



**The  
Wellbeing  
Project**

# **LEADERSHIP DEVELOPMENT**

**BUILDING EXCEPTIONAL LEADERS FROM THE INSIDE OUT**

# Welcome

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Leading organisations in today's volatile business landscape requires exceptional skill and resilience. From shaping the strategic vision to creating a thriving team culture, the role of leaders is pivotal.

Our leadership programme builds resilient leaders from the inside out. Developed by industry-leading business psychologists, it develops the behaviours, mindset and skills that underpin healthy high performance.

It is a transformative journey that unlocks the true potential of leadership to make a lasting impact on the organisation and the lives of the people they lead.



**We are committed to delivering gold standard programmes with real-world value.**



# Quick links

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- In person and online
- Fully tailorable
- Resilience assessments
- Specialist facilitators
- Evidence-based models
- Dedicated project team



“From the start, it was obvious we had found a partner of high quality who was both easy to work with and truly cared about the effectiveness of their training and helping us as a company.”

VIKKI ENGLAND

# LEADERSHIP COACHING



# Leadership Coaching

HEALTHY HIGH PERFORMANCE UNLOCKED

Our unique approach to leadership coaching has been designed by business psychologists to build the resilience of senior leaders.

It follows a powerful 3-step process guided by a highly qualified coach. Your leaders will build lasting self-awareness and the skills and mindset to navigate the way ahead, no matter what the future holds.

Stage 1: Discovery

Stage 2: Development

Stage 3: Review



# Stage 1: Discovery

## UNCOVER YOUR RESILIENCE PROFILE

Online	In Person
90 minutes	90 minutes

Each leader begins their coaching journey by assessing their resilience. The Wraw psychometric provides a detailed profile of their physical, psychological and social resilience.

Their personal coach will guide them through their report, providing a deep understanding of their resilience, the context within which they work and the impact on their leadership effectiveness.

## OUTCOMES

- Gain insight into the mindset and behaviours that support you to move through challenges.
- Know your personal strengths and development opportunities.
- Develop a robust foundation for further development.



# The Wraw Psychometric

UNPARALLELED RESILIENCE INSIGHT

Our unique psychometric assessment, Wraw, measures the mindset and behaviours that support wellbeing to optimise performance.

It is built upon a scientifically validated, evidence-based model. Developed by our team of business psychologists, The 5 Pillars of Resilience measures 3 key dimensions: the physical, the psychological and the social.

## THE 5 PILLARS OF RESILIENCE

**ENERGY:** Sustain and renew physical energy

**FUTURE FOCUS:** Have a clear sense of purpose and direction

**INNER DRIVE:** Maintain self-belief, confidence and motivation

**FLEXIBLE THINKING:** Have an adaptable and optimistic mindset

**STRONG RELATIONSHIPS:** Build open and trusting networks of support

# Stage 2: Development

BUILD THE MINDSET AND BEHAVIOURS OF HEALTHY PERFORMANCE

In the development stage, we focus on empowering your leaders to enhance their resilience.

Over 4 intensive coaching sessions, they will work 1:1 with their coach to cultivate powerful new behaviours and a resilient mindset.

With personalised guidance, they will leave ready to navigate challenges, seize opportunities and build lasting strong relationships.

## OUTCOMES

- Develop greater awareness of your habitual responses.
- Enhance your ability to manage stress and adapt to change.
- Consciously build your leader identity.
- Cultivate emotional intelligence and empathetic leadership.
- Increase accountability for your actions.
- Gain clarity on your goals and align them with your values.

# Stage 3: Review

BUILD THE MINDSET AND BEHAVIOURS OF  
HEALTHY PERFORMANCE

The review phase is the final stage of our Executive Coaching Programme. Leaders complete the Wraw psychometric assessment for a second time to measure progress.

