

A watercolor portrait of a woman with dark hair, looking slightly to the right. The background is a mix of light blue and white washes. Numerous teal hearts of various sizes are scattered across the image, along with small teal geometric shapes like triangles and squares. The overall style is soft and artistic.

STUDIO
shemené
RESTORING HARMONY BY RECLAIMING WHAT'S MISSING

PROSPECTUS



Shemewé is a social theory that represents us and our social world in their most integrated forms.

Within Shemewé are the feminised (She), masculinised (He), individual (Me), and relational (We) aspects of human nature.

We are all born human, then we learn to identify ourselves through commonly recognised constructs within our social world. Shemewé provides four ways of perceiving, processing, and expressing; they are the feminised (she), masculinised (he), individual (me) and relational (we).

The dominant culture determines the perception and expression of the she, he, me and we in society. Thought or collectively held attitudes, beliefs, and values shape our social systems and form the world around us. The world reflects back to us who we are, what we believe and have created.

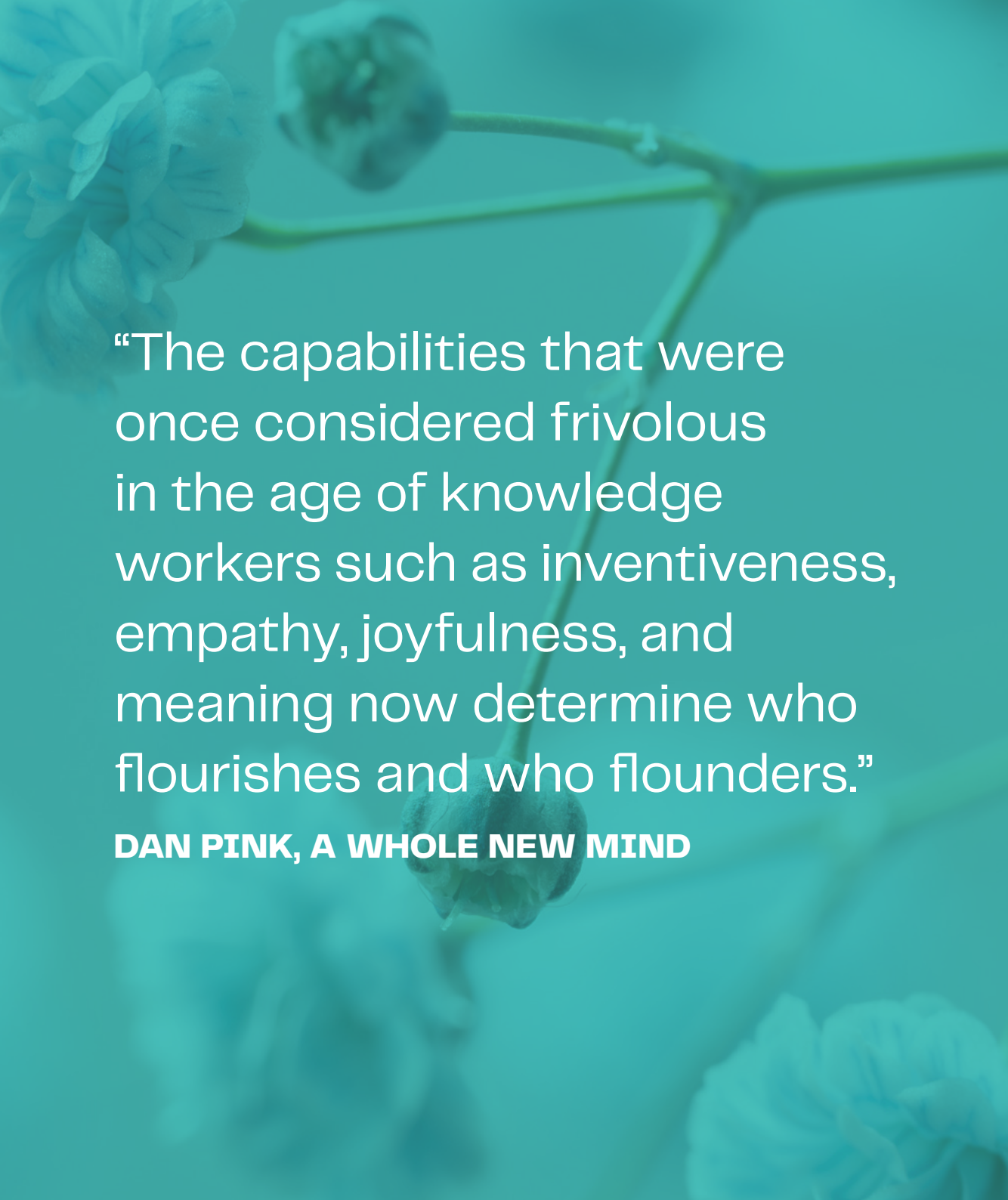
Shemewé assists us to heal divisions in ourselves, our lives and world.



