



# Professional Learning Certificates

When learning feels rewarding, people care more.  
Transform mandatory training into a meaningful, incentivised journey with real recognition at every step.



[bechallenged.com.au](http://bechallenged.com.au)

# When learning is visible, recognised and transferable, both the individual and the organisation win.



### A New Way To Learn

The Gonski Reports highlighted a need to move away from rigid, one-size-fits-all learning. They called for incremental recognition of progress, tailored pathways, and a system where learning is continuous, not confined to traditional benchmarks.



### Creating a Stronger Employee Value Proposition

Employees today aren't just looking for a role, they're looking for a reason. A strong EVP now goes beyond salary and perks. People want to feel valued, challenged, and recognised. They want real opportunities to grow their skills, recognition that feels meaningful and clear, personal pathways for career progression.



### Harnessing the Power of Engagement

High performers don't wait around for development, they go looking for it. Employee disengagement is draining Aussie businesses by a jaw-dropping \$211 billion every year. When people don't see a path forward, they stop showing up with purpose or they leave altogether.



## CREDENTIALS

With a combined 40 years of experience in education design, Lisa and Tanya have a proven track record of developing learning solutions that drive outcomes and engagement.



**LISA KELLIHER**  
**HEAD OF CULTURE**

### **About Lisa:**

At the heart of Be Challenged, Lisa plays a pivotal role as the Head of People and Culture, Head of Business Support and Educational Consultant.

Her journey, deeply rooted in educational leadership, spans across significant roles in independent schools and the NSW Education Standards Authority.

### **Her strengths:**

Her strengths tie in her profound understanding of diversity, inclusion, and compliance. Likewise, her background let her craft development programs that truly empowers employees.

### **Her specialities:**

Lisa specialises in creating bespoke learning and development opportunities. With a focus on enhancing team dynamics and prioritising well-being, she leverages her experience to foster an environment of growth and inclusion.



**TANYA JOLLY**  
**FACILITATOR**

### **About Tanya:**

Tanya is a dynamic facilitator who has a passion for empowering teams to thrive through open, adaptive, and collaborative communication frameworks.

With more than 15 years' experience in the public health, education, and transport sectors, Tanya has held senior management and project management roles within education. Her experience includes the development of education and onboarding pathways, programs linked to competency standards, compliance with accreditation requirements, clinical skills workshops, and education assurance programs in highly regulated environments.

### **Her strengths:**

Tanya shines in facilitating programs with her adaptability, problem-solving prowess, and her passion for educating others. Her approach is both engaging and insightful, ensuring every participant's involvement and learning. She has a passion for leveraging and maximising people's' strengths no matter the program or workshop.

### **Her specialities:**

An expert in Be Challenged's workshops like 'Difficult Conversations' and 'Grit and Resilience,' Not only does she have a flair for delivering powerful workshops, but she is also adaptable and enjoys bringing the fun and competitive side out in our clients when facilitating programs like "Win it in a Minute" or "Survivor."

**It's not just about making training less boring.**

**It's about making learning more meaningful, for everyone.**

Most organisations are already doing more than they realise. From compliance training to onboarding and professional development, structured learning is already part of your rhythm.

The opportunity? Turn what you're already delivering into something that feels valuable, recognised, and motivating.

Your existing content can easily evolve into a series of purposeful, stackable credentials. With a few small shifts, and our help tailoring the sequence, even the driest modules become more engaging when there's a clear reward at the end.

This incremental recognition builds confidence, momentum, and career currency. Even if their journey changes direction, they leave with something that proves their growth.

The best part? You're not starting from zero. You're building on what already works and taking it further. Turn the training you already run into something more powerful and personal.



# WIN WIN WIN

When you formalise learning through micro-credentials, everyone wins. It sends a powerful message across your entire ecosystem. We've seen stronger team performance, better retention, and a more energised culture where people want to grow.



# TAILORED PROGRAMS

Learning should feel as energising as it is effective. That's why our approach pairs structured workshops for a deep dive with bite-sized Lunch & Learns to keep the momentum going. It's a rhythm that's delivered results across our own teams over a sustained period.

We've refined this approach over time through our own internal programs, focusing on real human skills like resilience, communication and positive mindset. Even our mandatory training now sits within a broader learning experience that feels motivating, not mechanical.

Workshops	
<p><b>Tackling Difficult Conversations</b> Build confidence, empathy and clarity in the moments that matter most.</p>	<p><b>Giving &amp; Receiving Feedback</b> Give teams the tools to offer and receive feedback with clarity, respect and purpose.</p>
<p><b>Growth Mindset Workshop</b> Spark curiosity, encourage continuous learning and help individuals embrace challenges.</p>	<p><b>Grit and Resilience</b> Build mental toughness, adaptive thinking, and the ability to thrive through change together.</p>
<p><b>Psychological Safety</b> Create a team culture where everyone feels safe to speak up, show up and step forward.</p>	<p><b>Accountability</b> Creating a culture of ownership where teams follow through and hold each other to shared standards.</p>

