

Making wellbeing work for you

Stress & Resilience Training

For

Managers and Employees



Keeping your people in work ...

fit, healthy & productive



Why provide mental health training?

because these high impact, interactive coaching workshops are designed to:

- *Support your managers to become competent, confident and compliant*
- *Support your people in making positive lifestyle choices*

Managing mental health at work - the evidence

Evidence is mounting to support the need for employers to focus on the mental health of their employees. Mind, the mental health charity, state that 1 in 4 of UK workers are likely to experience a mental health problem each year which is likely to impact on their ability to work.

According to the Department of Health, mental ill health is the single biggest cause of disability in the UK, with the cost of mental illness to the economy estimated at around £105 billion annually. This includes the direct costs of services, lost productivity at work and reduced quality of life.

Business in the Community have recently produced a report - '*Mental Health at Work*' - based on a national survey of nearly 20,000 UK workers, it reported that:

- 77% of employees have experienced poor mental health
- 62% of employees with poor mental health have stated that work is a contributing factor
- Only 11% of employees felt able to discuss a mental health issue with their line manager
- 76% of all line managers believe they are responsible for employee wellbeing, but only 22% have received training to support this responsibility



Mental health support for your managers

Training for your managers

We offer a wide selection of topic areas that can be built and customised to meet:

- Your organisation's needs
- The training needs of your managers
- The length of the training sessions you require - for managers these can range from short 60 minute workshops to full day courses

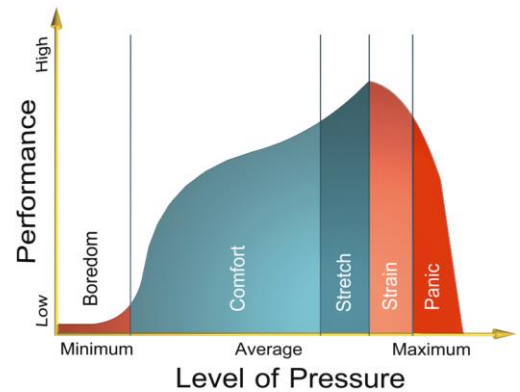
Topic modules include:

Mental health awareness provides managers with an understanding and knowledge of common mental health conditions; their prevalence; and common signs and symptoms.

Understanding the relationship between pressure and performance develops managers understanding of the importance of pressure; how individuals react differently to pressure; and strategies to prevent tipping into the strain (stress) zone.

Managing and dealing with stress in the workplace provides managers with training in how to recognise signs and symptoms of stress; and guidance in best practice in dealing with individual team members who present themselves as suffering from stress.

Managing change supports managers in understanding the change process; how individuals typically react to change; and how they as managers can best support and coach people through change.



Developing resilient teams provides managers with an understanding of personal resilience; how to support individual team members to build their resilience to pressure; and how managers can influence the work environment and working styles to support the development of more resilient teams.

Developing personal resilience for leaders focuses on developing the personal resilience to pressure of your managers and works on the principle that resilient teams require resilient leaders.

Training formats

Format options include, per day:

We will create the running times of workshops to meet your organisation's needs and requirements

Purchase options

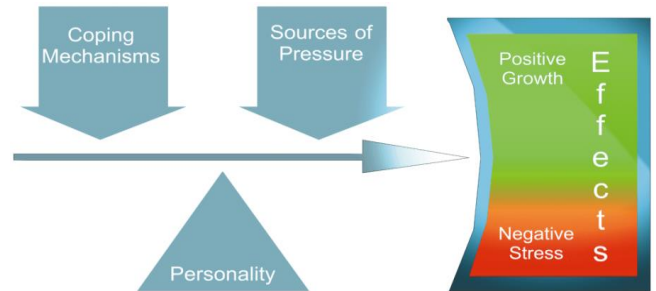
- Full day
- Half day

Mental health support for your people

Training for your people

We offer a wide selection of topic areas that can be built and customised to meet:

- Your organisation's needs
- The training needs of your people
- The length of the training sessions you require - for your people these can range from 30 minute mini workshops to half day and full day workshops



Topic areas include:

- Mental health awareness
- Mental resilience - managing pressure and stress
- Dealing effectively with high pressure situations
- Physical resilience
- Managing work-life balance
- Coping with change
- Mindfulness
- Applied relaxation#
- The power of positive thinking

Training formats

The length of the training sessions you require can be customised to meet your organisation's needs and requirements - these can range from short 30 minute seminars to full day courses. Our most popular format is a 60 minute workshop.

Purchase options

- Full day
- Half day

Changing behaviour

Led by experienced Wellbeing Coaches, all session formats are highly interactive and designed to encourage and support behaviour change.

