

The best way to ensure the future happens is to create it. This painted picture vision is a clear view of our compelling future.

How The Physio Co will look, feel & act on 1st February 2016

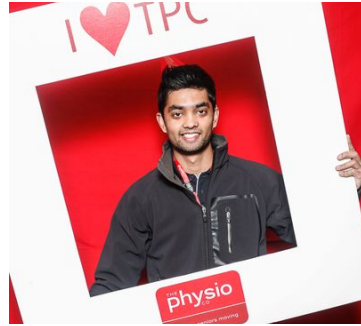
"Hi there and welcome to beautiful Sandy Point for The Physio Co's 12th birthday party! In 2013, I made a promise to read our Painted Picture of 2016 aloud before we sing happy birthday at this very party. The reason: so that we could celebrate bringing our vision to life. At this year's party, our first outside of Melbourne, we have a lot to be proud of – most importantly that, together, we turned our vision into reality."

- Tristan White, Founder of The Physio Co. February 2016



Painted Picture 2016





By 1st February 2016, The Physio Co family...

- Have completed more than **900,000** unique and memorable consultations since 2009
- Are 45% of the way to our 10 year goal of providing **2,000,000 unique & memorable consultations** to Australian oldies by 31 December 2018
- Have been ranked as one of Australia's **50 Best Places to Work** for 7 years in a row
- Have developed dozens of clinicians into exceptional Clinical and Non-Clinical leaders through the TPC Mentor Program
- Have more than **100 amazing team members** that obsessively live The Physio Co's core values & core purpose 'to help oldies stay mobile, safe & happy'.
- Visit over **5,000 seniors every week** in residential aged care facilities, hostels, private houses, & anywhere they call 'home'
- Has opportunities for committed TPCers to live, work & travel in **4 states of Australia**

(In short, we have improved the standard of seniors' health care forever)

The Physio Co is the most caring, trusted & fun allied health group for Australian oldies.

The TPC Family

Members of The Physio Co family ('TPCers') are the **BEST!** Every TPCer **loves to learn, loves to listen & loves to share.** Our elderly clients have so much to teach us – listening to their stories is a real pleasure.

The Physio Co is continuously looking for the right people and the right people are constantly looking for us. Current TPCers attract future TPCers and together we build an even stronger team.

Growth through people

We have built an award winning team around a simple yet powerful principle: **'It's all about people'**. We are relentless in our pursuit to find the right people and obsess over treating them right. Performance starts with the right people and through the right people we have been able to care for each other and our clients better than ever.

Giving back

We are committed to contributing 5% of profits to worthy causes. We make our contribution with our time, money & energy by committing, as a family, to charity runs, hikes, bike rides, & other events that **make a difference to our lives and others.**

Award-winning culture

The Physio Co family culture is a part of everything we do. Based on living our core values, we care for each other like a family & we support each other like a family. We work together as a family to **innovate, grow and succeed!** We all love oldies and are committed to helping them stay mobile, safe & happy for as long as possible. Our focused yet fun culture is **energising and kinda catchy!**

The Physio Co Culture Book: our culture in the words of TPCers, is the simplest way to understand The Physio Co's family culture. (That little book is one of the most exciting and important things we create and is read by 1000's)

Finding Brothers & Sisters

We are continuously looking for and joining forces with other values-based organizations to **help reach even more oldies.** Education, community care & allied health partners are just the start of the extended families we create.

Core Values

The Physio Co exists for a very simple purpose: **to help oldies stay mobile, safe & happy.**

We're a values-driven organisation - our values are what set us apart from others and provide guidance for making decisions every day. The Physio Co achieves our goals by consistently **living our values.** Any decision, problem or issue will be answered by referring to these four values...

Respect everyone

(We understand that a small thing on our list of priorities may be the **ONLY** thing that matters to an elderly client). Therefore:

We are always on time

We always do what we say we will do

We always communicate in clear, concise and honest ways

We are generous with our time to help others

Find a better way

(Complacency is not our thing) Therefore:

We always search for new ways that help our clients, customers and team members

We are committed to constantly improving: personally & collectively

We inspire others by continually finding a better way

Be memorable

(We set high standards, have great attention to detail and like to impress) Therefore:

We are friendly and make positive first impressions

We make people smile with our personal and understanding approach

We take the time to celebrate milestones and successes

We wow people whenever possible

Think big, act small

(We are David, not Goliath) Therefore:

We are always prepared to 'give it a go'

We are nimble, flexible and easy going

We always ask: "what can I do next?"

We all help to achieve our painted picture of the future