BALANCED CONSULTING

Conversations for clarity

Speaking, workshops and facilitation for people and organisations working through demanding times.

A speaker

A talk that opens up an important topic.

Talk topics: page 3

A workshop

Space for your people to explore and practise.

Start here: page 2
Workshops: pages 4–5

A facilitator

A guided process to reach an outcome.

Process and services: pages 6–7

Want to understand the fees? See page 9 →

Tanya Gawthorne | Founder and facilitator

balancedconsulting.com.au

START HERE

Not sure what you need?

You may recognise the situation before you know what kind of help would be useful.

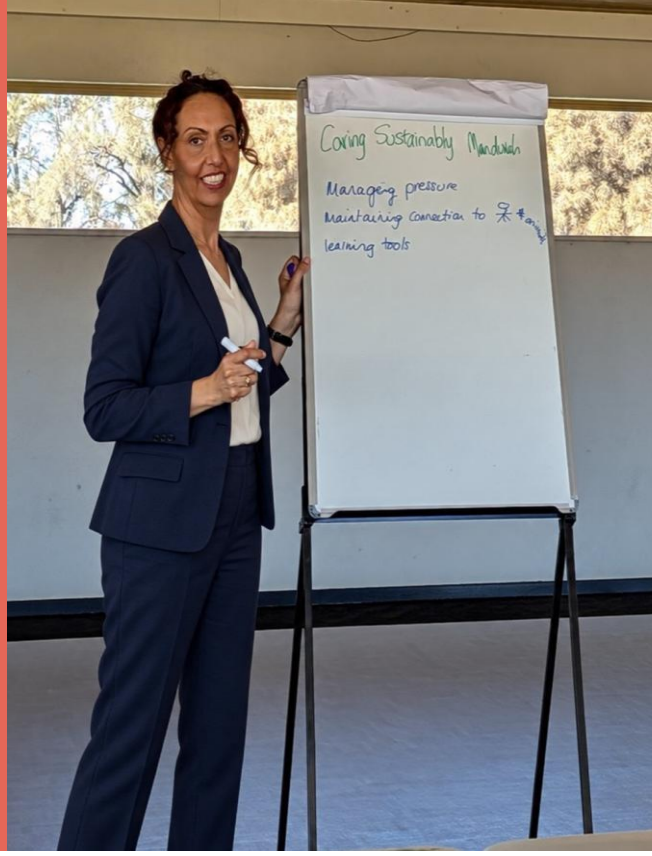
Your audience wants a fresh perspective	Start with **Talks and presentations** **Page 3**
People are running on empty	Start with **Burnout and resilience** **Page 4**
Change is leaving people uncertain	Start with **Leading change** **Page 4**
Caring work is taking a toll	Start with **The cost of caring** **Page 5**
Wellbeing efforts are not changing daily work	Start with **Wellbeing at work** **Page 5**
The group needs to find a direction together	Start with **Facilitation and planning** **Page 6**
Roles and decisions have become unclear	Start with **Workplace governance** **Page 7**

We can begin with what you are seeing, then decide whether a talk, workshop, facilitated process or longer program would help.

SPEAKING

An idea to take into the room

Short talks to 90 minutes
Online or face to face
Speaking fee by arrangement
Each talk tailored to your audience and the purpose of your event



Talks for your event

Hope, Change and Possibility

Stories that help people live with uncertainty and recognise possibility.

Hope in Troubled Times

Living with uncertainty, drawing on my experience of surviving two cancer diagnoses.

When the World We Love is Changing

Climate anxiety, ecological grief and how to live with ongoing loss in the natural world.

The Whisper Files: Before the World Changed

Tracing big changes back to quiet beginnings, helping us recognise possibility today.

Caring, Resilience and Leadership

For carers, volunteers and leaders finding ways to keep contributing.

When Being Strong Stops Working

Recognising the limits of endurance and rethinking resilience.

Caring Without Disappearing

Staying generous and involved while retaining room for your own life.

When Everyone Depends on You

Sharing responsibility and creating conditions where leaders and others can thrive.

Room to explore and practise

Established workshops, tailored to your audience and circumstances.

Burnout and resilience

When sustained demand leaves people exhausted, recovery needs attention at both the personal and workplace level. Explore how burnout develops and what helps people recover. Participants identify practical ways to manage pressure and support more sustainable work, with space to consider the conditions around them.

Understanding Burnout — 90 minutes · Burnout Beneath the Surface — Half day · Building Sustainable Resilience — Full day

Leading change

Change can leave people uncertain about what comes next and how to respond. Explore the human experience of change and ways to retain agency. Participants practise useful conversations and identify how they can support one another through a transition.

