

**MAY 2021**

Latest information about  
mental wellbeing services in  
workplace



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# SERVICES PROPOSAL

# LUNCH & LEARN BY HAZEL HYSLOP AND SYLWIA GLOWA

The last 12+ months have been particularly challenging for everyone, more so than ever before. Many employees have been faced with increased levels of stress and burnout due to the pandemic. As a result, the general mental wellbeing in the workplace has been adversely affected. We believe that 'Mental Health is a new Wealth' is not just a slogan but a decision we all need to make.

Due to high demand, we are delighted to bring you a series of 'Lunch & Learns' focused on the evidence base and practical advice. Our intention is to share scientific, clinical and evidence-based knowledge on best practices that will not only spark conversation but help to create a culture of positive mental health and wellbeing

## Here is a list of proposed Lunch & Learn Topics

- Stress Management tools for everyday use
- Menopause in the Workplace
- Maintaining high performance under pressure
- Stress & Anxiety Workshop
- Diversity and Inclusion in the Workplace
- Discovering Strengths for long term resilience
- Mental Health Strategies for Men
- Mental Health Strategies for Women
- Juggling Work & Parenthood
- Mental wellbeing whilst working from home
- Dealing with major life crisis situations

## HOW MUCH DOES IT COST?

You can choose individual wellbeing sessions or build packages from the list below. The discount rate is progressive – the more you book the bigger a discount you get.

1-4 MENTAL  
WELLBEING  
SESSIONS -  
FULL PRICE

8 MENTAL  
WELLBEING  
SESSIONS -  
5%OFF

12 MENTAL  
WELLBEING  
SESSIONS -  
10%OFF

## WHAT WILL YOU LEARN?

Each session contains an introduction to the subject based on evidence-based knowledge and research. Our focus will be on the practicality of the knowledge shared during the session. You can expect additional material (in PDF format) that your employees can easily go back to and read in their own time.

See next page for the full description of each Lunch & Learn.

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## OTHER SERVICES

We also provide ongoing coaching support for organisations in the form of a 6-12 months programme. Mental wellbeing coaching sessions offer a higher level of engagement, accountability and are tailored towards individual employees unique needs (1-to-1 coaching sessions).

More information and pricing available upon request.

## CONTACT INFO

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# DETAILS

**Stress Management tools for everyday use** - the aim of this workshop is to extend the knowledge of your employees on practical tools that can help them in reducing stress levels efficiently, and therefore, optimise their performance.

## Takeaways:

- What is stress?
- Identify differences between pressure, stress and burnout
- The cycle of stress - identify where you are on the cycle
- Impact of stress on you, workplace and environment
- Workplace management of stress and mental health issues
- What is the cost of not doing this? Lower productivity, loss in workdays - sickness, high recruitment cost
- Tools to manage as individuals, e.g energy management
- Advice and support for organisations of management of stress

## How it works

Capacity: up to 100 people

Length: 60 minutes

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 up to 50 participants, and £650 up to 100 participants

# DETAILS

**Menopause in the Workplace** - a topic for women experiencing perimenopause and menopause is often viewed as taboo in the workplace. Symptoms such as anxiety, depression, weight gain, memory issues, etc., make many women struggle with issues at their workplace. The issue is so damaging as we can see through the sad statistics - 1 in 4 women with menopause symptoms resign from their role. With many women in the workforce in their mid-40s and 50s. This problem needs to be addressed and acted upon. This engaging workshop provides an opportunity for employees to learn more about the impact of menopause and explore strategies for managing symptoms.

## Takeaways:

- Learn about perimenopause and menopause (how is it defined)
- What are physical and psychological changes in the body (symptoms)
- Mental health and behavioural impact - anxiety, depression, loss of identity
- Impact on self, relationships, work
- Safe space for sharing experiences
- Practical strategies for managing the symptoms
- Possible work adjustments e.g engagement, promoting wellbeing, support, changes

## How it works

Capacity: up to 50 participants

Length: 60 minutes (45 mins training + 15 mins Q&A)

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400

# DETAILS

**Maintaining high performance under pressure** - the aim of this session is to help employees in managing elevated levels of pressure in the current climate of COVID-19.

