and bottom and blue in between, divided by thin black lines. A white dari or head-dress sits at the centre with a five-pointed star underneath.

The colour green is for the land and the dari is a symbol of all Torres Strait Islanders. The black represents the people, and the blue represents the sea. The five-pointed star represents the island groups. The star, used in navigation, is an important symbol for seafaring Torres Strait Islanders. The colour white represents peace.



*Aboriginal flag produced by permission of the designer, Harold Thomas © 1971.*



*The Torres Strait Island flag was designed by the late Bernard Namok of Thursday Island.*



**Our purpose,**  
is to inspire business and  
people excellence.

**Our values,**  
drive our purpose and  
focus for our clients.



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## Organisational Profile

Amovita International is a leading consulting company specialising in organisational design, strategy, HR and professional development where our mission is to inspire people and business excellence. Founded in 2007, Amovita's head office based in Brisbane provides services across Australia and internationally. We also provide over 180 training programs and courses working in partnership with our clients to maintain high performance outcomes.

### Amovita International specialises in:



**Known** for our unique business approach, we incorporate neurosocial and Blue Ocean principles across our services and programs

## Our Client Portfolio

Our client portfolio spans Corporate, Government, Non-Government and the business sectors. Recognised for our consulting excellence, Amovita has been recognised as a leader in business, receiving the 2023, 2019, 2018, 2017, 2015, 2014, 2013, 2012 and 2011 Australian Business Award for service excellence.

Our success comes from our quality services, our positive team and responsiveness. We pride our business on a partnership model, providing our clients a creative range of business and organisational solutions. Through our strategic partnership model, we provide services from all consulting divisions to maintain business excellence.

Amovita's team of professionals are among the best in their industry. They are proven leaders and professionals selected for their commitment to ongoing professional development, professional acumen and high-performance mindset. Our team contribute to research and present their work at local and international conferences.

### Why Choose Amovita International?

- Our team of professionals are highly qualified, experienced and talented.
- We develop strategies that deliver high performance outcomes.
- We provide highly effective organisational and business solutions.
- Our approach is refreshingly different.
- We are innovative and creative.
- We present professionally and are confident in our capabilities.
- Our approaches save time, money and resources.
- Our partnership approach is collaborative and unique.
- Our services are cost effective and pay dividends on your bottom line.
- We have been recognised as an Australian Business leader.
- We provide a combination of consulting services.

### Global Strategy & Coaching

Amovita provides a range of strategic and executive consulting including organisational design, executive coaching, leadership masterclasses, and leadership programs. We use a range of key business and strategic frameworks including Blue Ocean principles to ensure success. As a member of the Blue Ocean Global Network our approaches are refreshingly innovative.

### People & Values

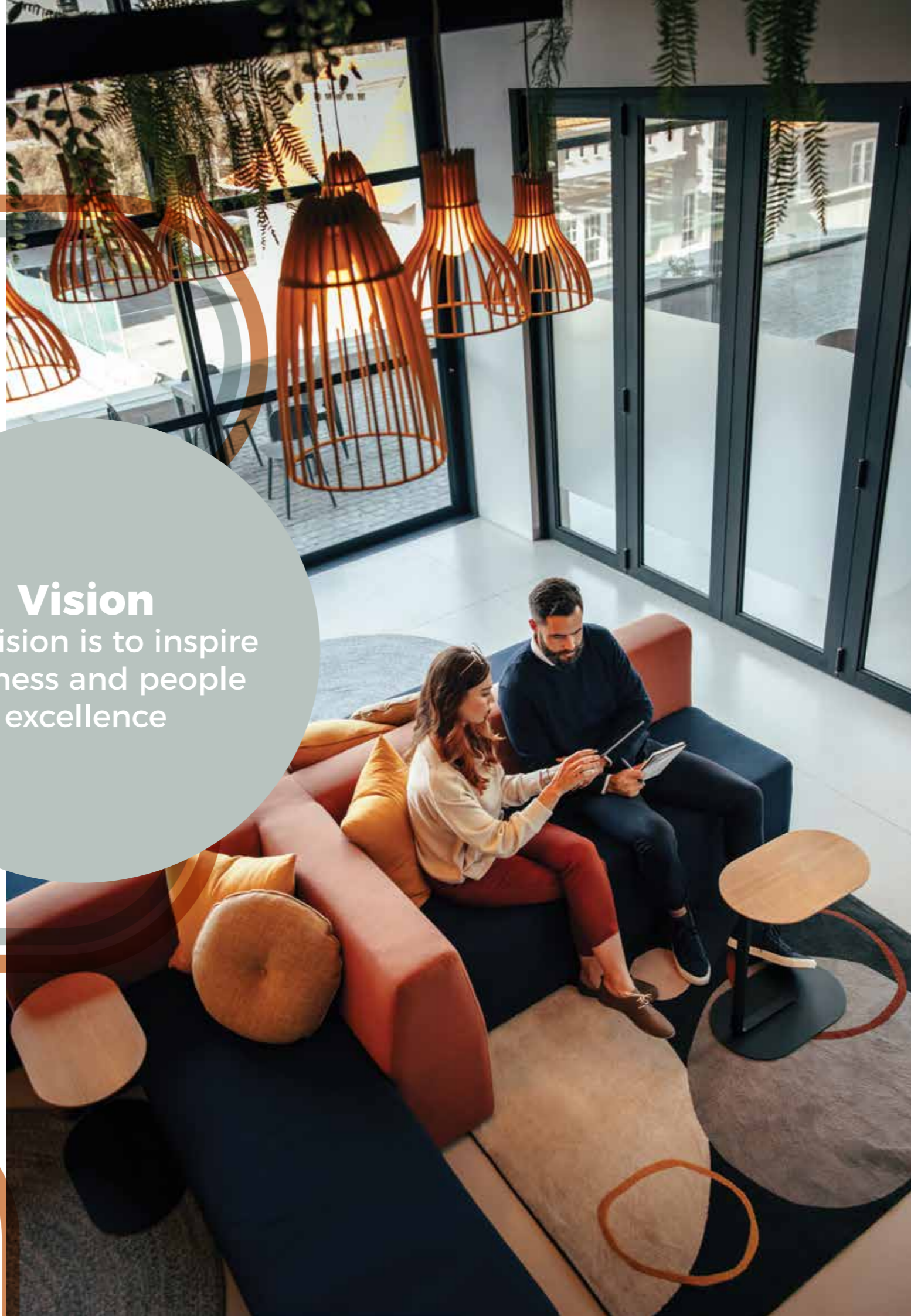
Our People & Values Division focuses on working with leaders to maintain a highly capable workforce. Our team holds qualifications in psychology, education, business, social work and counselling. Having a neuroscience background assists organisations and businesses to better understand the influences that impacts on staff performance. Our People & Values Division provides a range of services including EAP (workplace counselling), workplace investigations, mediations and facilitated discussions. We provide on-boarding and outplacement support programs working alongside leaders to engage effective strategies.

