

Wellbeing In The Workplace

delivered by... THE UPMINSTER SANCTUARY

Coaching & Mindfulness

Over the last twenty years, our established team of professional therapists have been taking care of the community with our Holistic Complementary Therapies.

These include Mindfulness and Coaching.

Our work has proven to be an enormous success. We have therefore been inspired to branch out further and offer tailor made Corporate Wellbeing Days for companies in Essex and the City of London. We recognise the need to reduce stress levels and maintain the optimum health of staff in the workplace.

Our main focus is **CHANGE** and our practitioner's skill set covers a wide range of tools which includes Mind Set, Emotional and Behaviour.

Our Practitioner Specialities Include:

Professional Coach

Professional Therapist

Professional Development Trainer

A Personal note from our Practitioner....

'This year the Royal Family have been working diligently to allow our perception of managing mental health to become equally as important as acknowledging our physical issues. It is important to involve professionals who work in this wellbeing area to support this change in attitude. I call this Head-space/Emotional intelligence/Mind- set/Change Coaching. I work as a qualified Therapist as well as a Professional Coach which is why my work covers mental health on a much wider scale than just being a Coach.

Let us help both you and your company achieve optimum health.'

Ikila x



Group Training Focus Day

A 90 minute group session followed by one to one progressive coaching which will give participants the opportunity to experience further progress in the direction that supports their work and personal well-being.

All coaching sessions are planned for 45 minutes.

Focus Day Topics

(A Few Sample Ideas are Detailed Below)

1. Coping with Stress and Anxiety.

Why is this so important to any individual or any business?

It can help achieve.

Sustainability in lowering absenteeism and sickness as this is a rising cost to the business year on year.

Improves work performance and reduces time spent out of the work area, as time is another key factor in maintaining success in a constantly changing environment.

Improves.

Employee retention.

Brand Image.

Supporting employee's mental health crisis.

Managing change and expectations.

Improves attitudes and behaviour.

Most importantly, we all need to feel we are being valued.

2. Effective Communication.

Why is effective communication so important to anyone in a business or to the business itself?

It is essentially one of the most vital tools that can make a significant impact. It fosters good and healthy employee working relationships that impact and improve staff morale, improves productivity, team efficiency, facilitates innovation, and ensures transparency to build trust with management and employees.

It can be the success or failure of any negotiations, implementation of new policies, assist in getting your message across better with cleaner verbal language and the right body language to match it.

A huge investment tool for any Senior Management as their communication skills will either generate impact that can create harmony and trust or be a sledgehammer creating unnecessary problems.

Any breakdown of communications, as we all know, can lead to many new problems, so effective communication is one of the most successful keys to dealing with a challenging or difficult situation.

In this training session the attendees will get a good idea and practical grasp of how we need to be mindful of the following:

There are essentially four different types of mindsets that we need to have engaged, plus four different ways each person will relate to what is being communicated.

What we verbally say in our spoken language is only one small part of our communication; in fact its only 7%, but *how* we say it sits at 55 %.

The tone in our voice plays a much bigger role than we realise, this has 30% impact.

Finally using clean language that communicates more effectively in the 'two rooms' in our mindset (more will be explained about these two rooms at the training session, as each room has a different way of understanding communication).

Each room has its own interpretation. Even more profound is *what* and *how* we communicate shapes our relationships with our work and personal lives.

In this training session we will cover.

Why stress happens in our neurology, what it means to the body, how it affects our thinking at the cognitive and unconscious level and what happens when it is heightened.

Here the attendees will learn how our fight, flight or freeze mode of responses enables or disables our behaviour. How stress may lead to anxiety which may then lead to extremes, e.g. panic attacks, plus we will explore the triggers of stress as perceived by our cognitive function mind and our unconscious mind.

This concept will be explained in a new innovative way, which will be shared on the day.

Some of the Brain Working Recursive Therapy will be introduced as the “go to” change work therapy which alleviates stress significantly.

3. Procrastination and Motivation.

Why get this issue looked at?