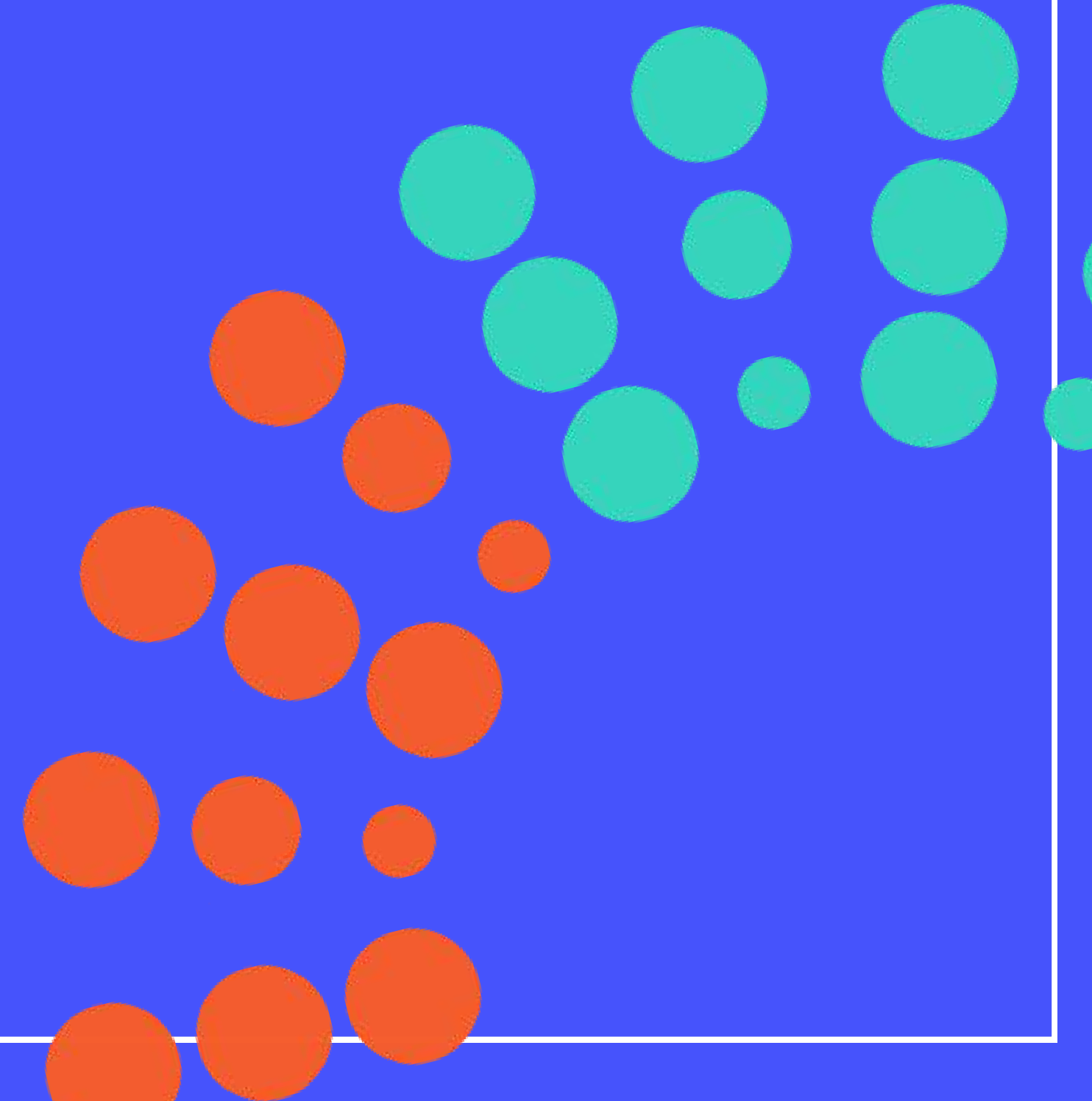
Their coach will work 1:1 to debrief the report, reflect on progress and build a road map for future development.

## OUTCOMES

- Recognise and celebrate progress.
- Build a road map for future development.
- Develop ownership for ongoing improvement.

