

# Workplace wellbeing

## Making a strategic shift

Resilience and wellbeing are now senior leadership priorities. Covid-19 has made that inevitable. The stakes are high for organisations and individuals. Get it right and you can pull ahead of the also-rans. Few can afford to get it wrong. Yet many organisations are doing the same activities and finding it isn't enough – EAP, champions, health benefits and one-off training.

Unaligned activity can't meet the challenges of the times. You need to make a shift from activity to strategy. If you're ready to go up a gear, we can help.

**Objective insight**

**Strategic action**

**Enhanced performance**

**Focused investment**

**Reduced risk**

**Enhanced reputation**

### How we work

- We help develop your mental health and wellbeing strategy in a fast and efficient way; based on what is actually happening in your workplace and aligned to your business' goals.
- It is a simple three-stage process, set out on the next page. We work in consultation with you. We identify the issues and what is delivering value and what is not. We will develop a recommended way forward: how we do this can vary to suit your requirements. We identify opportunities and targeted remedial action for areas of concern. We help you set achievable milestones and methods for measuring impact.
- We are flexible in how we gather insight: no two organisations are the same. There are a range of options for reviewing/gathering data and engaging with your people - we select the most appropriate methods for your organisation and your budget.
- What matters to us is making a difference. We're well connected in the industry and can independently recommend other providers and solutions where relevant, reducing the leg work for your team.

### Why us?

In a crowded market, we are the trusted advisor to many organisations on wellbeing and resilience. This is why they turn to us:

- We work in the real world - we have the insight and experience that comes from being at the forefront of workplace wellbeing for many years. We lead the *Mindful Business Charter* and co-chair the Lord Mayor's *This is Me* campaign steering committee.
- We know our stuff - we see the issues from a range of perspectives. We work quickly and offer relevant and informed advice.
- We are big and diverse enough to add real value, small enough to be bespoke and care - you get the benefit of a team of experts: clinical and organisational psychologists, coaches, certified MHFA trainers, HR, Employee Relations, D&I and ex-employment lawyers.
- We are well versed at working with senior leadership on strategy and culture change - we communicate with impact and are change agents.
- We are independent and build trust - we are 'people people'. People open up to us which helps us get to the root cause of issues.

# Workplace wellbeing

## Making a strategic shift



**Strategy** - we develop a strategy in consultation with you. Crucially, this will be based on what is actually happening in your organisation - the interventions will be focussed upon the issues that exist and can be prioritised on an informed basis. We help you set achievable milestones and methods for measuring impact

**Insight** - we begin by working out where you are. We have a menu of options for gathering and assessing data and engaging with your people. We select the best methods for your organisation and budget. This could include surveys, qualitative interviews and/or analysing data you already hold.

**Action** - we will not recommend interventions unless we think they have value and we will only recommend our own services if we think they're the right solution. We're well connected in the industry and can independently recommend other providers and solutions where relevant, reducing the leg work for your team in a crowded market.