EMPLOYEE VALUE PROPOSITION

Enabled Designs

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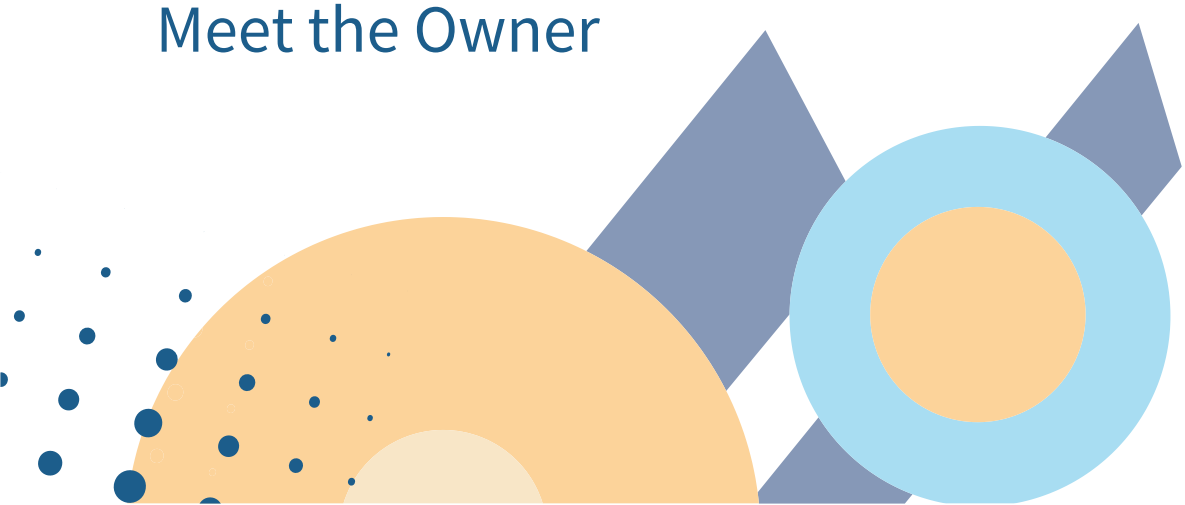

WELCOME

"Supporting people to achieve meaningful lives"

Enabled Designs are a dedicated and passionate team, providing Allied Health services in the home and community, to improve everyday living. We work with people of all ages to maximise independence in the home and in the community.

Enabled Designs was established in 2018, with the aim to provide the highest quality service to those needing accessible home modifications and assistive technology. Starting Enabled Designs as a sole practitioner, Annelise has grown the business into what it is today, offering clients in their senior years and people with a disability with high-quality allied health services that enhance their safety and independence, enabling them to achieve meaningful lives.

Annelise Costelow

Founder and Director/Occupational Therapist

At Enabled Designs, we value people and their uniqueness. Enabled Designs was established with the vision to provide a high-quality service by skilled and experienced clinicians, to those needing support. Our team are overflowing with passion, knowledge and skill that we want to use for the good of others. We have seen first-hand the difference a supportive environment, assistive technology and skill development in everyday activities can have in providing opportunities for people to live without limitations.

Our desire to strive high, overcome limitations and be creative in a world of opportunity makes us stand out as a company of choice. Our team are highly valued and supported to be the best they can be, for those we meet. We are here to support and journey with you to achieve your career goals.

Enabled Designs

VISION

Enabled Designs are leaders in finding solutions for complex challenges for the elderly and people with a disability through providing collaborative, high quality and innovative allied health services.

MISSION

Design life-changing solutions that enable our clients to achieve meaningful lives.

"The future belongs to those who have clarity of purpose and a clear vision of where they are headed. Your mission is your roadmap to success, and your vision is your destination. The journey may be long and challenging, but with persistence, passion, and a strong sense of purpose, anything is possible."
Tony Robbins

CORE VALUES

We commit to delivering high quality care and best practice principles. We desire to strive high, overcome limitations and be creative in a world of opportunity. We commit to continuing professional development and critically reviewing everything we do.

Our team support and encourage one another, recognising strengths and skills in each other. We commit to working together with our clients and bring a whole team approach to everything we do.

We act with honesty and openness, upholding moral and ethical principles. We value people and their uniqueness and recognise the diverse experience, knowledge and strengths that each person brings. We display integrity, responsibility and accountability at a personal and organisation level.

We lead ourselves effectively and with integrity to be at our best. We support and encourage our team members to develop their positive values-driven leadership skills. We work passionately and are committed to being respected leaders in our area of clinical practice.

