



**The
Wellbeing
Project**

MANAGER PROGRAMMES

CREATING HUMAN-CENTRIC MANAGERS

Welcome

Managing teams in today's fast-paced business environment is no easy feat. From driving business performance to managing team pressure, the demands on managers are high and the stakes are even higher.

That's why we have created a range of highly focused programmes, specifically designed for managers today. Each module addresses a pressing need, providing practical tools and techniques that managers can use immediately to foster a high performing team culture.

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

Led by experienced facilitators who have worked with some of the biggest brands, the programme offers a unique opportunity for your managers to come together in a supportive and engaging environment. They will leave with renewed confidence and a strong network of like-minded peers.

We are committed to delivering gold standard programmes with real-world value. By investing in your managers, you are building a resilient organisation that can continue to adapt and thrive in a volatile and competitive business landscape.



The Programme

We develop human-centric managers who embrace change with confidence, continuously strive for improvement and prioritise the wellbeing of their team. By focusing on a core set of skills, managers build the confidence to foster meaningful dialogue, cultivate growth and navigate uncertain times with agility.

At the same time we focus on the managers' own resilience and support them to develop the habits of healthy performance. They are empowered to lead by example and set the tone for a positive and productive team culture. With this human-centric approach, managers can create an environment where employees feel valued, supported and motivated to achieve their full potential.

Flexible, customisable, impactful

Whether you want to focus on one key area or build a programme of support, we can customise our manager training to your exact needs.



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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

Our learning approach

We are dedicated to delivering dynamic learning experiences that inspire and enable personal and professional growth. Each programme is designed to accommodate different learning needs. From experiential learning to storytelling and demonstrations, we employ a range of formats to engage all learners.

Our manager training is available both in person and online. Choose the best-fit solution to ensure your team has access to the training they need wherever they are.



VIRTUAL CLASSROOM (up to 16)

Our virtual classroom brings high-impact learning to the online world. Combining expert-led facilitation with small group dynamics, we enable individual development and ongoing collaboration.



IN PERSON (up to 16)

Supported by our specialist facilitators, your managers will immerse themselves in a dynamic learning experience. They will leave with the insight, tools and confidence to build healthy team cultures.

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, your managers 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 how psychological safety drives team performance.
- Explore the impact managers 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 managers 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 managers 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.
- Understand the importance of healthy boundaries, and manage your own responses in the process.
- Gain insight into the unhelpful roles that managers 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.

The Coaching Approach

UNLOCKING POTENTIAL & ENABLING GROWTH

Virtual Classroom	In Person
2 hours	2 hours

In a rapidly changing business environment, it isn't enough just to 'manage' your direct reports. High performing managers know how to coach.

A manager with a coaching approach knows how to empower their team, and works to create a culture of innovation and growth.

Post training support

Everyone who attends 'The Coaching Approach' will access a digital coaching toolkit. The toolkit will include key models and strategies for coaching as well as space for personal action planning and reflection.

OUTCOMES

- Understand the fundamental principles of effective coaching
- Apply active listening skills to better understand the needs and concerns of team members
- Use powerful questioning techniques that stimulate critical thinking and problem solving
- Apply recognised coaching models
- Know how to collaboratively set goals and establish accountability for achieving them

Feedback Culture

DRIVING A CULTURE OF CONTINUOUS IMPROVEMENT

Virtual Classroom	In Person
90 minutes	90 mins

A culture of feedback enables team members to grow and develop, and ensures that everyone is aligned with organisational goals. In this workshop, your managers will learn how to create a culture of feedback within their team. They will develop the skills they need to provide constructive feedback, and foster a culture of continuous improvement.

OUTCOMES

- Discover the power of feedback to transform team performance.
- Learn how to engage your team members in the feedback process.
- Create an environment where open and honest feedback is welcomed and encouraged.
- Develop the skills to provide feedback that drives growth and development in the team members.



“The feedback from our managers has been exceptional. The Wellbeing Project ensure that everyone leaves with advice and tips, and clear real-life examples they can put into practice.”

KELLY COLUMB

WELLBEING, DIVERSITY AND INCLUSION MANAGER

Pressure Management

MANAGING TEAM PRESSURE

Virtual Classroom	In Person
90 minutes	90 mins

Managing teams can be challenging. When pressure builds, it can take its toll, leading to stress and burnout.

