



WELLBEING IN TIMES OF UNCERTAINTY

We're certainly living in strange and challenging times, where we've had to adapt rapidly, learn new approaches, and connect with colleagues and loved ones in different ways. So much change has been thrust upon us that we may feel we have had to be strong, enduring difficulties and driving hard to juggle all of our responsibilities. But of course, if our mindset is to be strong, there is a risk that we might snap in the wind!

It is vital that we look after our own wellbeing so we are **the best we can be** for our families, teams and colleagues. This requires a proactive approach – not just coping, not passive, not resisting.

So how can I **look after myself** in these unprecedented times?

In these short and highly interactive 3 hour sessions, we will share together some of the elements that can **boost** our energy and proactively lift our wellbeing by establishing habits that we can sustain.

We'll touch on:



How we can use our strengths in this dynamic environment

– when we play to our strengths, they strengthen us.



How we can keep energised

– we don't just use our energy up every day, we can generate it as well.



How we can mitigate any sense of isolation

– intentional connectedness provides a rich source of support.



How we can work

– trying to control or change what we can't only results in torment - so what are we focussing on.

By the end of the session you will be able to start developing your own personal wellbeing plan.

IS THE THOUGHT OF HOMEWORKING CHALLENGING YOU AS AN INDIVIDUAL?

When we can't get into the office our research has found that a large proportion of the workforce really misses that connectivity with others. That banter as you arrive in a morning, the catch up at the coffee machine, the wise words from someone across the desk when you are trying to think of a solution, that colleagues who notice you are having a tough call and check in on you afterwards – they all make a difference and are missing right now. That missing link to our normal working days can really challenge our resilience and wellbeing. So how can you keep yourself strong, boost your resilience and adapt to the situation you are faced with?

We are offering the chance for you to take just a few hours out to equip yourself with some tools and techniques to ensure you stay strong, to help you be resilient and to ensure your wellbeing is looked after.

Preparation:

We will ask you to spend some time ahead of the workshop reflecting on some of the key areas that, when working really well, will help us to stay resilient. We will provide pre-reading (45 minutes) and pre-work (1 hour) to complete. This will ensure we get the most out of the day and to strengthen what you have already learned. We will ask you to keep an energy diary, do some pre-reading on the core theories that we will be discussing and take a short questionnaire to help understand your key strengths.

Programme content:

You will attend a **3 hour** virtual workshop.

You will be involved in interactive discussions, breakout sessions and have the chance to discuss your thoughts with others who are experiencing similar feelings to yourself.

We will explore how to boost energy levels, how to stay connected, how to focus on the things we can influence and how to approach things with a positive mindset ready to accept where you are and adapt to the situation you are faced with.

Key Outputs:

You will come away with a personal plan to help you to focus and stay resilient. You will also have access to follow up reading and support to help you strengthen what you have already learned.

Organisational Value:

Having a strong and resilient workforce will deliver long term benefits. Focus on what is important, what we can influence along with the energy and connections to help us deliver will bring great value to any organisation.

Personal Value:

Resilience isn't just relevant in the workplace. We have families, friends and ourselves to look after too. This workshop will deliver tips and skills that will support you in all walks of life.

Theory:

You will be working with a professional facilitator who will apply well researched theories. The workshop will involve a balance between theoretical input and experiential learning.



HOW ARE YOUR TEAMS FEELING RIGHT NOW? HOW ARE YOU?

Times are really challenging aren't they?! When you could get into the office you could easily tell if someone was having a bad day – but how do you check in now? How do you get the support that you need? We would often just pop down the corridor to a trusted colleague to chat things through, but do we feel like we can call them? Won't they be busy? Your team need guidance in different ways now. You need to be resilient for them and you need to help them to stay resilient too. Why not join us for two short sessions working with like-minded leaders to have conversations in a safe space. Gather some great hints and tips and set yourself and your team up to stay resilient over the coming months.

The first session will focus on how you can boost your resilience. So much change has been thrust upon us that we may feel we have had to be strong, enduring difficulties and driving hard to juggle all of our responsibilities. But of course, if our mindset isn't strong enough, there is a risk that we might snap in the wind!

It is vital that we look after our own wellbeing so we are **the best we can be** for our families, teams and colleagues. This requires a proactive approach – not just coping, not passive, not resisting.

So how can I **look after myself** in these unprecedented times?

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IS HOMEWORKING CHALLENGING YOU AS A MANAGER?

For the second session which is 2.5 hours, we will then think about your team's needs. How do you know they are getting what they need right now? How are you checking in with them? Have you considered their psychological safety and wellbeing. You more than likely have, but have you got the toolkit that you need?

Research Workshop Overview:

Our research running similar workshops has identified that many people miss the office environment, they miss that banter, that opportunity to vent after a challenging call, the chance to make someone else feel better about a challenge they have in front of them. So, what can you do to try to bring some of that connectivity back to life for them?

We are also finding that leaders are struggling to have those challenging conversations that could be more naturally held face to face. We can equip you with some theories and other course attendees can share their tips and experiences too so you will come away with a wealth of knowledge and ideas to try.

Your teams need you right now! So how will you step up to the challenge?

Preparation:

We will ask you to reflect on your own challenges and those of the team. We will send you some pre-reading (45 minutes) and pre-work material (1 Hour). This will ensure we get the most out of the day. We will ask you to complete some questionnaires around your own personal style and to keep a short diary of your energy levels and challenges in the week leading up to your event.

Programme content:

You will attend two highly interactive **3 hour** workshops.

You will be involved in interactive discussions, breakout sessions and have the chance to discuss your thoughts with others who are experiencing similar feelings to yourself.

We will use a variety of tools, tips and techniques to help you to learn and apply our theories.

Key Outputs:

You will come away with a personal plan to help you and your team to focus and stay resilient. You will also have access to follow up reading and support to help you strengthen what you have already learned.

Organisational Value:

Resilient Leaders who support their teams and look after their psychological safety and wellbeing will bring huge success in such challenging times, they will help their teams to endure and go forward into less challenging times .

Personal Value:

Resilience isn't just relevant in the workplace. We have families, friends and ourselves to look after too. This workshop will deliver tips and skills that will support you in all walks of life. As a leader knowing you did your best for your team and gained the respect you deserve is a massive reward in itself.

Theory:

You will be working with a professional facilitator who will apply well researched theories. The workshop will involve a balance between theoretical input and experiential learning.