## Training

Amovita works with organisations and businesses to develop training specific to their needs. Our training is highly sought after with over 180 training programs and courses on offer. Our training manuals and resources are designed to maximise participant learning and are printed in full colour.

Our suite of programs on offer are extensive. We specialise in leadership, performance, organisational and business excellence and team performance. Courses and programs include neuroscience leadership, vicarious resilience; working with different personality presentations in the workplace; supervision and coaching showcasing our coaching models; accidental counsellor training; critical thinking for leaders; motivational interviewing and much more.

# Our Amazing Values



## Vision

Our vision is to inspire business and people excellence

## Mission

Our Mission is to partner with our customers and clients to create and maintain workplaces that incorporate high performance principles

## Meaningful & Intentional

- We are highly attuned to clients needs
- Our authenticity is evident
- We create meaningful & purposeful outcomes that deliver results

## Nurture & Nourish

- We enjoy what we do
- Positive energy is in our being
- Our purpose is to refuel and reinvigorate others

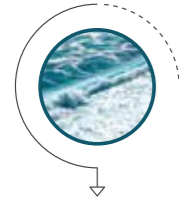
## Possibility & Vibrance

- We see opportunity when opening new doors
- It's in our name to provide quality
- We sit quietly to learn and grow

## Blue Ocean Thinking

- Collaboration & partnerships are important to us
- Passion drives our success & achievements
- Our clients believe in what we do

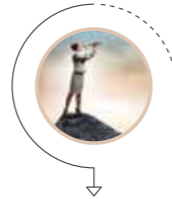
# Governance Framework



Blue Ocean Principles



Directorship



Entrepreneur Mindset



Confidence



Amovita's governance framework is based on sound company directorship and Blue Ocean principles. Having leaders with an entrepreneurial mindset, allows us to draw from our expertise and talent to drive the business focus ensuring our systems and frameworks are robust, accountable and reportable.

Our governance and business success is managed and overseen by our ELT (Executive Leadership Team) and we meet regularly to overview the strategy and operations of the company and business in each of its business areas: Strategy, People & Values and Training. The company director and secretary provides support and direction in the ELT process and reports on the achievements of the organisation.

The Amovita governance framework is drawn from Company Directors Governance Principles. Our framework also incorporates appropriate risk management and continuous improvement processes reported through our ELT team. In line with our governance framework, the role of the ELT and Company Director is to:

- Ensure that sound governance is maintained through our leadership team.
- Maintain fiduciary and legal responsibilities through adherence to relevant laws, legislation regulations, industrial and ethical frameworks including organisational policies and procedures.
- Develop and maintain evidenced based decision making, appropriate and professional reporting and minuting processes for all decisions made.
- Ensure our organisation is financially viable, solvent and sustainable to maintain its focus and growth projections.
- Monitor performance through monthly, quarterly, and annually reporting in line with our strategic plan.
- Ensure effective management of risks, assets, resources and facilities.
- Maintain optimal, effective and ethical utilisation of all company assets and resources.
- Maintain corporate and social responsibility.
- Engage positive and professional relationships with our partners, associates and competitors.
- Ensure our team are of good character, work with integrity and hold professional memberships.