PEOPLE AND CULTURE

'No one can whistle a symphony, it takes a whole orchestra to play it' - H.E.Luccock

At Enabled Designs, we value our amazing team culture that is caring, supportive and fun. We continually invest in our people so when you team up with us, we will focus on growing you! We do this by providing opportunities for you to develop your clinical reasoning and knowledge and by encouraging your growth through clinical supervision, mentoring, team education sessions and so much more. We place high importance on our team's growth so that they can confidently deliver the best service to our amazing clients.

HERE ARE SOME OF THE WAYS WE KEEP OURSELVES REFRESHED

WE EMBRACE OUR UNIQUE STRENGTHS AND EXPERIENCES TO ENHANCE THE TEAM AS A WHOLE.

WE KEEP CONNECTED THROUGH TEAM CHATS WHERE YOU ARE ONE CLICK AWAY FROM THE SOLUTION YOU NEED.

A TEAM APPROACH TO EVERYTHING WE DO. WE CAN BE AT OUR BEST WHEN WE HAVE THE BACKING OF THE WHOLE TEAM AND OUR CLIENTS BENEFIT FROM WHOLE-TEAM COLLABORATION.

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WE ENJOY OPPORTUNITIES TO SOCIALISE! WE LOVE TO KEEP CONNECTED AND GET TO KNOW EACH OTHER, PROMOTING FRIENDSHIPS AMONGST COLLEAGUES AND PROVIDING A PLACE WHERE PEOPLE CAN BELONG.

PROFESSIONAL LEARNING WITH SUPPORT THROUGH SHARING OF KNOWLEDGE AND EXPERIENCE.

CELEBRATING SUCCESS AND RECOGNISING AND ENCOURAGING INDIVIDUAL STRENGTHS. WE CHAMPION EACH OTHER TO GREATNESS.

WE LOVE NEW AND CREATIVE IDEAS AND EMPOWER TEAM MEMBERS TO REACH FOR THE STARS.

ENCOURAGE AND ACKNOWLEDGE THE INDIVIDUAL STRENGTHS OUR PEOPLE BRING EACH DAY, SUPPORTING THE AMAZING WORK WE ACHIEVE

Our regular team surveys provide an opportunity for valuable feedback, supporting continuous improvement with who we are and what we do.

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A DAY IN THE LIFE OF AN OCCUPATIONAL THERAPIST...

We work with people of all ages in their homes and community. Our service includes initial home assessments, problem-solving and collaborating, designing home modifications, assistive technology scripting and trials, ongoing therapy, client and carer training, wheelchair and seating clinics, and housing and living assessments to name a few. Our days often involve home visits to meet our clients in their environment. Using various models of clinical practice, we assess the person and their occupation, in their own home and community environments, establishing their goals in life and developing a plan to achieve these goals. We are proficient in report writing and advocating for our client's needs, seeing every barrier as a challenge to overcome.

Our days are everchanging and kept interesting by spending time either with team members in the office, a provider showroom, a client's home, in local communities or even bushwalking… wherever our therapy takes us!

We provide services to NDIS participants, our senior generation through support at home, privately funded clients, and clients' supported by other insurance funding schemes.

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DEVELOPMENT AND CAREER PATHWAYS

LEARN, GROW AND FLOURISH!

Enabled Designs are committed to investing in the growth and development of our team and we love to see people learn, grow and flourish into outstanding clinicians. As a valued team member at Enabled designs, you will have:

- Support to develop learning goals that can be explored and achieved together so you can be confident you are growing into the clinician you want to be.

- Frequent well-being check-ins to support you in achieving balance and enjoyment, so you can always love what you do.

- Opportunities to attend and facilitate evidence-informed professional development sessions, building your knowledge and providing practical application to enhance your work with clients.

- Individual career progression plans to facilitate your career growth and development and help you get to where you want to be.

Enabled Designs

DEVELOPMENT AND CAREER PATHWAYS

LEARN, GROW AND FLOURISH!

- Clinical development pathways aimed at developing your clinical knowledge, critical thinking and confidence in the work you do.
- Professional and leadership skills development pathways that include hot topics that match your career development goals.
- Encouragement and support to attend various external professional development opportunities in line with your learning development plans.
- Opportunities for unique project and portfolio roles that enable you to step into leadership roles, contribute ideas and build unique skills and experiences whilst making a difference in the effectiveness of the team and client outcomes.

Enabled Designs

HOW WE VALUE OUR PEOPLE

INDUCTION

WE TAKE YOU THROUGH A THOROUGH ONBOARDING, ALLOWING TIME FOR YOU TO SETTLE IN AND BUILD YOUR CASELOAD OVER TIME. WE WANT OUR CLINICIANS TO FEEL CONFIDENT AND COMFORTABLE, WITH OPPORTUNITIES TO SHADOW AND CO-VISIT TO LEARN FROM OTHERS AND LEARN BY DOING. WE PROVIDE SENIOR AND PEER BUDDY SUPPORT, AS WELL AS TRAINING TO ENSURE A HEALTHY START TO YOUR JOURNEY WITH US.

