



Frequently Asked Questions

What exactly is the Humanature Leadership Lab?

The Humanature Leadership Lab is an **ongoing, facilitated leadership development and wellbeing support space** for leaders.

It blends leadership coaching, reflective practice, and evidence-based Positive Psychology to support leaders in how they lead, relate, and sustain themselves over time. Rather than one-off training, it provides **continuity, integration, and real-world application**.

Is this coaching, training, or wellbeing support?

It is intentionally **integrated**.

The Lab combines:

- Reflective group supervision
- Practical training in Positive Psychology and PERMA
- Relational and emotional intelligence development

It is not therapy or counselling, and it is not compliance-based training. It sits in the space where **leadership capability and wellbeing intersect**.

Who is the Lab designed for?

The Lab is designed for:

- People leaders and managers
- Emerging leaders stepping into greater responsibility

It is particularly valuable for leaders working in **complex, people-focused, or high-pressure environments**.

How are cohorts structured?

Each cohort:

- Is capped at **20 participants**
- Is grouped by **similar sector or leadership context**
- Meets monthly in a professionally facilitated online session

This structure supports relevance, trust, and psychological safety.

How often do participants meet?

Participants attend:

- **One facilitated online session per month (60 – 90 mins)**
- **Weekly experiments are offered**
- Optional peer reflection and connection between sessions

The monthly rhythm is designed to be **supportive rather than burdensome**, fitting alongside busy leadership roles.

What happens in a typical session?

Sessions are calm, structured, and thoughtfully facilitated. They typically include:

- Guided reflection and check-in
- Practical leadership and wellbeing insights grounded in science
- Group learning and shared perspectives
- Gentle framing of leadership and wellbeing experiments to try between sessions

There is no pressure to perform or overshare. Participants always have the option to pass.

What are the weekly “experiments”?

Each month, leaders are invited to trial **simple leadership and wellbeing experiments** in their everyday work.

These might involve:

- Small shifts in language or communication
(underpinned by positive psychology & PERMA)
- Strengths-based leadership practices
- Relational or psychological safety behaviours
- Energy and boundary management (wellbeing support)

They are experiments designed to integrate naturally into daily leadership practice.

Is there support between sessions?

Yes. Participants have access to an **optional peer space** for reflection, learning, and connection.

This space is designed to:

- Normalise leadership challenges
- Share insights and learning
- Strengthen connection without creating dependency

It is not a crisis support space and is moderated to maintain clear professional boundaries.

How is confidentiality handled?

Psychological safety is central to the Lab.

All participants agree to a **clear community and confidentiality agreement**, which includes:

- Respect for confidentiality
- No sharing of personal stories outside the group
- No recording or redistribution of content
- A shared commitment to respectful engagement

This creates a safe, trusted environment for open reflection.

Is this suitable as a replacement for EAP or clinical support?

No. The Humanature Leadership Lab is **not a replacement for EAP, therapy, or clinical services**.

It is a leadership development and wellbeing-informed support space. Participants are encouraged to access appropriate external support if needed.

How does this benefit organisations?

Organisations benefit through:

- Better supported, emotionally intelligent leaders
- Reduced leadership isolation and burnout risk
- Stronger relational capability and psychological safety
- Leadership practices that actively support wellbeing
- Positive ripple effects across teams and culture

Over time, this contributes to **improved engagement, retention, and sustainable performance, for everyone.**

Can this be purchased for leaders as part of a broader strategy?

Yes.

The Lab can be:

- Purchased as a **standalone offering**, or
- Included as part of a **broader leadership and wellbeing strategy** through Humanature Bundles

Many organisations use it to **extend and sustain the impact** of leadership development initiatives.

How does membership work?

- Monthly membership model
- Reduced pricing when included within a bundle
- No long-term lock-in
- Leaders can opt out at any time

This ensures participation remains **voluntary, engaged, and value-driven.**

Who facilitates the Lab?

The Lab is facilitated by **Meegan Heart**, founder of Humanature, with a background as a:

- Former EAP Counsellor and Manager
- Workplace wellbeing and leadership specialist
- Practitioner of Positive Psychology and Solution-Focused Practice

This background ensures the Lab is **ethical, psychologically informed, evidence-based, and grounded in real workplace realities.**

How do we know if this is the right fit?

Choosing the right support for leaders matters.

If you'd like to talk through your context, your leaders' needs, or how the Humanature Leadership Lab could fit within your organisation, you're warmly invited to get in touch for a conversation.



A business card for Meegan Heart with a green and blue background. On the left is a circular logo featuring a stylized green leaf and a white figure. To the right of the logo, the name 'Meegan Heart' is written in a large, white, serif font. Below the name, her qualifications and roles are listed in a smaller, white, sans-serif font. On the right side of the card, there are two contact options: a phone icon followed by the number '0211 779 224' and an email icon followed by the address 'meeganheart@gmail.com'.

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