## Our Team

Our team are amazing professionals are amongst the best in their profession. They are positive in mindset, understand quality practice and have a commitment to continued growth as a person and professional. They engage in leadership and professional coaching and are highly qualified and experienced in the areas they provide professional services. We are proud of their achievements and despite us being located nationally, our team spirit is strong.

## Professional Memberships

- Australian Association of Social Workers
- Australian Counselling Association
- Australian Psychological Society
- EAPAA Employee Assistance Professional Association of Australia
- Hermann Whole Brain Institute (HBDI)
- International Positive Psychology Association
- Australian Institute of Company Directors

## Our Qualifications

- Bachelor Arts
- Bachelor Education
- Bachelor Psychology (Hons)
- Bachelor Social Work
- Bachelor Teaching
- Certificate Dispute Resolution
- Certificate Early Childhood Education
- Diploma Community Services Management
- Diploma Indigenous Health Science (Aboriginal Community Development)
- Diploma Neuroscience Leadership
- Doctor of Philosophy
- Hermann Brain International Accreditation
- Master Arts in Indigenous Social Policy
- Master Counselling
- Master Education
- Post Graduate Certificate Domestic & Family Violence

# Client Portfolio

- Act for Kids
- AJA Solutions
- Anglicare
- Arafmi
- Ardvaark Counselling
- ATDC
- Balboa Press
- Blue Ocean Australia
- BPT International
- Bramaltr Property Development
- Brisbane Youth Service
- Caboolture Early Years
- Calvary Hospital
- Commonwealth Bank
- Crick Construction
- CSBS
- Daniel Morcombe Foundation
- Department of Child Safety
- Department of Communities
- Department of Corrections/Justice
- Department of Disabilities
- Department of Education
- Department of Health & Human Services
- Department Social Services
- Federal Department of Social Services
- Flinders University
- Griffith University
- Hall McMaster & Associates Limited New Zealand
- Headspace
- Herrmann Brain International
- Hobart City Council
- Lady Gowrie
- Mater Hospital
- Mission Australia
- Moneycare
- Mybio.life
- National Disability Insurance Scheme
- NZ Health
- Primary Healthcare Networks
- Prince Charles Hospital
- Queensland University of Technology
- Relationships Australia
- Royal Brisbane & Women's Hospital
- Royal Hobart Hospital

- Salvation Army
- Sunpac
- Sydney Water
- Uniting Care Community
- University of Tasmania
- University of South Australia
- University of New England
- Wesley Mission
- Worley Parsons

# Our Affiliates

**Our affiliates are important partners in our success and continued growth. We appreciate the services and support from the following businesses and organisations:**

- AJA Solutions
- MyBio.life
- Olleh Financial
- Commonwealth Bank
- Shelter Tasmania
- Small Business Lawyers
- Super Conscious World
- Tamara Hall Properties
- Taylor & Francis
- Crowd Media
- Balboa Press
- Agnew Legal
- Linda Robinson Accountant
- Crick Construction



**Our experience** and work across many businesses and organisations speaks to the quality consulting services on offer

# CEO's Report



Recognised as a leader in business, we are pleased to be recognised for many years now by the Australian Business Award Panel. It is acknowledgment of our focus, growth and purpose. This year we have continued to provide many of our services on-line nationally. With so many workplaces moving successfully to a hybrid approach we have worked hard to ensure we deliver services and programs in workplaces of which has been appreciated this year.

Our neuroscience leadership masterclasses and programs continue to be popular as is our advanced supervision course and PASE® accreditation program. From our partnership with the University of Tasmania and the Tasmanian Health Service, we developed 12 new models during 2024 and have just surpassed our 33rd model to enhance capability in all workplaces.

One of our successes this year was presenting our new LAWS model for police leaders at the International Police Executive Symposium in Greece with the President of the Australian Federal Police Association, Alex Caruana. This was welcomed and since our presentation, we have met with delegates from Macedonia and New York preparing to publish on this model and support the development of an accredited qualification for police leaders in the US.

We are proud to have developed a partnership with Optimising Strengths in Adelaide in using strengths profiling to enhance performance and wellbeing in the workplace. We are excited to be delivering training in strengths profiling next year so check out our new Training Directory. Optimising Strengths CEO, Sharon Quirk, has been working with me in some of our leadership masterclasses and leaders have valued the strengths profiling approach from understanding how our energy affects realised and unrealised strengths in leadership and team performance.

Our partnership with the Department of Corrections goes from strength to strength. This year we have conducted a review of some of their service areas and continue to work closely with them in the provision of training and supervision.