It clearly stops you getting the job done or task done. Completion of achieving deadlines becomes an issue.

It causes delay in reaching target/ goals.

It can then lead to stress and anxiety.

It can create overwhelm.

We will look at the depth of what this really means and why it happens. The triggers or avoidance tactics that our brain creates, to find excuses to not do the actions required.

This usually happens when the head-space feels stuck and we can't re-motivate this again and we feel in limbo. The change here will probably need to be done at the unconscious level as well as the cognitive level in order to progress dependant on how bad the procrastination exists.

In this session we will also cover reducing overwhelm; how the mind perceives overwhelm and how to alleviate this.





3 Day Coaching Plan

Day One

45 minute one to one sessions.

Focus to be decided on the Initial Consultation.

At the end, an evaluation of the session is given back to the individual, along with a plan of progression of next two sessions.

An overview of personality profile.

Day Two

45 minute one to one sessions.

Here Progression Coaching Change work utilising the most suitable interventions will be applied and explained prior to the work. If the issue is sitting at a deeper level then this session will be used to explore more.

Day Three

45 minute one to one sessions.

If suitable Change Intervention is done then a follow up treatment will continue or if a second session was used as an exploration session, then a suitable intervention will be applied here.

The Benefits of The 3 Day Coaching Sessions.

Work through the Surface Structure thinking of what the problem is and how it is perceived at the conscious analytical mind.

Investigate how the mind creates these strategies and establish and investigate what is the root cause sitting at an unconscious level.

Allows the coach to apply the right intervention in order to create the progressive direction of change.



Managing the Psychology of Personalities And Balancing Team Dynamics

Why introduce this format?

Let's be clear there are many profiling systems that tell you and your team what your profile is and how it affects you in your work place. Most of these identify and give us information and we might even start to label ourselves with the findings. Now, what it does not do is manage the effective *change* in order to *improve their performance*, attitude and behaviour at the individual level.

This system is effective as in working within the psychology of the mind and personality. It actually creates change and effective change. Change and improvement is essentially what the business and the individual wants to achieve. This coaching system works incredibly well and is robustly supported by a software programme to achieve accuracy of the results.

This is all done via WSN Coaching or Symbio-Dynamic Coaching.



WSN Coaching

Managing reaction or response to the environment around us.

Managing teams or individuals, and the art of getting the best out of your personnel is crucial in any business.

Here we will explore one of the latest innovative psychological personality profile systems that is so easy to understand and so effective and works as a personal development tool as well.

This is about creating change which reduces our inner conflict of how we react or respond in our external environment and thus creates effective change and improvement.

In Three Coaching Sessions We Will Cover.

What are the areas of change required through an investigative coaching session and utilising the process for the software programme.

Checking for validation and congruency as there is a back door check if the answers do not match or not congruent. Feedback of the results and what it means.

Actually do the mindset change coaching session to identify and create the change.

This is a more in-depth topic and a coaching programme provides a better understanding of self and others behaviour.



Symbio-Dynamic Coaching

Excellent for Senior Executives and Senior Management.

This is different to the WSN Coaching as it focusses on the symbiosis of how we naturally are and how we have the deciding factor in our psyche as to how we CAN choose our behaviour and attitude in such a way that impacts us profoundly in order to achieve our success. Thus creating our own change with us being in charge.

The change happens quickly and effectively as we are working with the psychological self.

There is Life-Mapper Software that supports this programme.

This is a specific strategic motivational change coaching programme and again more information can be given upon request





HR Package

1. A Combination of the Following Sessions.

BWRT Coaching Sessions.
(Brain Working Recursive Therapy)
Any appropriate Coaching Session.

Mindfulness/ Deep relaxation of Hypnotherapy to reduce stress and tension.

2. Personal Development WSN Coaching.

Using the latest Software Personality Profiling system. Three sessions of 45 mins would allow the individual to understand and gain experience of personality profiling.

The Benefits.

Questions formatted for establishing the psychological profile.

Feedback and evaluation of personality profile itself.

Personal Development Change Work where required or needed that would be covered by previous two sessions.