Based on evidence from the field of mental wellbeing, participants will learn how to manage their performance to create long-lasting focus, maximise their effectiveness and satisfaction at work.

## Takeaways:

- What is pressure, stress and burnout?
- How to manage our energy to maximise our performance
- Learn how to set boundaries and ask for help
- Challenging belief systems about work and success

## How it works

Duration: 45 Mins training + 15 mins Q&A

Capacity: Up to 50 virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400

# DETAILS

## Stress & Anxiety Workshop

We all experience negative thoughts from time to time. Between 2020-21, 87% of our clients present with anxiety or stress-related illness. Recent surveys show that 40% of employers reported an increase in staff sickness levels due to stress in the last 12 months. 44% of employers saw an increase in reported mental health problems in the last 12 months. One-fifth of employees reported an increase in conflict at work between colleagues.

This webinar will help you gain insights into this area (stress and anxiety) and is addressed to anyone who suffers from these issues or perhaps knows someone who does.

### What would you learn?

We will look at the common symptoms of stress & anxiety, what they mean, why you struggle with them and some of the ways in which you can learn to control their effects.

### Takeaways:

- Common causes of stress and anxiety
- Different types of anxiety disorders
- Discover the source of anxiety and triggers
- Learn how to manage the feelings of stress and anxiety
- Learn when and where to seek help
- Create coping strategies that work
- What should organisations do to support their staff

### How it works

Duration: 45 Mins with 15 minute Q&A

Capacity: Up to 50 virtually

Available: Worldwide

Logistics: Delivered virtually

Cost: £400

# DETAILS

## Diversity and Inclusion in the Workplace

Many employees have some knowledge about diversity and inclusion in the workplace. The fact is that a more diverse work environment leads to the diversity of opinions, creativity, higher productivity and profit. The knowledge of an average employee about diversity can be about what they can or can't say about someone or something. This level of knowledge is not enough to create a truly inclusive workplace. In order for your employees to bring their entire identity to the workplace, they need to feel safe. This can be done by introducing appropriate measures.

We will start by sharing knowledge in these areas: unconscious bias, micro-behaviours and intersectionality. That will help your employees to understand why people think in a particular way and what can be a driver to their actions and behaviours.

### Takeaways:

- Learn what inclusive behaviours in the workplace look like and the impact surrounding those
- Gain insight into some of our natural behaviours
- How we can identify our own biased behaviours and change our thinking
- Open discussion to share experiences and hear how small changes can make huge differences
- Learn from past research/others
- Impact on wellbeing

### How It Works

Duration: 45 minutes training

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 up to 50 participants, and £650 up to 100 participants

# DETAILS

## Discovering Strengths for long term resilience

The topic of resilience seems to be covered in much organisational training. Yet, many employees don't fully understand it. This workshop is to help them find workable solutions to being more resilient. We will cover not only theory to raise awareness but also provide very practical tips that they can use themselves. By leaning towards resilience employees have a chance to avoid dangerous burnout. That increases their job satisfaction, confidence and effectiveness.

### Takeaways:

- Understand what is resilience?
- Storyboarding - Sharing narratives around resilience
- Emotional Temperature check - learning about your emotions
- Mindset challenge using ABC tools and CBT to increase awareness
- How to manage the relationship between pressure and stress
- Problem-solving and creative responses to challenges
- Build connections, foster wellness and find purpose
- How to lean on strengths to maximise your energy and potential

### How It Works

Duration: 45 minutes + 15 Q&A

Capacity: Up to 50 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £ 400

# DETAILS

## Mental Health Strategies for Men

Mental health challenges are common in men, however, men are less frequent to address emotional issues. One UK study found that 28% of men did not seek help for mental health issues, compared to 19% of women. Men are more likely to turn to harmful coping methods such as substance abuse. Men need support to talk about their issues and not feel ashamed because of society's expectation to be tough.

### Takeaways:

- Identifying the high levels of anxiety, suicide and depression among men
- A brief definition of common mental health symptoms vs stress symptoms
- Highlight the common feelings of shame, guilt around finance and work-related pressure
- Explore why men experience fear of failure, e.g in work, relationship and parenting
- Challenging society and gender stereotypes about men and emotions
- How can we encourage organisations to support men and their mental health?