This year I also had the opportunity to support the work of the AASW as a panel member to develop a credentialing framework for advanced supervision and leadership. This framework supports supervisors to evidence their level of supervision and is a welcome step to support supervisors and leaders to consider their supervision as an important

practice in their role. I am also commencing as a member of the AASW Accreditation Panel in pursuit of accreditation of social work programs across Australia. This will be a wonderful opportunity to support the university sector as they deliver their field education programs.

As many of you know I have been working on my PhD on supervision and leadership capability and this project is coming to a close. After four studies to the research, I have developed an evidence-based instrument that evaluates supervision/ leadership capability. This instrument will support leaders to understand appropriate elements that predict different levels of capability. This instrument will be available in 2025 and we have already had many leaders undertake their advanced training with us and progressed their accreditation process successfully benchmarking their level of capability.

Our student placement program continues to be sought after by many universities across Australia and we are proud to be part of developing students across both Bachelor and Masters programs. Congratulations to Elyse Leonard who leads our student program, your dedication to practice excellence is appreciated by the universities we support.

Our Scholarship Foundation that commenced in 2012 is an important part of our Corporate Social Responsibility program. The Foundation supports

the development of future leaders and professionals and encourages professionals, business owners and leaders to showcase new and innovative ideas. We know that professional success hinges on support and belief. Having access to quality training, education and coaching is crucial for any professional. We have also supported five professionals to commence their new business this year and would like to acknowledge them in their journey of success.

One of our ongoing projects this year has been our new app and website MyBio.life, of which is a central collection point for the storage of life documents and valuable information to make things much easier after a loved one passes away. Having had the experience of losing a loved one, this app is the perfect location for all family documents and information including insurance details, funeral arrangements, eulogy, superannuation details, medical information and other important life documents were stored and easily accessible in the one place. The app has been launched and the website is up and running, it looks fantastic, and I hope it really assists each member of your household. You can find a video on MyBio.life on Vimeo and Instagram.


Next year will see us progress development of our Supervision Institute, supporting leaders to evidence their capability and supervisory leadership. 2025 will see a range of new training courses including Strengths Profiling for Leaders including Masterclasses and team profiling, Leading a Trauma Responsive Organisation, Using Time Effectively and our EEO Contract Officer Program. We have recently signed our next book proposal with Routledge on Neurocare in Leadership. This text will support leaders to understand the key concepts of leading successful teams through different aspects of neurocare.

We are also pleased to advise that from 2025 our range of staffing services including our generalist and specialist EAP services, investigations, outplacement support, return to work services and clinical programs will fall under our Neurocare Institute. Whilst our clients will not notice any changes in our processes, all our workplace support services will form part of our Neurocare Institute Program. Please check our new website [www.theneurocareinstitute.com](http://www.theneurocareinstitute.com).


We look forward to working with you and your business next year as Amovita continues to bring innovative and quality services and programs across Australia and internationally. I hope you have a wonderful end of year with your team and loved ones. Thank you for your support, thank you to our amazing team, our executive team, our partners and affiliates, thank you for valuing our work, our commitment to you and the work we do that takes leadership and excellence into the future.

Tracey Harris | CEO | Amovita International

# 2024 Snapshot

 Worked with over **400** organisations

 Supported over **450** individuals & family members through EAP Services

 Contributed **\$225,000** of in-kind services

 Travelled over **600,000kms**

 Provided over **12,000 hrs** of service delivery

 **100 days** of facilitated training



# Our Talent



## Elyse Leonard

### Practice Coordinator (Qld)

2024 has been a remarkable year for Amovita, filled with growth and new opportunities to make a difference. One of the standout moments was attending an international conference in Greece, where we had the privilege of connecting with law enforcement professionals from across the world. It was an incredible experience to connect with global experts and share our knowledge on workplace wellness, supervision and leadership.

Another exciting achievement this year has been the start of our Neurocare in Leadership publication. This project reflects our commitment to exploring how neuroscience can transform leadership practices and create stronger, more connected teams. We are eager to share this book with our clients, and we know it will spark new insights for leaders across all sectors.

But none of this would have been possible without our amazing team. I'm incredibly proud of the skilled professionals who make up Amovita. This year, they have supported over 450 individuals, couples, and families through our Workplace Employee Support Service. Their dedication, compassion, and expertise have truly made a difference in the lives of so many.

To our team, I want to say a heartfelt thank you. Your hard work and commitment to our shared values are the foundation of everything we do. I'm grateful to be coming into my sixth year at Amovita and am excited for what's to come in 2025.



## Katie Beamish

### Professional Consultant (Tas)

I have been working alongside Amovita since 2022, supporting the delivery of Amovita's EAP services in Tasmania.

I hold qualifications in Psychology and Counselling, and am a registered counsellor with the Australian Counselling Association. I draw on my experience in working across multi-disciplinary and early intervention services to provide a wide range of counselling and support for clients with anxiety, depression, substance use, grief and loss and personal stress. I have also worked in leadership roles across the public & private sector with a focus on facilitation, training, community collaboration and change management.