SUPERVISION AND SUPPORT

COACHING IS PROVIDED BY HIGHLY EXPERIENCED SUPERVISORS AND SENIORS TO SUPPORT YOU BEST. THE TEAM OF SENIOR CLINICIANS ARE THERE TO SUPPORT YOU AND ARE ONLY A DESK, PHONE CALL OR CLICK AWAY TO ANSWER YOUR QUESTIONS.

PROFESSIONAL DEVELOPMENT

YOU WILL BE SUPPORTED THROUGH OUR SUPERVISION PROGRAM AND EVIDENCE-INFORMED PROFESSIONAL DEVELOPMENT SESSIONS. THE PROFESSIONAL DEVELOPMENT ALLOWANCE IS PROVIDED FOR YOU TO EXPLORE EXTERNAL LEARNING OPPORTUNITIES THAT WILL ENHANCE YOUR GROWTH AS A CLINICIAN.

TRAINING

WE PROVIDE TRAINING OPPORTUNITIES IN CLINICAL AREAS AS WELL AS PROFESSIONAL AND LEADERSHIP SKILLS. OUR TRAINING FOCUSES ON ENHANCING YOUR KNOWLEDGE, CRITICAL THINKING SKILLS AND APPLICATION TO REAL-LIFE SITUATIONS.

Enabled Designs

WORKING WITH US

BE PART OF SOMETHING AMAZING!

FLEXIBLE WORKING ARRANGEMENTS	Allow you to work the hours you prefer with flexible start and finish times that suit you and bring balance to your life. Enjoy full control of your calendar to plan your day, your way.
VARIETY	An exciting and varied caseload, work settings and team experiences to brighten your work life.
TEAM MEETS	Regular regional team huddles to touch base with your team. Whole team meetings keep you updated and engaged, allowing you to contribute and provide feedback.
ACHIEVEMENT	The support and resources for you to achieve great things for your clients and your career growth, and to contribute towards the business goals.
RECOGNITION AND REWARDS	We value and acknowledge achievements through various forms of recognition, team appreciation initiatives and excellence awards.
SOCIAL	Look forward to our monthly social activities to build friendships and spend time in great company.
CUSTOMER SERVICE SUPPORT	Our customer service team and IT team are always there for you with smiles on their faces.
RESOURCES	Technology, equipment, and a plethora of resources to support you to be efficient, effective and impactful.
COMMUNICATION	Communication systems to keep the team connected.

I joined Enabled Designs when I made the move over to working within the NDIS space. The support and guidance provided by the team is like no other that I've experienced before. The whole team have welcomed me and invested in me to learn and grow as an OT. The regular professional development opportunities, supervision and flexibility to structure my week as I need to have been among some of the biggest differences working at Enabled Designs. I have a young family and the transition back to work has been made easier in this incredibly understanding and supportive environment.

Enabled Designs

MEET THE OWNER

Annelise offers a wealth of knowledge and experience having worked in community health for many years providing home modifications and assistive technology services. Annelise's passion is to support people to overcome challenges and live meaningful lives. She is committed to providing a high quality, personalised service to her clients, using both client centered care and a collaborative approach. Annelise graduated from the Bachelor of Occupational Therapy in 2004 and achieved a Masters in Advanced Occupational Therapy in 2015, focusing on environmental modifications and assistive technology and holds a keen interest in working with people with progressive neurological conditions. Annelise obtained the additional qualifications as a NDIS complex home modifications assessor in 2022.

Annelise enjoys the creativity and 'outside the box' thinking of designing accessible spaces individualised to each unique person and their home. She enjoys pioneering new ways to work in the home modifications and assistive technology space and new ideas for Occupational Therapists to excel in achieving great outcomes.

Annelise values her team of passionate Occupational Therapists, who support one another to be at their best. She provides leadership to coach and develop the team's specialised skills in home modifications and assistive technology to provide clients with the highest quality of service to ensure clients receive the best care. She is committed to fostering a culture of growth and collaboration, empowering the team to develop their leadership potential. Annelise is committed to positively impacting the Occupational Therapy profession by providing leading learning programs and opportunities to enhance Occupational Therapists working in this space.

Annelise values spending time with her family, particularly exploring our beautiful country. She enjoys watching her kids sport, playing piano and ukelele and walks on the beach with her fur baby Sadie.

YOUR JOURNEY
HAS BEGUN

Let's Grow Together

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