Studio Shemewé provides a range of services that:

nurture authenticity	promote inclusion
draw out the unheard or unseen	value multiplicity
resolve power imbalances	learn, and practise new skills
enhance relationships	translate concept into action
reclaim what's missing	increase integration

FOR MORE INFORMATION VISIT WWW.SHEMEWE.COM.AU



“The capabilities that were once considered frivolous in the age of knowledge workers such as inventiveness, empathy, joyfulness, and meaning now determine who flourishes and who flounders.”

DAN PINK, A WHOLE NEW MIND

LEADERS FOR A NEW WORLD

We are in a time of monumental change in the history of the world as we know it.

In Australia the devastating bush fires of Summer 2019 were quickly followed by Covid-19 and after that came the floods. These natural disasters and viruses instantly transformed the way we think about our lives and work. Or have they? Are some businesses still clinging to an old paradigm, struggling to embrace the opportunities and growth that this shift offers.

“COVID-19 pandemic has led more and more people to re-evaluate what they want from a job—and from life.”

MCKINSEY QUARTERLY, JULY 2022

“Australia is in the grip of a severe labour shortage.”

HORIZON ONE, MARKET UPDATE,
AUGUST 2022

McKinsey warn, *“Employers continue to rely on traditional levers to attract and retain people ... the COVID-19 pandemic is creating a large pool of active and potential workers who are shunning the traditionalist path.”* and Horizon One emphasises, *“You’ll need to take a wholistic, strategic approach to candidate attraction and talent retention.”*

Al Gore’s former speech writer Dan Pink reminds us in his book A Whole New Brain that abundance, Asia, and automation have nudged us into a new age, which he calls the conceptual age which prompted us to ask,

- **Can someone overseas do it cheaper?**
- **Can technology do it faster?**
- **Is our business offering something that satisfies the nonmaterial, transcendent desires of an abundant age?**

In Pink’s words, *“For nearly a century, Western society in general, has been dominated by a form of thinking and an approach to life that was narrowly reductive and deeply analytical ... But that is changing.”*

He argues that *“Material abundance deepened our nonmaterial yearnings, satisfied, and even over satisfied, the material needs of millions ... accelerating our search for meaning. Globalization shipped the white-collar worker overseas. Asia is now performing large amounts of routine, white collar, work at significantly lower costs, thereby forcing knowledge workers in the advanced world to master abilities that can’t be shipped overseas. Powerful technologies eliminated certain kinds of work altogether and automation ... requiring professionals to develop aptitudes that computers can’t do better, faster, or cheaper.”*

Change of such magnitude unsettles what’s familiar such as working schedules, places of work, roles, and delivery of work. It’s likely that 2019 ushered in a level of change that is set to continue for many years to come.

Our world and social structures have been shaken from their comfortable positions. We are all searching for new ways of being.

Horizon One echo our message by stating, *“The market has changed dramatically and with no sign of a return to pre-Covid norms anytime soon ...”* and *“Hybrid working, work from home flexibility, work from anywhere, even digital nomads!”*

McKinsey confirm this by reporting that, *“People are switching jobs and industries, moving from traditional to non-traditional roles, retiring early, or starting their own businesses.”*

At such times people look to leaders for guidance, hope and reassurance and we want you to be among those who lead with us in this time of change.

“Agility, flexibility, and innovation should drive your mindset as you embrace change in this complex and, at times, unstable environment.”

HORIZON ONE

BENEFITS FOR ALL

Our groups enable employers to find the new edge to ensure their continued success in an ever-changing world and market.

Because the workplace is now the home office, bedroom or living room, this has had an effect on relationships and families. This 'new normal' needs to be recognised and capability built around this emerging reality. When relationships with the ones we most deeply care for suffer, then work productivity and morale suffers.

We invest in the holistic wellness of your organisation, your human resources. We go past the technical skills and enable you and your people to learn how to respond under pressure, and navigate, adapt, and thrive in the face of unprecedented change. We go where no others have gone before. We see and hear what has been missed in the past.

Personal relationships are complex, if we can learn to do them well, we can do anything. Our parenting and relationship groups draw out the gold, the silver, the jewels, bringing them back through your employees to your business. It's truly a win-win situation.

ADVANTAGE AND OUTCOME OF PARENT TIME AND RELATIONSHIP RESCUE GROUPS:

- increase performance and productivity.
- reduce absenteeism, conflict, and occupational stress.
- improve staff morale, employee retention, and recruitment.
- reduced worker's compensation, and other costs.
- improve employee satisfaction.
- enhance relationships in the workplace.