My passion is working with people at a deep level to support individuals to make profound changes. I have enjoyed working alongside professionals across Amovita's EAP services to develop employees' emotional resilience and promote high performance in the workplace.



## Alice Cate

### Professional Consultant (Qld)

Hello everyone, my name is Alice and I have partnered with Amovita to deliver professional supervision, coaching and workplace counselling services to professionals across Australia. I began my career working with young people in special assistance schools, gaining knowledge and skills in educational and mental health environments.

Over the years, I have had a key role designing and delivering preventative and early intervention programs, tools, and resources aimed at supporting individuals, families and communities.

I hold formal qualifications in business, social work, and mental health. As a professional, I am passionate in developing emerging practitioners, supporting them to maintain wellbeing and enhance their professional practices.

Wishing you all a great start to the new year.



## Vicki Carrick

### Professional Consultant (Qld)

With over 25 years of experience in child protection and human services, I have dedicated my career to supporting children, youth, parents, caregivers, and professionals through a strengths-based, trauma-informed, and therapeutic approach. My roles in the not-for-profit sector have spanned both clinical and professional positions within child protection and disability services.

I hold a Master of Social Work, a Master of Social Administration (Community Development), and a Bachelor of Arts in Psychology. My professional framework is rooted in a deep passion for strengths-based and narrative practice.

In 2024, I've had the privilege of providing professional supervision to leaders and clinicians, helping to foster growth and development within the field.

# Our Talent cont'd



## Creatio Team

### IT Services (NSW)

Mitch, Matt and Davis have worked with the Amovita team over the last 8 years providing valuable IT and software services. As the developers for our team, they assisted to develop our App, MyBio.life, and range of websites including Amovita International, MyBio.life, Tracey Harris.Global and The Neurocare Institute.



Based in New South Wales, Creatio have been instrumental in providing IT processes and ensuring our systems and apps maintain continuous improvement. Our focus in 2025 will be exploring new websites for the Supervisor Capability Assessment Instrument (SCAI) and a new software that will include all our supervision models, documents and resources.



## Claire Day

### Professional Consultant (Qld)

My career has been across the health, mental health aged care settings, drawing on extensive experience in statutory child protection, perinatal mental health, parenting and family support.

I have been in private practice and leadership in government and non-government settings. My passion is providing quality mentorship, supervision and coaching for professionals, practitioners and students.

I hold a Master of Gestalt Psychotherapy, Bachelor of Social Work and is an EMDR Practitioner, Mental Health Social Worker and has Certificates in Counselling Children and Expressive Therapies.

This year I have had the honour of providing professional supervision, workplace counselling and critical incident debriefing through Amovita's Neurocare Institute, and I am looking forward to continuing to support professionals across the sector in 2025!



## Steve Dowker

### Professional Consultant (Qld)

With 25 years of experience in the community sector, I have served in various roles as both a manager and a front-line worker. In my leadership practice, I have had the privilege of contributing to innovative projects, including the roll out of the dedicated domestic violence court on the Gold Coast.

As a registered social worker, I am deeply committed to providing professional supervision and helping staff reach their full potential. I look forward to promoting both personal growth and organisational excellence through professional supervision and coaching in 2025.



## Sue Lloyd

### Professional Consultant (Qld)

My name is Sue and I am excited to be working alongside you in 2025. I bring over 35 years of professional experience working across both government and non-government sectors in Australia and the United Kingdom. Throughout my career, I've had the privilege of leading a diverse range of multi-program services, including child protection, domestic and family violence programs (for both women and men), youth services, and family law support. This has included counselling, mediation, parenting programs, children's groups, the Family Law Pathways Network, and homelessness services.

I have been responsible for the development, management, expansion, and quality assurance of multi-program services funded by both State and Federal bodies. Alongside my program leadership, I've directed quality assurance and internal auditing for two national organisations.

With a strong focus on creating quality program models and building high-performance services, I also specialise in providing professional supervision and coaching to staff, teams, and leaders across the sector.



## Adrian Nyhuis

### Professional Consultant (Tas)

I have been working as a professional counsellor for the last 10 years. Throughout that time, I have worked in various capacities and roles in different businesses and organisations. One of my passions is helping people become the best they can be, and have found that working with Amovita has only helped to develop that skill and passion further.

The journey over the last 12 months has been both rewarding and empowering. The team at Amovita have an incredible spirit, and I have found working with Amovita to be refreshing, inspiring and encouraging. The professionalism and dedication to their 'craft' is an inspiration, and being able to observe the skill through which they impart into others around them, whether for those in their own team, or those they are working with is an amazing honour. I am grateful for the level of expertise and professionalism they bring.