“ Wraw unlocks a way of examining and impacting things that – to put it bluntly – defines how I am in myself. That means I’m more able to understand and support others, while being in a better place from which to offer leadership. ”

# MASTERCLASSES



# Our learning approach

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We are dedicated to delivering dynamic learning experiences that inspire and enable personal and professional growth.

As the workplace has evolved, so has our commitment to providing flexible and accessible learning experiences. We understand that leaders have challenging schedules and diverse preferences, which is why our Leader Programme is designed to be available both in person and online.

For those who prefer face-to-face interaction, our in-person sessions offer a dynamic and engaging experience. Led by experienced facilitators, these sessions provide ample opportunities for networking, collaboration, and experiential learning. Participants benefit from real-time discussions, group activities, and personalised feedback. It is a rich and transformative learning journey.

Recognising the need for flexibility and convenience, we have also developed a comprehensive online approach that delivers the same high-quality content and interactive learning experience.

Online modules combine multimedia elements, interactive exercises, and engaging discussions to create a dynamic virtual classroom. This format allows leaders to access the program from anywhere, at their own pace, and fit their learning into their busy schedules.

Whether you choose the in-person sessions or the online modules, our learning approach remains consistent. We foster an inclusive and participatory environment, encouraging active engagement, collaboration, and knowledge sharing.



“

The Wellbeing Project has a committed, non-judgemental approach that fosters open and constructive conversations

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KELLY COLUMB  
WELLBEING, DIVERSITY AND INCLUSION MANAGER

# Strategic Mindset

## CULTIVATING LONG-TERM SUCCESS

Virtual Classroom	In Person
90 mins	90 mins

The "Strategic Mindset" masterclass equips leaders with the mindset and skills they need to navigate complex and dynamic business environments.

Your leaders will gain a deeper understanding of the principles of strategic thinking and will learn how to apply them to their unique context.

Through interactive discussions, practical scenarios and hands on exercises, your leaders will be well set to lead their teams, even in the face of challenges and uncertainties.

## OUTCOMES

- Formulate a big picture perspective to complex situations.
- Respond proactively and flexibly to disruption and uncertainty.
- Ensure strategic alignment across the team through persuasive communication.
- Empower the team to take ownership of strategic goals.



# Culture of Belonging

BUILDING RESILIENCE THROUGH DIVERSITY

Virtual Classroom	In Person
90 mins	90 mins

The "Culture of Belonging" masterclass is designed to equip leaders with the skills and insights they need to foster an inclusive and thriving organisational culture.

We bring awareness of unconscious biases that might undervalue team members and explore effective communication strategies that address unhelpful power dynamics.

Innovation and growth depend on a diversity of perspectives, and we delve into practical strategies for ensuring inclusive decision making.

## OUTCOMES

- Understand the role of leaders in fostering an inclusive environment within their organisation.
- Understand your own unconscious biases and how they impact the culture.
- Enhance empathy to better appreciate the unique experiences of team members.
- Implement inclusive communication practices to address unconscious power dynamics.
- Implement strategies for inclusive decision-making practices.

# Conversation Mastery

## THE ART OF EFFECTIVE COMMUNICATION

Virtual Classroom	In Person
90 mins	2 hours

In today's dynamic business environment, the ability to engage in open and constructive dialogue is crucial for fostering a culture of trust and building strong relationships with your teams.

'Conversation Mastery' empowers leaders with the mindset and strategies to navigate challenging and sensitive conversations effectively.

We delve into the principles and techniques that underpin effective communication and build an understanding of the factors that contribute to communication breakdowns.

Your leaders will develop the confidence and skill to transform difficult conversations into opportunities for growth and understanding.

## OUTCOMES

- Develop the mindset that embraces difficult conversations as opportunities for growth and strengthening relationships.
- Know how to prepare for difficult conversations and approach them with confidence and clarity.
- Implement strategies for creating a safe and respectful environment.
- Understand how to manage other people's defensive responses.
- Build awareness of how your own emotional triggers can impact the conversation.
- Maintain a solution-focused approach.
- Understand the importance of follow-up and accountability.

