Bring the human back to work.

When pressure becomes the norm, people and performance pay the price.

We work on State and Structure: your people's capacity, and the conditions they work in.



We work with leaders, teams and organisations to develop human capabilities and strengthen working conditions in pursuit of three outcomes: sustainable performance, belonging and resilience.

687+	14	6	2020
people worked with	organisations supported	countries	since

WHY THIS MATTERS

Safety isn't soft. It's strategic.

50%

of Australian employees felt a lot of stress the previous day.[1]

21%

of Australian employees are engaged at work.[1]

71%

of leaders report increased stress since taking their role.[2]

People and performance are not competing priorities. Sustainable results depend on both.

1. Gallup, State of the Global Workplace 2026, Australia · 2. DDI, Global Leadership Forecast 2025

THE HOURIA METHOD

We work on State and Structure.

Training alone does not change culture. We combine practical learning with attention to the environments in which people work.

STATE

Self-regulation, emotional awareness, communication, attention and considered decisions under pressure.

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STRUCTURE

Leadership practices, participation, work design, clarity, feedback and everyday working conditions.

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Sustainable Performance | **Belonging** | **Resilience**

WHO WE WORK WITH

LEADERSHIP TEAMS

Decisions under pressure, communication and team climate.

TEAMS AND DEPARTMENTS

Regulation skills, collaboration and speaking up.

WHOLE ORGANISATIONS

Staged work across leadership and teams.

WAYS TO ENGAGE

Calm, Cool & Connected

Keynote or workshop

60 to 90 minutes

Practical learning and tools your people can use the same day.

Intensive

2 to 5 days

Facilitated learning, team priorities and an action plan.

Programme

3 to 6 months

Needs assessment, tailored sessions, agreed measures and a final recommendations report.

HOW WE WORK

Start with understanding, not assumptions.

Discover
Your objectives, pressures and people.

Agree scope
Deliverables, roles and confidentiality.

Listen
Conversations and voluntary feedback.

Deliver
Practical learning, adapted as we go.

Evaluate
What changed and what comes next.



SURF APNEA TO THE BOARDROOM

What the ocean teaches us about pressure.

Resilience is not about enduring more pressure at any cost. It is about having the capacity and conditions to respond effectively.

IN THEIR WORDS

"...She reminded us that we're human at work too; and that this humanity can enhance, not hinder, our results."

Dr. Markus A. Kürten · Senior Director Legal & Compliance, Adidas

"Her keynote set the tone: honest, brave, and deeply connective..."

Lisa · Founder, Liquid Imagery · IAMPOWER Summit

BodyFit Six-week breathing programme **37** participants **54%** returned for more

WHAT PARTICIPANTS REPORTED Calmer · Better sleep · Increased awareness · Emotional regulation · Better focus

WHO YOU'LL WORK WITH

Sonia Houria

Founder of Women Make Waves and creator of the Houria Method. An international legal and commercial background, brought together with facilitation, emotional intelligence and regulation education. Survival Apnea Instructor and Ambassador. SCHIA community advisory committee.

Humans are ecosystems, not machines.

Let's discuss your organisation

Tell us about your people, your pressures and the change you want to create.

womenmakewaves.com.au/for-teams-signup
hello@soniahouria.com

Workshops use short participant feedback; programmes use agreed baseline and follow-up questions. Specialist psychosocial, clinical or legal work is scoped separately with qualified collaborators. No predetermined financial return is promised. BodyFit figures describe participation; participant reports are self-reported.