



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 HR, Occupational Health, HSE, Safety, Reward & Benefits 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
- Online course of 5 x 2-hour sessions, run over Zoom, facilitated by Tim Munden and Rob Stephenson, with a maximum of 18 attendees.
- Expert guest speakers delivering sessions based on their research and experience.
- Combination of keynotes, workshop sessions and external thought leaders.
- Guided practical application of learnings for each participants' specific requirements.

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.

Module 1 High Impact Wellbeing

- 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.
- Integrated wellbeing – what is it and why does it matter?
- The measurement & business case for wellbeing – Sarah Cunningham, Dr William Fleming.
- What the research tells us. The organisational vs the individual level approach, and why the latter isn't working. How do we measure how employees and why.
- Strategy – generating the action needed to deliver an outcome.
- What makes a good strategy?
- What is a good wellbeing strategy?
- Recommendations for measurement tools
- Assignment

Module 2 Building wellbeing into your organisational system

- Systems Thinking – what it is and how to use it.
- What is the organisational system that enables wellbeing?
- Psychological safety
- How do you build an organisation conducive to wellbeing
- Intersectionality
- Creating your systems map
- Assignment

Module 3 Transforming Your Wellbeing System

- 3 levers for transforming your wellbeing system.
- Leading for Performance
- How to identify and challenge your Champions
- How to structure work
- What is Good Work, including the research.
- Assignment

Module 4 Managing Mental Ill-health

- The critical wellbeing test - what do you do when things go wrong?
- What are the key components of a safety net
- Role of support solutions, like EAP, including how to raise awareness
- Training line managers
- MHFA
- Assignment

Module 5 The role and capabilities of the wellbeing leader

- The Wellbeing Leader Model
- The role and capabilities of the wellbeing leader
- How to be an internal activist and change leader.
- Building influence
- Your strategy and plan
- Build your leadership edge
- Refine your plan and personal reflection
- Action planning
- Close