Managers have an essential role to play in addressing these challenges, and creating an enabling team environment. In this workshop we'll explore proven strategies and evidence-based models to master this critical skill.

OUTCOMES

- Develop a deeper understanding of how team performance is affected by pressure and stress.
- Identify the key demands that may be driving stress in your team, and develop strategies to manage them.
- Learn how to provide sufficient support to enable healthy performance and prevent burnout.
- Develop clear ways of working that support healthy boundaries and enable your team to perform at their best, even under pressure.

Leading Through Change

SUPPORTING TEAMS THROUGH UNCERTAINTY

Virtual Classroom	In Person
90 minutes	90 mins

Change is inevitable. But if it is poorly managed, 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 managers need to support their teams.

OUTCOMES

- Develop an understanding of predictable emotional reactions and resistance to change.
- Increase awareness of the impact of management 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.

Personal Resilience

FROM SURVIVING TO THRIVING

In a fast-paced world, the inevitable challenges and changes of working life can impact the mental and emotional wellbeing of your team. But with the right skills and mindset, they can navigate these challenges and look confidently ahead to the future.

Our Personal Resilience programme has been designed to develop the hallmarks of resilient people. It is a powerful process that incorporates 3 key elements:

- Personal resilience assessments
- Resilience masterclass
- Resilience embedding tools

Designed by business psychologists, it is everything your team needs to thrive at work.