**Flexible Delivery Options**  
Online & Onsite

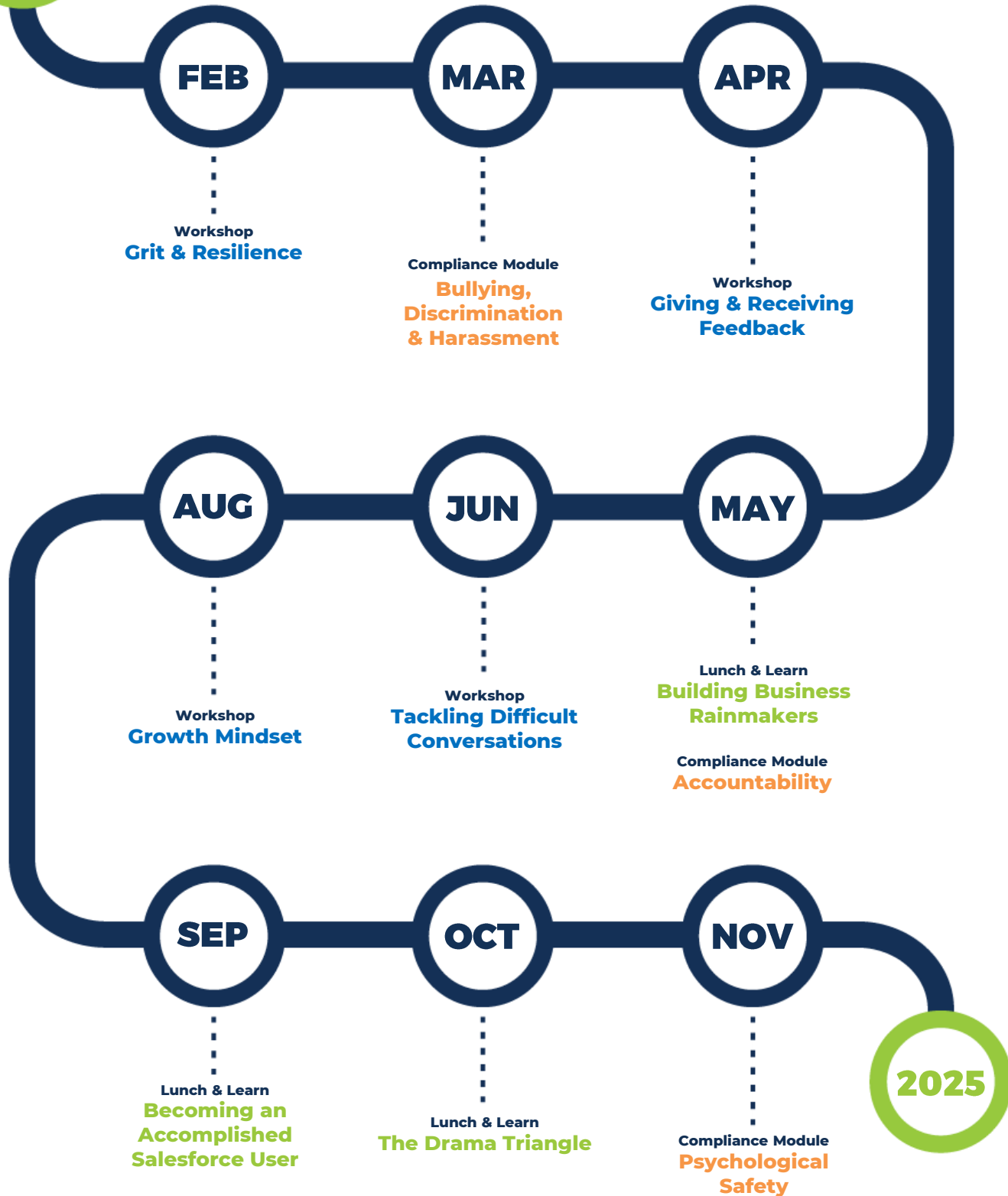
Lunch & Learns	
<p><b>The Drama Triangle</b> Understand the roles we unconsciously play in conflict and how to step out of them.</p>	<p><b>Building Business Rainmakers</b> Explore what makes top performers tick and how to grow business generators.</p>
<p><b>Becoming an Accomplished Salesforce User</b> Practical tips to work smarter in Salesforce and unlock more of its potential.</p>	<p><b>Bullying, Discrimination &amp; Harassment</b> Learn how to recognise, respond to, and prevent workplace harm.</p>

**Ask us how we can badge your existing modules or integrate your compliance needs into this framework.**

# ROADMAP EXAMPLE

2024

Most organisations already have learning streams in play, from compliance to onboarding and leadership development. Our role is to understand what's already happening, identify the gaps and design a connected roadmap that includes your existing learnings and supports both consistency and flexibility across teams.



2025

## We practice what we preach.

Over 70% of our team took part last year and the response was overwhelmingly positive. Stronger engagement, happier teams and a genuine care factor that brought people closer together.

Completion comes with a digital LinkedIn badge; a tangible way to recognise progress and make learning visible. It gives individuals something real to add to their resume, proof of new skills and a sense that their development is seen and valued.



### Licenses & certifications



#### Be Challenged Micro-Credential

Be Challenged

Issued Jan 2025 · Expires Jan 2026



#### 2024 Professional Learning Certificate

Awarded for completing six or more Learning and Development workshops as part of Be Challenged's Lunch and Learn Series in 2024. This certificate recognises dedication to...





# Be Challenged

## **Build Your Buzz**

For a complimentary consultation on creating your activity,



1300 723 476



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