# Our Talent cont'd



## Sharon Quirk

### Strengths Profiling Consultant (SA)

I have been privileged to continue working with Amovita as a professional consultant throughout 2024. My roles this year have included providing EAP counselling, supervision, training workshops, and strengths profiling and coaching for individuals and teams. I am passionate about working alongside professionals and leaders using PASE, strengths profiling, positive psychology tools, and the many frameworks Amovita have developed to enhance workplace performance and capability.

This year Optimising Strengths and Amovita have partnered to deliver a brand new and dynamic training, Optimising Strengths for Leaders. The training is about deepening self-awareness of leaders' key realised and unrealised strengths and how they can optimise these to lead themselves, lead others, and lead their teams and organisations effectively. Participants complete an on-line Leader Strengths Profile which is then explored throughout the training. In 2025 we will offer this as a 1 and 2-day training on-line and in various capital cities around Australia, in addition to team profiling and workshops to understand and optimise your collective strengths as a team.

I would like to say thank you to all the amazing professionals I have worked with this year. I wish you a restful holiday season and very much look forward to continuing our work together in 2025.



## Belinda van Tholan

### Affiliate Elite Cruising & Tours (SA)

I have had the pleasure of working with the Amovita team over the last ten years organising their overseas travel itineraries. As a travel agent with Elite Cruising and Tours, I have a love of traveling and helping professionals to see the world.

My career has spanned nearly 20 years and an important role to support professionals take time out from their busy roles to explore the world and re-energise their wellbeing,

I have been in the industry for 17 years and have visited 52 countries. My top five countries to visit are Morocco, Portugal, Iceland, Guatemala and Japan. As a highly experienced travel agent, my most memorable travel experience was completing the ten day Trans-Mongolian rail journey from Beijing to Moscow which was a once in a lifetime adventure.

This year I worked closely with the Amovita team as they travelled over 600,000km across the world!



## Amanda Vos

### Professional Consultant (Qld)

Drawing on over 20 years of experience in the social work sector, I work alongside Amovita to provide supervision services to a range of professionals across Australia.

I have worked in community and government settings to advocate and support young people experiencing homelessness, women experiencing domestic and family violence, and carers supporting people with physical and/or psychosocial disabilities and mental health concerns.

I have also developed and managed State and National programs within the Australian Association of Social Workers, and provide career counselling and coaching to hundreds of practitioners, managers and leaders across the country.

I continue to look forward with expectation for what is yet to unfold and consider it a privilege to be a part of this amazing organisation.



## Jo Williams

### Affiliate Tavistock (UK)

Hi everyone, I'm Jo Williams and I live and work in the UK as an academic, supervisor, coach and consultant. I've been qualified for almost 20 years and worked with children and families, with a specialisation in adoption and children in care.

My passion has always been supervision and in particular, the emotional and psycho-social landscape of this. I'm particularly interested in what happens relationally and emotionally when two professionals come together to talk about their work in a supervision space.

My PhD study has been to observe practice supervisors undertake their role and consider how they embody, enact and navigate the functions of supervision. I have used creative methods to explore this with them and it has been a fascinating and humbling experience. I was delighted to have the opportunity to connect with colleagues in Australia in 2021 and start sharing our love for supervision and research in this area. There is still so much to learn and collaborating Internationally has helped to form a deeper and richer understanding together.

# Mybio.life

Have you ever lost a loved one and struggled to find all the essential documents such as life insurance, superannuation details, or their Will? Many families face this challenge, rummaging through boxes, closets, and computers in search of the right papers, while trying to write a Eulogy and plan a service that their loved one would have appreciated. It is not uncommon to hear how this reduces the ability to move into the grief process. For anyone who has had a loved one pass away, we know it can often take up to two years to finalise an estate. This is particularly difficult when someone does not have a Will or their documents cannot be found or are not current.

MyBio.life provides the security and safety for everyone being a central collection point for important life documents, photos, Will and information, offering peace of mind. It securely stores memories, photos, videos, and personal messages, ensuring everything is in one place when needed. You can also designate someone to fulfill your or your loved one's wishes, helping to celebrate life as they intended. Our mission to support grieving families has resulted in a comprehensive app that aims to simplify a challenging time in life.

## App Areas

MyBio.life features 9 app areas that capture important life information to make things easier for you and your loved ones, including:

### Personal Details

Capture your personal details in the one location. This includes information such as your phone number, previous names, addresses and other important information.

### Secure Access

Provides a secure and safe place to tell your loved ones about any of your social media details. You can also include monthly memberships or accounts that will need to be closed.

### Service Details

Record your final wishes regarding your funeral or ceremony to celebrate your life after your passing. Upload photos and videos to be played at your service or wake.

### Your Messenger

Choose a loved one as your Messenger to read and review your information to ensure they carry out your wishes and celebrate your life the way you intended.

### Your Pets

Pets are often our best friends, so it is important to leave information about how you would like any pets to be loved and cared for.

### Legal

Record your Will, any Trust documents, if you have a Power of Attorney, Lawyer, Advanced Health Care Directive and Estate Plan.

