PESA
Australia's Peak Body for Wellbeing Education

Tuesday Nov 3rd
5pm-6pm
AEDT

From Buy-In to Built-In: Making Wellbeing Stick

Embedding wellbeing in culture, systems, and everyday practice

Presented by
Kerrin Smith
Positive Leadership and Wellbeing Consultant

As the year draws to a close, this session creates space for leaders to pause, reflect, and intentionally prepare for what comes next.

This interactive workshop supports school leaders and wellbeing teams to look back on the year that was and examine how wellbeing initiatives were experienced, adopted, and sustained across their context. Rather than focusing on new programs, the session explores how wellbeing becomes embedded through culture, systems, and everyday practice.

Participants will reflect on what strengthened buy-in, where momentum was lost, and how change was felt by staff. Drawing on change management, implementation science, and positive organisational psychology, the workshop introduces practical strategies for **building shared ownership** and reducing reliance on individual champions.

The session also explores **meaningful approaches to measurement**, balancing traditional metrics with **human-centred insights** such as trust, confidence, and team culture. Leaders will leave with clarity on what to carry forward, what to refine, and one practical action to support sustainable wellbeing into the year ahead.

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SESSION OUTCOMES

Participants will:

- Reflect on what supported or limited staff buy-in for wellbeing initiatives across the year.
- Understand how wellbeing is embedded through culture, systems, and everyday practice, not just programs or individuals.

Identify one meaningful indicator and one practical action to support sustainable wellbeing into the year ahead.

ABOUT THE PRESENTER

Kerrin Smith
Positive Leadership and Wellbeing Consultant

Kerrin Smith is a Positive Leadership and Wellbeing Consultant, educator, coach and facilitator with more than 15 years' of experience helping leaders and teams build workplaces where people can genuinely thrive.

Drawing on a *Master of Applied Positive Psychology* from the University of Melbourne, Kerrin combines evidence-based research with practical leadership strategies, creating psychologically safe, strengths-based cultures that improve wellbeing and team performance.

He has designed and delivered leadership programs, workshops and coaching across education, government and community organisations with a facilitation style known for being engaging, authentic and grounded in real-world practice.

Kerrin's passion is helping people discover that positive leadership isn't about being endlessly optimistic. It's about creating the conditions that allow individuals, teams and organisations to flourish.

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