By perceiving business and employees through a holistic lens you gain an immediate advantage. A workplace culture that is supportive and caring of its employees taps the powerful connection between personal and professional lives. When participating in our groups through their workplace, employees are immediately held accountable. Such a foundation quickly builds trust, confidence, and a genuine desire among employees to give back.

“For individuals, families, and organisations, professional success and personal fulfilment now require a whole new mind.”

DAN PINK, A WHOLE NEW MIND

A SPECIAL OPPORTUNITY

We are offering two groups:

- one for parents promoting conscious relational parenting.
- the other for couples exploring communication and conflict; expectations, differences, and values; attachment and closeness styles; and intimacy and sex.

These groups are delivered live online to people Australia wide.

We welcome:

- parents at all stages in their parenting journey including expectant, new, separated, step, single, young, migrant, biracial, same sex, gender neutral and grandparents.
- And couples who are: new, young, committed, parenting, long term, retiring, migrant, biracial, same sex, gender neutral, polyamorous, and separating.

Our groups include:

- a confidential online participant assessment.
- a compulsory information session.
- Reviews (for the parent group only).

Group sessions include:

- open circles
- facilitated breakout groups
- delivery of content and facilitating new learning.
- opportunities to practise and improve skills.
- reflective and mindful activities.

Privacy and confidentiality:

- We draw our participants from a broad base nationwide which encourages a diversity of experiences and voices as well as protecting the privacy of parents and couples.

“Our survey shows that uncaring and uninspiring leaders are a big part of why people left their jobs” and “exiting workers told us that relationships in their workplace were sources of tension and that they didn't feel that their organizations and managers cared about them.”

MCKINSEY

Breakthroughs in neuroscience in the 1990's may have powered the information age and influenced how we do business, relationships, and life! This was necessary but is no longer sufficient.

We're moving from the age of the brain into the age of the heart which will transform human beings, our lives, and the world in a way like nothing else has.

As Pink stated, "organisations and individuals that focus their efforts on doing what foreign knowledge workers can't do cheaper and technology can't do faster, as well as on meeting the aesthetic, emotional, and spiritual demands of a prosperous time, will thrive."

McKinsey found that the non-traditionalists ranked meaningful work, support for health and wellbeing and flexibility among their highest reasons to remain in or return to the workforce.

Our groups sit on the crest of a wave that will very quickly be a part of the mainstream. We want you to join us as we carve a path that leads through a mire of uncertainty and rapid change.



"Many people are quitting not for other jobs but because of the demands of life—they need to care for children, elders, or themselves."

MCKINSEY

"Employers can build their non-traditional value proposition, which revolves around flexibility, mental- and behavioural-health benefits, a strong company culture, and different forms of career progression."

MCKINSEY

“The capabilities that were once considered frivolous in the age of the knowledge workers such as inventiveness, empathy, joyfulness, and meaning now determine who flourishes and who flounders.”

DAN PINK, A WHOLE NEW MIND



ROD COLE

Consultant, Group Facilitator

Rod Cole is a man who weaves contemplation and action together to promote change, creativity, and growth.

Rod is a highly skilled therapist, supervisor, meditator, facilitator and collaborator. Rod's interest and passion is about supporting individuals to transform fear into excitement, to support clients to own their shadows and vulnerabilities with a view to living a life of purpose, vitality and passion.

Rod has an eclectic and varied CV that has included working with some of Australia's top chefs and restaurant managers, hairdressing with world champion stylists, health administration in both public and private health settings, managing health promotion projects, creating and facilitating relationship and sexuality workshops.

EXPERTISE AND EXPERIENCE

Rod has worked for Qantas, Royal North Shore and North Shore Private Hospital, Canberra Hospital, Wesley Mission, Relationships Australia and other non for profit organisations.

Currently Rod is working for a leading EAP provider, working with clients around Australia. He has worked as a clinical practitioner since 2008 with individuals, couples, and groups. Using a combination of gestalt, schema and EMDR therapy Rod works with issues such as grief and loss, change, ageing, shame, despair, resentment, frustration and hope.

AREAS OF SPECIALISATION

- Individual and couples counselling
- Sexual health, sexuality and gender identity
- Training
- Coaching and Mentoring
- Casework
- Supervision

QUALIFICATIONS

- Advanced Diploma Gestalt Therapy
- Schema Therapy – Level 1
- Dialectical Behavioural Therapy
- Diploma in Somatic Sexology
- EMDR Therapy – Level 1
- Masters of Counselling

TRAINING

Rod has engaged in training and mentorship from leaders in the field of therapy, sexuality, personal development and spirituality. These include Stephanie Dowrick, Esther Perel, Terry Real, Julia Samuel, Dr. Ellyn Bader, Joseph Kramer, Brene Brown.



TONI HACKETT

Consultant, Group Facilitator

Toni is an experienced relationship and parent educator, group facilitator, somatic sex educator and coach, holistic and somatic counsellor, leadership coach and mentor.