### Family & Friends

Tell family and friends your end of life wishes, how you want your life to be celebrated, include next of kin details and messages for special people in your life.

### Final Destination

Inform your loved ones where your resting place is. Include any spiritual or religious beliefs that loved ones need to know about.

### Eulogy

Record your life story in your Eulogy as you would like others to know and celebrate. Detail who you would like to read it and how you would like your story to be told. Upload a video Eulogy and update it at different stages during your life.

## International Downloads & Partnerships

In 2024, Mybio.life has seen many downloads on the Apple Store and Google Play from all around the world, including Australia, USA and Canada. We have also partnered with Channel 9 in Australia who have been instrumental in promoting the mission of MyBio.life and raising brand awareness.

# Neurocare in Leadership

This year, our third leadership text has been approved for publication with Routledge. This comprehensive book is designed to inspire leaders to adopt an entrepreneurial mindset in their everyday work, equipping them with the tools needed to navigate an increasingly complex and dynamic professional landscape. It covers essential topics that, when applied, significantly enhance both personal capability and overall workplace effectiveness, empowering leaders to drive high performance outcomes.

This book includes the latest insights about various topics including neuroscience, divergent thinking, social intelligence, and the importance of workplace attachments. It delves into the cultural and energetic aspects of leadership, illustrating how these often-overlooked elements can significantly influence team performance and organisational success. With a focus on practical application, the book introduces the concept of "neurocare in leadership," explaining how leaders can incorporate neuropsychological principles into their practices to foster healthier, more productive work environments.

It also presents a robust framework for assessing leadership effectiveness, grounded in our evidence-based leadership capability model. This model provides a clear road map for leaders, CEOs, managers, and directors to evaluate their skills and identify areas for improvement, ensuring they remain agile and adaptable in the face of new challenges. Look out for its release in 2025 as a must-read for any leader looking to stay at the forefront of innovation and workplace excellence.

# Workplace Wellness

In 2024, Amovita continued to support professionals nationwide by delivering high-quality workplace counselling services. Employee Assistance Programs (EAP) play a vital role in providing employees with confidential support for both personal and work-related challenges. An effective EAP promotes mental well-being, reduces stress, and boosts workplace productivity, all while fostering healthier environments and stronger teams.

Our team of skilled professionals specialises in creating and maintaining workplace wellness, using the latest evidence in neurocare. Through coaching, supervision, and a commitment to living our workplace values, we strive to align our actions with our principles. This year, Amovita supported over 450 professionals through our Workplace Employee Support Service, reinforcing our commitment to employee well-being and performance.

# Amovita Foundation

Established in 2012, our Scholarship Foundation is a critical aspect of our Corporate Social Responsibility program, playing a vital role in shaping the future of leadership and professional development. Amovita's Scholarship Foundation is dedicated to supporting the growth of future leaders and professionals, encouraging business owners and leaders to bring forward fresh, innovative ideas that drive industry transformation. We understand that professional success is the result of aligning several key factors—such as education, skill development, and continuous growth—and that maintaining high performance demands ongoing effort and dedication.

A core belief of the Foundation is that access to quality training, education, and coaching is essential for any professional to excel. Whether you are an emerging leader or an established business owner, having the right resources and support can make all the difference. By providing these tools, we aim to empower professionals to reach their full potential and inspire them to become leaders who can make a positive impact in their fields.

This year has been especially significant for the Foundation. We are proud to have supported numerous new business start-ups, recognising their resilience and determination on the journey to success. These aspiring entrepreneurs have demonstrated the creativity and perseverance needed to build thriving businesses, and we are honored to be part of their story. In addition to this, Amovita has contributed over \$225,000 in-kind services to support aspiring business owners, clients, and emerging professionals. These services have included mentorship, professional coaching, and access to valuable resources designed to help individuals and businesses thrive in today's workplace.

Through our ongoing commitment, the Scholarship Foundation hope to continue as a beacon of opportunity, helping to shape the next generation of leaders and innovators.

# Uplifting Capability

## Leading Policing in a Complex World

This year, the International Police Executive Symposium (IPES) featured our latest article, "Leading Policing in a Complex World". We extend a heartfelt thank you to our co-authors from the Australian Federal Police Association (AFPA). It has been a pleasure collaborating with the AFPA to highlight the incredible efforts of police leaders and to support their ability to lead and manage using Amovita's LAWS professional model.

The LAWS model has been specifically designed for police leaders to understand the importance of focused discussions relating to the law enforcement/professional aspects of policing, administrative/operational requirements, support mechanisms through the use of neurocare language, and how they draw out knowledge that connects wellness to policing skills.

## IPES Conference

Following the publication of our article, the Amovita team had the privilege of presenting alongside the AFPA at the International Police Executive Symposium (IPES) in Thessaloniki, Greece. We thoroughly enjoyed meeting researchers, resource professionals, lawyers, and police officers, both active and retired, from around the globe, including Serbia, the U.S., Australia, Macedonia, Canada, and Turkey.