### How It Works

Duration: 45 minutes + 15 mins Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 based on up to 50 people and up to 100 people £650

# DETAILS

## Mental Health Strategies for Women

In this workshop, we will cover some of the common issues women face and explore the impact on their mental health and wellbeing. According to one research, one in five women (19%) experienced a 'Common Mental Disorder' (such as anxiety or depression), compared with one in eight (12%) men. Additionally, certain types of disorders are unique to women.

The COVID-19 pandemic has magnified already alarming statistics of poor mental wellbeing in women - as the range of their responsibilities increases (e.g. 67% of women do most of the childcare vs men), nearly 50% of women are now reporting mental health issues.

### Takeaways:

- Self-care strategies
- How to understand the state of your own mental health
- How to recognize mental health struggles in others
- How to support and help others
- What's the best way to start a conversation about mental wellbeing

### How It Works

Duration: 45 minutes + 15 mins Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 based on up to 50 people and up to 100 people £650

# DETAILS

## Juggling Work & Parenthood

Becoming a parent can be a joyous occasion but many parents report struggling to juggle work and parenting. Some report feelings of failure, anxiety, overwhelm and stress, which has led to a negative impact on work and performance.

### Takeaways:

- Dealing with the feelings of guilt at work and home
- Identifying stress due to change in lifestyle
- Understand the impact of hormonal changes and impact on wellbeing
- Difference between baby blues and postnatal depression
- Impact of looking after an ill child
- Single-parenting and additional issues
- Loss of opportunity due to time off- impact on progress on the career ladder

### How It Works

Duration: 45 minutes training + 15 mins Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 based on up to 50 people and up to 100 people £650

# DETAILS

**Mental wellbeing whilst working from home** - a recent survey with YouGov showed that 40% said they wouldn't want to go back to working in an office full time as this would be bad for their mental wellbeing and 35% felt they achieved more when working from home.

## Takeaways:

- Impact of isolation on mental health and wellbeing
- Managing lack of boundaries- overworking, late hours
- Lack of routine and structure impact on performance
- Fear of loss of job
- Management expectations about home working
- Adjusting to a new way of working
- Challenging and changing mindset about the working environment

## How It Works

Duration: 45 minutes training + Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £500

# DETAILS

**Dealing with major life crisis situations** - this proactive workshop is to address situations in life that we all experience at some point in our lives. The aim is to help participants to develop awareness and gain knowledge on the tools that can help them to go through those difficult times.

Examples of these situations are bereavement, divorce, loss of job/home, health issues (or a family member's health problems).

## Takeaways:

- Definition of 'crisis'
- A common cause of crisis
- Physical, emotional, psychological signs of crisis
- Impact on well-being
- How to deal with the crisis
- How to access additional help and support

## How It Works

Duration: 45 minutes training + 15 mins Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 based on up to 50 people and up to 100 people  
£650

# DETAILS

## 3 key elements for building a mentally supportive workplace

The impact of the pandemic has changed the way we perceive the support we get at work. In order to create a place where people will feel mentally supported we need to rethink our strategies.

Here is what you will learn in this workshop.

- What is pressure, stress and burnout?
- What are the main causes of stress? - 12 stage model by Dr. Joan Borysenko
- What are the management competencies for preventing and reducing stress?
- How to define and organise a mentally supportive workplace?
- Q&A + additional material

## How It Works

Duration: 45 minutes training + 15 mins Q&A

Capacity: Up to 100 people virtually

Available: Worldwide

Logistics: Delivered via Zoom

Cost: £400 based on up to 50 people and up to 100 people  
£650

# TESTIMONIALS

“At Leaders Romans Group, we were delighted to have Hazel and Sylwia lead a ‘Stress Management’ workshop for our colleagues during Mental Health Awareness Week 2021. Property can be a demanding and stressful industry and our staff members relished the opportunity to learn some advice and tips on looking after their wellbeing, particularly as there was a focus on working under high pressure. Hazel and Sylwia were a delight to work with on the lead up and during the session and received some great feedback from the team including line managers stating they would be using the techniques in their team meetings and colleagues implementing the advice received into their working day. A huge thank you to both – we would highly recommend! them trust you.”

—

Clare Dunn  
Culture and Engagement Manager  
Leaders Romans Group

LEADERS  
ROMANS

GROUP