



WORKING WITH OUR RHYTHMS

*Inclusive Performance Across Different
Energy Patterns*

Presented by
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Why current approaches often fail



Many workplaces are designed around: **constant output, constant availability, fixed productivity, and uninterrupted focus regardless of changing human capacity.**

But human performance naturally fluctuates.

Energy, focus, creativity, communication, and cognitive capacity varies across **hours, weeks, environments, stress levels, health conditions, and life demands.**

When organisations ignore those fluctuations, performance becomes harder to sustain and businesses see:

- **Burnout and disengagement**
- **Inconsistent productivity**
- **Communication friction**
- **Presenteeism**
- **Reduced creativity and collaboration**
- **Unsustainable workloads**
- **Difficulty retaining high-performing staff**

When consistency is designed around human variation rather than against it, output becomes more **sustainable, predictable, and resilient.**

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The Overview



What if sustainable performance comes not from forcing people to work against human variation, but from designing work systems that can work with it?

Participants will examine common assumptions around **productivity, professionalism, consistency, and availability**, and explore how workplaces can better support fluctuating human energy patterns **without reducing accountability or effectiveness.**

Through interactive discussion, group exercises, workplace simulations, collaborative redesign and reflective activities, participants will explore how workplaces can move toward systems that are:

- **more sustainable**
- **more adaptive**
- **more inclusive**
- **and ultimately more effective**

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Participant Outcomes



What often changes during periods of fluctuating energy is not a person's value, intelligence, or capability...

But which skills are most accessible to them at that time.

Participants will leave with:

- A fundamental understanding of how human variation affects workplace performance and communication
- The ability to challenge confirmation bias
- Greater awareness of limiting workplace assumptions around productivity
- Practical ideas for redesigning a sustainable system of communication, workload, collaboration, and performance systems
- An understanding of their own working patterns and strengths

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Organisation Outcomes



Organisations may benefit from:

- Improved collaboration and team performance
- More reliable output and sustainable productivity
- Better communication culture
- Increased inclusion and retention due to reduced burnout risk
- Healthier performance cultures based around human-centred work design

The goal is not to create a 'special accommodation' for a few people.

The goal is to create systems that are more sustainable, flexible, and human for everyone.

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The Details



Session Length: 2.5 - 3 hour in-person workshop

Designed for:

- Leadership teams
- HR professionals
- DEI programmes
- Wellbeing initiatives
- Team development days
- Managers
- Organisations reviewing workplace culture

Recommended Group Size: 8 - 25 people

Interactive participation is required.

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The Facilitator

Anya created this workshop after years of working in office environments where she began to notice a mismatch between how workplaces expect people to function and how human energy actually moves. From her own experience, she recognised that her capability and commitment didn't change from day to day, but the shape of her strengths did; with some periods supporting focus, structure and consistency, and others bringing creativity, reflection, emotional awareness or collaboration more naturally to the surface.

This realisation led her to question a common assumption in many organisations: that productivity should look consistent and linear, rather than responsive to human variation. This workshop was developed to help teams rethink that assumption and explore how more flexible approaches to performance can create healthier, more resilient ways of working.



About the Facilitator:

Anya brings a strong background in customer experience and workplace engagement, specialising in diversity and inclusion, communication, and team collaboration. An exceptional facilitator, she supports organisations in building inclusive, aligned, and high-performing teams.

Passionate about creating environments where people feel heard and valued, Anya combines energy, empathy, and practical insight to help teams connect, collaborate, and thrive.



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