



High impact Wellbeing

A LEARNING EXPERIENCE FOR THOSE LEADING **WELLBEING** IN THEIR ORGANISATION.

This workshop is for those responsible for wellbeing equipping them with the knowledge and skills to maximise the impact of wellbeing on their organisation's performance.

Why?

In our competitive post-pandemic era, the space and funding companies have for lots of initiatives has reduced. Yet the pressure on people's wellbeing is greater than it has ever been, and ensuring high energy is critical for organisations if they are to perform and transform.

Wellbeing has to be hardwired into how the organisation operates, and not a set of standalone initiatives, which research shows does not work. Wellbeing needs to be built into how line managers manage, how leaders lead, how we nurture and support teams who are the nucleus of the 21st century organisation. This workshop is a practical immersion into how to do this – by delivering a high impact wellbeing strategy that embeds wellbeing into the core.

Who?

Wellbeing leaders come from a wide variety of professional backgrounds such as Occupational Health, Safety, Reward & Benefits HR, or Learning, for example. All of these are a great foundation, and this workshop will enable wellbeing leaders from all backgrounds to build a strategy that works all the levers of wellbeing in a strategic and integrated way.

Outcomes

By attending this course you will:

1. Develop an understanding of how to integrate wellbeing into your business practices with practical tips and case studies on making it happen
2. Understand how to build a high impact wellbeing strategy, including the strategic levers of wellbeing, and how to use them.
3. Be inspired by some of the world's leading thought leaders and practitioners in workplace wellbeing.
4. Build a network of peers on the journey of managing wellbeing strategically in their workplace, learning from those with similar context and those at different stages of maturity.

COURSE OVERVIEW

- Investment: £1875 + vat
- 2-day course, facilitated by Tim Munden and Rob Stephenson, with a maximum of 24 attendees.
- Expert guest speakers delivering sessions based on their research and experience.
- Takes place in an easy-to-reach, central City hotel.
- Combination of keynotes, workshop sessions, and external thought leaders.

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The High Impact Wellbeing Programme – Outline

A practical and inspirational workshop for those leading wellbeing in organisations, combining expert facilitators and speakers with deep experience of the research and practice of post-pandemic wellbeing.

DAY 1

AM

- **Introductions & Scene-setting** – Tim Munden & Rob Stephenson
- **What and why of post-pandemic wellbeing.**
- The state of wellbeing, and why. Good work - wellbeing as initiative vs wellbeing as driver of performance.
- **The measurement & business case for wellbeing** – Sarah Cunningham, Dr William Fleming TBC.
- What the research tells us. The organisational vs the individual level approach, and why the latter isn't working. How do measure how employees and why.
- **What is a good wellbeing strategy?**
- Sustained action over time and across the system. The wellbeing maturity model and how to evolve your approach.

PM

- **How do you create a wellbeing strategy?**
- Systems thinking and systems transformation; the strategy creation process, and how to move from the tactical to the strategic.
- **Group Work: Your organisation and your wellbeing strategy.**
- **Intersectionality in wellbeing.**
- Intersectionality is how systems show up in issues. Complex issues and how solve them.
- **Intersectionality Case Study – Menopause** – Sheila Piper (Accenture)
- **Wellbeing beyond your walls – Brands and Supply Chains** - Elisha London (Founder, Prospira Global)

DAY 2

AM

- **Reflection**
- **Challenge – What does excellence look like?** Clarke Carlisle
- **Creating a Wellbeing Strategy in Practice** - Panel Discussion Dr Judith Grant and Tim Ackroyd
- **Building a system that enables wellbeing – managers and teams.**
- Employees report that their Line Manager has more impact on their mental health than anyone except their therapist. How can that be used to create a culture of deep performance?
- **Group Work on participant's Wellbeing Strategy**

PM

- **How do you embed capabilities at scale?**
- Techniques for embedding the capabilities and drivers of wellbeing at scale by equipping your community.
- **The role and capabilities of the wellbeing leader**
- The modern wellbeing leader needs to transcend function to engineer wellbeing into the heart of the operation – how can we do that?
- **Action Planning**
- **Close**