# Psychological Safety

## CREATING THE CONDITIONS FOR HEALTHY PERFORMANCE

Virtual Classroom	In Person
90 minutes	90 mins

Creating a psychologically safe environment is crucial for unlocking the full potential of a team. When team members feel safe, they are more likely to express their ideas, voice their concerns, and take risks.

In this workshop, leaders will learn why psychological safety is essential for team performance, and they'll develop the skill to promote trust, respect, and open communication. They'll leave with the confidence and tools to create an innovative and engaged team culture.

## OUTCOMES

- Develop a deep understanding of psychological safety and how it drives team performance.
- Explore the impact that leaders have on their teams and the critical role they play in creating a psychologically safe workplace.
- Build awareness of the behaviours that either undermine or support psychological safety.
- Develop the skills and confidence to create a culture of psychological safety.

# Wellbeing Conversations

## BUILDING SUPPORTIVE RELATIONSHIPS

Virtual Classroom	In Person
3 hours	3.5 hours

The wellbeing of a team is key to their success. If team members struggle, engagement and performance suffer. Effective leaders have the confidence to talk to their team about their wellbeing. They know how to spot the signs of stress and burnout, and they don't shy away from addressing it.

This group workshop will give your leaders the tools and skills they need to master the art of effective wellbeing conversations.

## OUTCOMES

- Learn how to initiate supportive wellbeing conversations with your team.
- Deepen understanding of the importance of healthy boundaries, and managing your own responses in the process.
- Gain insight into the unhelpful roles that leaders can unconsciously adopt when having wellbeing conversations, and learn how to avoid them.
- Master the art of effective signposting, helping your team members connect with further support and resources when needed.

# Leading Through Change

SUPPORTING TEAMS THROUGH UNCERTAINTY

Virtual Classroom	In Person
90 minutes	90 mins

Change is inevitable. But if it is poorly led, it can increase stress levels and drive resistance.

In this workshop, we introduce practical tools and evidence-based models for understanding change, and we explore the key skills leaders need to support their teams.

## OUTCOMES

- Develop an understanding of predictable emotional reactions and resistance to change.
- Increase awareness of the impact of behaviours on team members during times of change.
- Learn how to support the team through change.
- Implement practical strategies that enable teams to thrive through fast-paced change.



“ The leadership programme has exceeded all our expectations. It fulfilled the brief perfectly meeting all of our key objectives.

EMMA WHILE  
HEAD OF LEARNING AND DEVELOPMENT

# YOUR PROJECT TEAM



# Your Project Team

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Our team of specialists has forged a strong reputation for delivering outstanding results. We have put everything in place to ensure you get the outcomes you are looking for.

## **ACCOUNT MANAGER**

Your dedicated account manager will be your main point of contact, working closely with you to understand your requirements and ensure success.

## **CONTENT EXPERT**

Your dedicated content specialist will be on hand to tailor your programme to meet your specific needs.

## **CLIENT DELIVERY**

A member of our client delivery team is there to coordinate every aspect of your programme to ensure a smooth and efficient delivery.

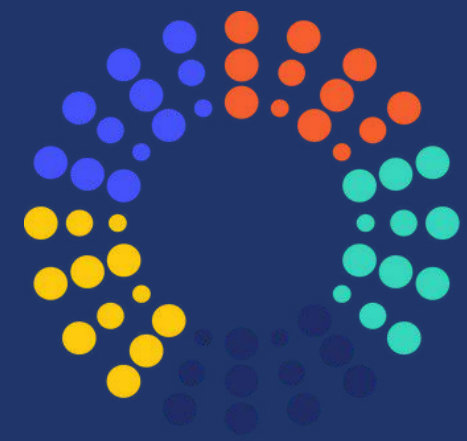


The team behind the scenes are all so easy to work with. Flexible and accommodating, they ensure the sessions are right for your organisation. I would highly recommend them.

**CLAIRE SWEENEY**

**AFME**





# The Wellbeing Project

We create resilient organisations people  
want to be a part of

To speak to our team of experts, get in  
touch. We can help make your vision for  
wellbeing a reality.

[Get in touch](#)