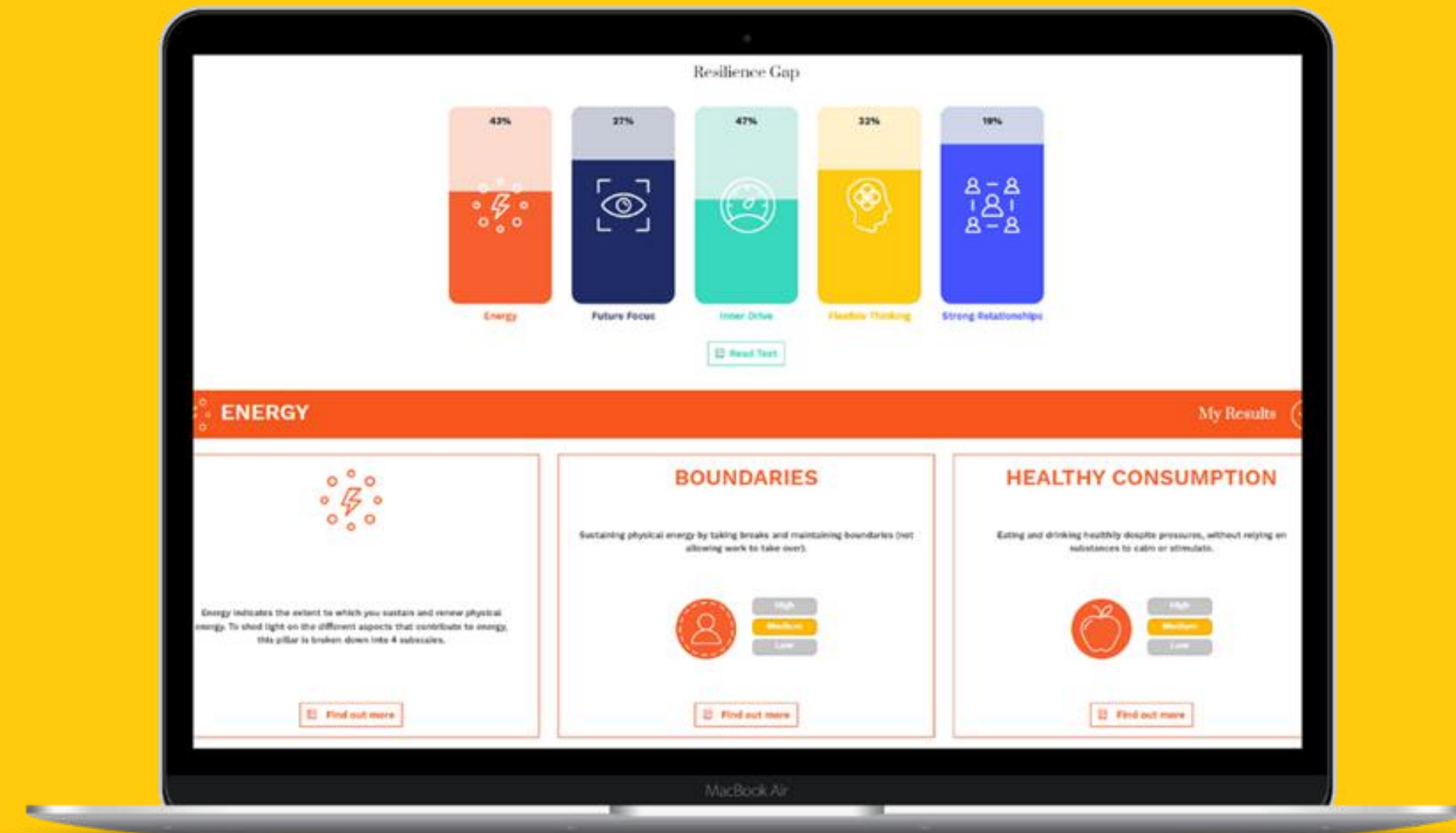
Personal Resilience Assessment

‘Personal Resilience’ isn’t just about knowledge building. It’s also about developing greater self-awareness.

The Wraw psychometric report provides deep insight into the mindset and behaviours that enable an individual to navigate challenge and change.

Everyone who attends the programme will access their own unique resilience profile. This confidential report is a powerful springboard for further development, and gives insights that will last a life time.

To see a sample report, just [follow the link](#).



“ 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. ”

Resilience Masterclass

Virtual Classroom	In Person
3 hours	Full day or 1/2 day

Our team of business psychologists have drawn from extensive experience working with some of the biggest brands to create this unique programme. They have incorporated evidence-based models and proven strategies that together build lasting resilience.

But it isn't just about theory. It is an opportunity for your team to come together and share their experiences. Through group discussions and interactive exercises, they'll gain valuable insight and build momentum for change.

OUTCOMES

- Reframe challenges into opportunities
- Unlock the power of a growth mindset
- Know how to take control in challenging circumstances
- Understand the dynamic relationship between mood and performance
- Know how to balance activity with rest and recovery
- Create an actionable plan to cultivate the habits of healthy performance

Resilience Embedding Tools

We understand that learning doesn't end when a workshop is over. Which is why we've created a unique set of tools to continue the journey towards ever greater resilience.

From personalised daily habit building to a wealth of wellbeing resources, your team will have everything they need to keep moving towards their goals.

- Wellbeing resource hub
- Mood mapping
- Personalised daily habit building



1:1 Coaching

BUILDING INNER RESILIENCE

Our unique approach to manager coaching starts by giving each of your managers a confidential psychometric assessment of their own resilience. The report provides participants and their coach with valuable insights into the thinking patterns and behaviours that help them to overcome challenges in their role and move towards their goals.

All our coaches are specialists in workforce resilience, and have worked with leaders and managers across many industries. Your managers will be empowered to navigate their way through a complex business landscape, taking their team with them.

OUTCOMES

- Gain insight into current strengths and areas of risk.
- Set in motion sustainable behavioural change.
- Gain awareness of barriers and limiting beliefs.
- Build healthy micro-habits.
- Develop confidence and motivation.
- Take a leading role in driving a team culture of healthy high performance.



“My team and I all learnt lots of practical information and tips to champion wellbeing within the business. We have been very pleased with the service provided.”

BANU GAJENDRAN

OCCUPATIONAL HEALTH, SAFETY & WELLBEING MANAGER

SETTING YOU UP FOR SUCCESS

- Your Project Team

Your Project Team

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 design your programme to meet your specific needs.

CLIENT DELIVERY

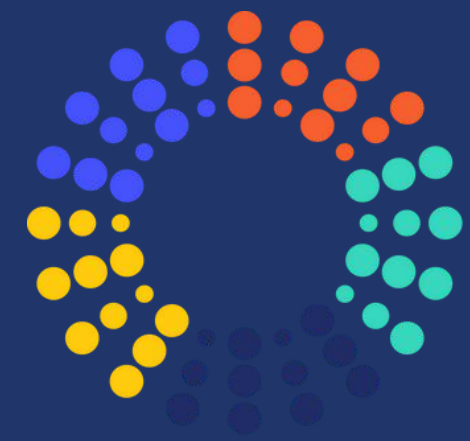
A member of our client delivery team is there to coordinate every aspect of your programme to ensure a smooth and efficient delivery.



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](#)