Our presentation, titled Navigating Leadership in Policing: The LAWS Model to Uplift Leadership Capability, was very well received. We are now in discussions to integrate our model into various university curriculum in the U.S. and to present it to Chiefs of Police.

The Symposium featured a wide range of topics, including human trafficking, cyber intelligence, offender profiling, police education, police in schools, women in policing, corruption, and integrity. Interestingly, leadership capability, a core theme of our presentation, was integral to many of these discussions.

The founders of IPES and its delegates also joined together for a cultural day, exploring the beautiful sights of northern Greece, which concluded with a visit to the Sahara Beach. It was a privilege to connect with so many incredible professionals and to have meaningful conversations about the importance of leadership excellence through our LAWS model in police leadership.

# Amovita Store

A key project this year has been the launch of the Amovita Store, offering a seamless on-line platform where clients and customers can easily access and purchase our range of professional resources and tools. The vision behind the store was to create a digital hub for practitioners, supervisors, and leaders to find the tools they need to support them in their roles. The store is now live and features a carefully curated suite of professional supervision models and frameworks, designed to support reflective practice and improve service outcomes. Among the products available are a comprehensive suite of supervision models, discussion cards to facilitate engaging conversations, probation workbooks for structured learning, and leadership texts focused on building effective leadership skills.

Amovita is currently in discussions with software developers to create an advanced Supervision Institute platform. This platform will serve as a secure space where leaders and supervisors can upload, store, and manage their supervision documents, minutes, and other resources. By centralising these documents, the Supervision Institute aims to maximise time efficiency and ensure best practices are maintained across organisations. Leaders will benefit from enhanced access to their materials, promoting accountability and compliance within their supervision processes. This project represents a significant step forward in Amovita's commitment to providing industry-leading resources that support professionals in delivering high-quality services in 2025.



# Professional Resources

An essential skill for any supervisor or leader is mastering the art of questioning. Thoughtful, well-crafted questions are key to unlocking deeper conversations, fostering inspiration, encouraging reflection, and enhancing critical thinking. They pave the way for discussions that not only explore surface-level issues but also dive into underlying themes, allowing both supervisors and their teams to gain valuable insights and drive meaningful change.

This year, Amovita was proud to introduce a new and innovative resource: the PASE® Discussion Cards. These cards are designed to elevate professional conversations, offering a structured yet flexible tool to ensure high-quality outcomes. Developed with the goal of promoting positive, developmental, and reflective discussions, the cards help guide conversations that focus on growth, learning, and continuous improvement. They are directly aligned with the PASE® Supervision Model, which emphasises four key areas: professional practices, administration requirements, support in the role and professional development and education.

Using the PASE® Reflective Discussion Cards, enables supervisors and leaders can ask relevant questions that encourage individuals to think more critically, engage in self-reflection, and identify areas for development, all while maintaining a positive and constructive dialogue. The cards are particularly effective in creating a space where professionals can feel supported in their growth, leading to improved performance and more effective leadership within their organisations.

The PASE® Reflective Discussion Cards will be available for purchase through our Store, making it easy for organisations to access this valuable resource and integrate it into their supervision practices.

[www.amovita.com](http://www.amovita.com)



# Strengths in Leadership

This year, Amovita launched its first "Optimising Strengths in Leadership" training program in partnership with Sharon Quirk, founder of Optimising Strengths and an accredited Strengths Profile Practitioner. It was an incredible opportunity to connect with leaders and business owners across the country who are dedicated to incorporating strengths-based principles into their leadership practice.

Developing a high level of self-awareness around both realised and unrealised strengths is crucial for effective leadership. To drive optimal performance in teams, leaders need to understand the dynamics between realised strengths, unrealised strengths, and learned behaviours within their teams. By recognising and investing in these strengths, leaders can enhance their reflection and decision-making processes.

The training offered valuable insights into how strengths influence both performance and wellbeing. Participants learned to boost team engagement and performance by identifying strengths and delivering strengths-based feedback. We also delved into the role of a growth mindset and how different beliefs can either support or limit strengths development.

We explored the latest trends in understanding realised and unrealised strengths, learned behaviours, and the critical role of energy in sustaining performance and workplace engagement.

Amovita is excited to offer this training in 2025 as part of our Inspire Training program suite.

## Out & About Images

1. Greece conference group
2. Elyse and Tracey meeting Ant Middleton
3. Elyse and Tracey attending Greece conference
4. Developing professional excellence frameworks
5. Tracey with Channel Nine Executives promoting Mybio.life
6. Greece conference attendees
7. Facilitating training
8. Transit in Wagga Wagga
9. Tracey & Elyse attending the International Police Executive Symposium (IPES)
10. Conscious Money Creation Training with Erika Laszlo
11. Elyse in her gifted police badge
12. Suitcase ready



No 1



No 2



No 3



No 4



No 5



No 6



No 7



No 8



No 9



No 10







No 11



No 12



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