Staying Steady Through Change — 90 minutes · Leading Change Conversations — Half day · Navigating Change Together — Full day

Choose the length that fits

Each topic is available as a 90-minute, half-day or full-day workshop, depending on your purpose, time and budget. Longer sessions allow more time for discussion and practice.

Fees and delivery options: page 9

Caring and working well

Workshops for caring roles and for the everyday conditions that shape wellbeing.

The cost of caring

Caring work can bring compassion fatigue, grief and strain when people cannot do as much as they feel they should. Explore how to stay involved without carrying everything alone. Participants consider boundaries and recovery, alongside the shared support that helps caring work continue.

The Cost of Caring — 90 minutes · Caring Without Carrying Everything — Half day · Caring Sustainably — Full day

Wellbeing at work

Everyday work habits shape how people feel and how much energy they have left. Explore the effects of constant busyness and what supports rest and renewal. Participants identify realistic recovery practices and changes to the way work happens that can support wellbeing.

The Cost of Busyness — 90 minutes · Rest, Renewal and Recovery — Half day · Wellbeing in the Way We Work — Full day

Choose the length that fits

Each topic is available as a 90-minute, half-day or full-day workshop, depending on your purpose, time and budget. Longer sessions allow more time for discussion and practice.

Fees and delivery options: page 9

FACILITATION

A process to shape an outcome

I help you clarify the purpose, design the process and guide the conversation so people can participate and make progress.

Events and forums • Planning • Workplace governance

Three ways I can help your group

MC and general facilitation

For meetings, forums and conferences, I help you arrange the program, contact and support speakers, and guide the event so people can contribute and the day keeps moving.

Strategic planning

I work with you to clarify the planning question, gather context and design the session. On the day, I guide the group towards shared priorities and practical next steps.

Workplace governance

We identify the roles, decisions and working arrangements that need attention, then I design and facilitate a practical conversation for the group to agree on better ways of working.

Have an outcome in mind? Let's talk through the process your group needs. Contact me on page 10.

SERIES & PROGRAMS

From idea to meaningful program

Designed around your organisation

I help organisations turn an idea, funding or goal into a thoughtful program for their team or clients—from initial design through to delivery.

Each series, program or retreat combines practical learning, reflection and connection, with space to put insights into practice.

Four workshops that can become a series

Building Sustainable Resilience

Navigating Change Together

Caring Sustainably

Wellbeing in the Way We Work

Each series includes coaching and between-session practice to support changes in the way people work.

Sustainable Leadership

For leaders under sustained demand. Flexible online sessions, potential for an overnight retreat, peer support, coaching and reflection help learning take hold in everyday leadership.

How fees work

Fees are indicative; we confirm scope and costs before quoting.

Ready to discuss the right fit? Contact me on page 10.

Talks and presentations

Speaking at your event

Standard topics or a presentation tailored to your audience.

By arrangement

Fees dependent on purpose and length of presentation.

Standard content workshops

Established content for 4–40 participants. Prefer a 90-minute face-to-face session? See Talks and Presentations on page 3.

90 minutes
$600
Online

Half day
$800
Online or face to face

Full day
$1,200
Face to face; online by arrangement

Facilitated services

A process designed to help your group reach an outcome. Fees are indicative and confirmed once we agree on the scope, including any preparation or additional facilitation needed.

SERVICE	HALF DAY	FULL DAY
Strategic planning Preparation and design tailored to your context, followed by a half- or full-day workshop.	$2,500	$4,000
MC services Event preparation and speaker liaison, followed by half- or full-day delivery.	$1,500	$3,000
Workplace governance Preparation and design tailored to your context, followed by a half- or full-day workshop.	$2,500	$4,000
Series/ Program / Retreat Length and style of program depends on organisational requirements and objectives. Can include components of online, face to face, and overnight delivery.	**By arrangement** Fees dependent on required program design and number / type of delivery components.	

Eligible not-for-profit organisations receive 15% off the listed fees. Eligibility is assessed case by case — get in touch to discuss.

Fees exclude GST, materials, catering, room hire, travel and other agreed expenses.

ABOUT TANYA

Experience across demanding settings

I bring experience across health, government, environmental and community settings. My work draws on facilitation, senior leadership, policy and governance.

How it works

1. Tell me what is happening and what you hope will be different. You do not need a finished brief.
2. We agree on the purpose, format and fee.
3. I design and deliver the session, then we discuss what comes next.

Ready to talk? Contact Tanya

0478 222 823
admin@balancedconsulting.com.au
www.balancedconsulting.com.au