



Finding the New Normal

Supporting you with the transition to a new way of working

Against a backdrop of economic uncertainty and a massively volatile environment, our mission remains unchanged. We are confident that:

Leading organisations will continue to rely on our expertise to help them select, develop and retain the people who keep them in business.

All that's changed is how we will deliver this support!

Assessment for Selection and Development

The requirement to attract and assess the talent that you need is not going to go away. Now, more than ever, it's going to be companies that have the best people which will survive and go on to prosper. We have done **remote video-based assessment** for selection and development for many years, so you are in good hands.

Virtual Team Development

For the most part, you are going to need to keep leading remotely. This impacts on the feel-good sensation that we experience when working alongside people in a closely-knit team. Not all team development needs to be done with everyone in the same room. We can work with whole teams, remotely. A key part of our approach is helping teams develop a **greater sense of psychological safety**.

Anytime Coaching

At times like this, people need more psychological support. We offer a simple solution through our Anytime Coaching model. This gives your staff 60-minute remote video coaching with a highly trained and experienced professional to help deal with whatever is on their mind. Simple to book and extremely flexible, this is one antidote to stress and isolation.

“Above all shadows rides the sun.”

J. R. R. Tolkien

Healthy High Performance Webinars

Resilience Works™

In our flagship webinar, learn our TREES model of integrated physical and mental wellbeing: Thinking, Resting, Eating, Exercising and getting Support.

What's covered?

- Understanding how you are feeling
- Stress and the body
- Why not all stress is bad
- How long-term stress can be damaging
- The warning signs of stress
- The stress bucket idea
- An integrated model of mind-body maintenance
- Getting your head straight
- Examining bad habits
- The importance of exercise
- Eating right
- Getting enough sleep
- Learning to relax
- Dealing with workload and getting some balance
- Countering the pressure of working remotely
- Looking after other people
- Signposting other sources of support

This is two-hour webinar.

Mindfulness Works™

Discover how mindfulness can be used to enhance wellbeing, mood and effectiveness, even in these difficult times. This webinar is a blend of theory and guided exercises.

What's covered?

- What mindfulness is and isn't
- How to work with your breath to calm your mind
- The link between mindfulness and creativity and how to use it
- The power of greater awareness of being "in the moment"
- How to tune back into your body to release tension and feel better
- How to build mindfulness into your everyday life

Available in 60 and 90-minute formats.

Body Works™

Be aware of your posture. Sitting for long periods at home can impact on your overall health and wellbeing. This webinar is interactive, interesting and most importantly, fun! Staff will leave with a good understanding of how improving posture, muscle tone, strength and flexibility will affect long-term physical wellbeing in a positive way.

What's covered?

- Understanding around how posture, exercise, strength, flexibility and sedentary behaviour relates to Musculo-Skeletal Disorders (MSDs) such as Repetitive Strain Injury (RSI)
- Recognising the signs of muscle imbalances in our bodies so we can improve and retrain ourselves into healthier habits
- Creating a personal, targeted plan on how to optimise physical health
- Signposting sources of further information and support

Available in 60 and 90-minute formats.

Positive Works™

Over the past twenty years there's been a quiet revolution in psychology. There's now much more of a focus on understanding how you can be a truly great version of yourself; even under the most difficult of circumstances. In this webinar, we harness the research and talk about what you can do to lead an energetic, happy and fulfilled life.

What's covered?

- The three pillars of positivity
- The value of positive emotions
- A formula for authentic happiness and how to use it
- How we fall into negative thinking traps and what to do about them
- The power of reframing
- The growth mind-set

Available in 60 and 90-minute formats.

Healthy High Performance Webinars

Sleep Works™

One of the first things that suffers when you are not looking after your wellbeing is your sleep, especially during times of change and ambiguity.

What's covered?

- The science of sleep
- How stress impacts on sleep
- Healthy sleep habits
- Dealing with broken sleep and insomnia
- The links between diet, exercise and a good night's sleep
- Tips for a good sleep routine

Available in 60 and 90-minute formats.

Exercise Works™

Our qualified fitness coaches will support your people in keeping fit and healthy when the gym is closed.

What's covered?

- Exercises for strength and heart health (no equipment needed!)
- Interactive run-through of a program to demonstrate good form
- Keeping fit outdoors
- The strengths and drawbacks of different types of fitness activities
- Creating a routine in the day that encourages activity when you are working from home

Available in 60 and 90-minute formats.

Nutrition Works™

Eating well is essential; it's the bedrock of our resilience and resistance to infection. In this webinar, our expert nutritionists are here to help.

What's covered?

- Nutrition for a stronger immune system
- How to increase energy levels and improve mood
- Portion sizes, food groups and labelling
- Being confident in making informed and sustainable healthy lifestyle choices
- Dispelling common myths around nutrition and healthy eating

Available in 60 and 90-minute formats.



“The only way to make sense out of change is to plunge into it, move with it, and join the dance.”

Alan Watts

Adapting to Change

Finding Presence

This workshop focusses on the individual. We will explore how people's emotions and behaviours are impacted by what they are thinking and how it is possible to change this when it is unhelpful.

What's covered:

- Why circumstances are not as important as thoughts
- What is within your circle of control and how to let go of what is outside that circle
- How to find balance when you feel unsettled with runaway thoughts
- Practical tools to help you manage your emotions
- How to pick your mind-set
- Tuning in to other people
- How to breathe through uncertainty

Finding Connection

This workshop focusses on building and maintaining a meaningful workplace, when you can't be face to face.

You will learn:

- Why relationships matter as much as tasks
- The connection between thoughts, feelings and productive behaviour
- How to have crucial conversations at a distance
- How to run effective meetings online
- Framing online meetings to ensure the outcome is achieved and everyone is included
- How different people may react in online meetings and why the meeting size matters
- Tools and techniques to create a richer virtual working environment

Finding Structure

This workshop focusses on creating a daily structure that works for you, your work, your colleagues and your home.

What's covered:

- How top leaders in industry start and end their day to get the most out of work and home
- The power of habit and routine
- How thoughts feelings and behaviours are interconnected and how creating the best structure for you helps harness this knowledge in a positive way
- How to create boundaries for your day in a way that drives up your productivity
- How to disconnect from your job when working from home



Adapting to Change

Leading and Engaging a Remote Team

This taster workshop is aimed at leaders working with a virtual team for the first time and/or during periods of complexity and uncertainty. You will come away with increased self-awareness of how you show up and lead and with ideas that you can try out immediately.

Step back for 60 minutes and consider:

- The fundamentals of what leadership is in a VUCA world
- Why we don't all deal with ambiguity the same way
- The architecture of trust
- How to enhance feelings of inclusion and belonging
- How and why accountability matters more than ever
- How to maintain motivation during anxious and uncertain times
- The importance of **psychological safety** and how to build it



“The secret of change is to focus all of
your energy not on fighting the old, but on
building the new”

Socrates



Bringing Psychology to Life



About

Leading organisations rely on our expertise to help them select, develop and retain the people who keep them in business.

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