Her openness and genuine interest in others builds trust, creating a safe space for practise and learning to take place. Toni's holistic and integrative approach to learning is human centred, creative, and dynamic. She celebrates diversity, values multiplicity, promotes inclusion and nurtures authenticity. Toni strives to shift the cultural lens from the transactional to the relational, focussing on our human capacity for connection and collaboration instead of our limitations in competition.

EXPERTISE AND EXPERIENCE

Toni is an advocate for the benefits of conscious experiential learning and embodied living. At age 18 Toni travelled to and lived in India and Papua New Guinea. In her twenties Toni and her family life partner lived as houseparents in a (Sydney City Mission) Mission Australia family group home for 4 years with 8 adolescents. At age 25 Toni had her first child in a birth centre and 6 years later her second child was born at home. In 2005/6 Toni and her family lived and worked on organic farms in Europe and for 5 months Toni worked in a Swedish Rehabilitation Centre. From 2006 – 2008 Toni hosted over 30 people from all over the globe through the voluntary Help Exchange program. Between 2016 – 2022 Toni shared her home with more than 25 people from 15 different nations.

Toni wrote and delivered programs for parents, pre and primary school children, retirees, and special interest groups, and certified over 100 teachers and health professionals; wrote a policy and procedures manual, recruitment, and orientation process for a nursing agency and trained 100 new and existing staff; wrote and delivered a health promotions program for a state health facility; created several boutique businesses; coordinated and co-facilitated community groups for Relationships Australia and Canberra Mothercraft Society for than 500 first time expectant parents, 150 separated parents and 150 couples.

AREAS OF SPECIALISATION

- Change and Transformation Coaching
- Embodied Counselling and Mentoring
- Group Facilitation and Deep Democracy
- Community Collaboration
- Holistic and Somatic Practise
- Healing, Receptive, and Expressive Therapies
- Innovation, Counterculture and Synthesis

QUALIFICATIONS

- Educational Kinesiology
- Brain Gym® Consultant and Instructor
- Touch for Health Practitioner
- Sexological Bodywork
- Nutritional Biokinetics
- Business Administration

TRAINING

- Interactive Drawing Therapy
- Lewis Deep Democracy and CoResolve
- ECAV, Men's Behaviour Change
- Lifeline, DV Alert
- Anthroposophic First Aid
- Macrobiotics



DANNY O'NEILL

Consultant, Group Facilitator

Danny O'Neill is a man who influences others through the power of inspired words and actions.

Danny is a highly skilled communicator and facilitator who specialises in people development, community engagement and change leadership. Danny aims to inspire and challenge others to affirmative action with his charismatic and empathetic approach to diverse groups of people and organisations. Danny is proud of his South Pacific heritage; (Fiji, Rotuma and New Zealand) and coming from a large family; believes in the wealth of belonging, mastery independence and generosity. He believes in the power of story, lived experience and life-long learning.

EXPERTISE AND EXPERIENCE

Danny has over 30 years' experience in education, training and people engagement. He has held positions of executive leadership as well as managing and leading multi-disciplinary teams to perform under VUCA conditions.

Danny is a graduate of Avondale University College in NSW and has since developed his expertise by working in the field of youth and family welfare, justice and community development and trauma. He is a qualified trainer and educator in a variety of disciplines which aids in others personal change and in team development through transformation.

Danny has established a strong reputation as a skilled trainer, facilitator and personal coach/mentor within Commonwealth Government Agencies and NGO's. Danny's

ability to establish trust, build safety and challenge humanely has seen him work successfully with ETM Perspectives in urban, regional and remote communities throughout Australia and in addition to the South Pacific. Community engagement, organisational reviews, cross cultural awareness and team building are just some of the work successfully engaged in.

In 2010 Danny was recognised for his unique, inspirational skill set and leadership approach by being selected as one of only ten leaders across the Australian national landscape in The Australian Newspapers 'Mercedes Benz Leadership Series.' He completed a scholarship study tour granted from Richmond Fellowship to study in South Dakota in cultural interventions based on the Lakota and Sioux Indian traditions of family, mastery and resilience.

AREAS OF SPECIALISATION

- Leadership and Change Management
- Facilitation
- Community engagement
- People development
- Coaching and Mentoring
- Therapeutic Intervention to Trauma
- Organisational and Team Transformation Qualifications

QUALIFICATIONS

- Diploma of Teaching
- Diploma of Leadership and Management
- Graduate Certificate in Complex Trauma
- Certificate IV Youth Work Trainer
- DiSC Certified Facilitator

TRAINING

- RAP Train the Trainer
- Therapeutic Crisis Intervention Trainer
- Men's Behaviour Change Groups Certified Trainer
- Stronger Smarter Leadership Certificate IV Training & Assessment Person Centred Counselling Certificate



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