The content is customised to your organisation and can promote and signpost your people to associated support services and HR policies that you already provide.

Our most popular stress & resilience workshops

For employees

These specialist 60-minute seminars have been created as a direct result to the pressure we face at work today. These seminars are suitable for everyone, no matter how well they already cope with high pressure situations.

We define resilience as, *“The ability to maintain and enhance your effectiveness in the midst of a fast-paced, high pressured and continuously changing environment.”*

This includes the ability to demonstrate confidence, adaptability and flexibility, even in a fast paced, pressured and culturally diverse environment - **mental resilience**. It also requires an individual to display energy and stamina in meeting challenging goals - **physical resilience**.

Our physical resilience (energy and stamina levels) dictate not only what we can do, but how well we do it. If our physical resilience levels are low it becomes more and more difficult for us to deploy our mental coping skills and strategies. We therefore, view personal resilience in a holistic fashion, looking at both the mental and physical aspects and this workshop covers both aspects in two modules within a half day workshop.

Mental resilience - managing pressure and stress

We are all being asked to do more, with less and faster! Our days can often feel as if we're jumping from one sudden high pressure situation to another...the net result...we are spending longer and longer in our stretch and strain zones without any let up.

Mental resilience covers:

- The difference between pressure and stress
- Why is pressure important - understanding the relationship between pressure and performance
- The importance of self-awareness and how to identify the signs and symptoms that we are in the strain zone
- Techniques for escaping strain and getting back into the comfort zone
- How to pace your life and take control
- Practical tips for developing every day mental coping strategies

Physical resilience - managing pressure and stress

Physical resilience is based on the fact that we are all, in a sense, 'Business Athletes'. Constantly juggling the relentless demands on our energy from both work and home. This module aligns professional and personal performance with the experience of sporting athletes. It introduces the concept of energy management; how energy influences performance in all aspects of our lives; and how we should pace ourselves to peak at the right times.

Physical resilience covers:

- Why energy is critical to resilience
- How our energy levels are dictated by the way we lead our lives
- How the concepts of ‘Ideal Performance State’ and ‘Ideal Recovery State’ affect performance, both at work and at home
- Understanding how the key ingredients of diet, exercise and sleep determine your energy levels and the use of mental toughness to manage your energy levels during the week
- Practical tips for taking action on our energy levels - daily rituals and behaviours to optimise energy and stamina for health and performance

To conclude both workshops

These workshop conclude with a call to action. It focuses delegates on simple daily rituals they can follow that will help them to build their resilience. A 4 week personal action plan is provided to guide them in taking action and to keep them focused on the simple resilience rituals they can follow each day.

Personal Resilience
Cope better with pressure

Personal Action Plan

My top source of pressure is:

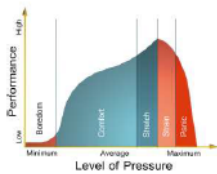
Daily rituals will help you to perform at your peak. They will prevent you from staying in the strain zone too long and help you to rest and recover in your comfort zone, so that you can peak at the right time when you need to move into your stretch zone.

In relation to my top source of pressure, I WILL:

1. Spot my signs and symptoms of strain
2. Pull back into my comfort zone when I need to
3. Oscillate more
4. React logically rather than emotionally
5. Talk to others when I need to

Every day I WILL:

6. Create 'me time' each day
7. Do one thing each day to improve my energy
8. Prioritize everything I do by importance



For managers

Managing and dealing with stress in the workplace - the basics

This half day workshop takes the understanding developed from the Personal Resilience workshop and applies it to managing people in the workplace. It is designed to support managers in becoming more confident, competent and compliant in handling stress within their teams.

This workshop will cover:

- Introduction
 - The impact of stress in the workplace
 - The role of the manager
 - H.S.E. management standards
- Common causes of stress in your teams
 - Group discussion exercise
 - A highlight on the common causes - change, workload and work related issues
 - Your legal obligations as a manager

- Spotting signs & symptoms in your teams
 - Group discussion exercise
 - Understanding the common signs and symptoms
- Dealing with individuals that may not be coping well
 - Best practice steps
 - Quick checklist
- How to better understand the individuals in your team

The workshop concludes with ‘Next steps after today’:

- What’s your plan?
- Simple rituals that managers can set their teams to improve their resilience
- We can outline (where such support exists) other support services provided by your organisation that managers can use to signpost their team members to

We provide your managers with a ‘Managers Guide’ to support them in taking their ‘Next Steps’ following the workshop.

This 7 page guide provides:

- An Aide Memoir of the key points from the workshop
- ‘Resilience Insight’ exercises to follow designed to structure the actions to take following the workshop
- Practical top tips for building team resilience with simple daily working rituals

