



Workplace empowerment options for teams





Introduction

Workplace resilience training is key to every workplace.

Without a resilient team, you won't have a resilient business!

Delaying this pivotal training can deliver unforeseen costs including:

- sickness, burnout, team morale, retention, backfilling
- brand reputation
- legal costs fighting an ET/compromise payment
- potential compensation award at an ET - uncapped for disability, average £45K

Hello, I'm Jane



About me

For over 20 years, Jane has empowered people from all backgrounds to recognise and master their challenges to thrive in the workplace and at home.

She is a certified neurodivergent coach, a global I-Act mental health and wellbeing instructor, author of CPD certified courses for the workplace and author of self-help booklets. Jane has worked across diverse sectors including academia, manufacturing, corporate and utilities both in the UK and beyond.

Her social mobility employment programmes - The Real Apprentice and Growing Talent, combined have seen almost 1,000 people into work which they have since grown into careers.

Services covered

- Confidential listening ear
- 1:1 neurodivergent coaching
- Workplace Awareness of ADHD and other neurodivergence for managers - CPD certified
- How to be an Ally to your neurodivergent colleague - CPD certified
- I-Act Managing and Promoting Positive Mental Health and Wellbeing

Workshops:

- Building mind resilience when you don't have time
- Simple nutrition awareness
- Personal finance tips
- Communication
- Understanding and mastering Emotional Intelligence
- Identify, analyse and manage personal conflict styles
- How to implement the mental health training you've received (MHFA and I-Act)

Confidential listening ear

Format and benefits

Format - via Zoom, telephone call or text, max one hour, booked in advance. Completely confidential unless there is a risk of suicide or self-harm. Extreme listening is a proven technique to ensure the person feels heard, can release everything they are thinking and feeling to be able to reflect, analyse and process what action, if any, they need to take.

Benefits pressure engulfs all of us. How we process that depends on our level of resilience. Pressurised team members cannot flourish in the workplace impacting everything and everyone around them - at home and work. This service enables the pressure valve to be released.

Costs

Are dependent on how you would like this delivered in your business. Costs will be given following a discussion and agreement on what suits your business. Can be delivered in person or virtually.

1:1 neurodivergent coaching

Format and benefits

Format - following an initial discovery call to ensure coaching is the right path, zoom sessions take place focussing on the areas of impact for the individual usually for a minimum of four weeks. Tools and steps will be identified to enable the individual to live with their neurodivergence - not fight it.

Benefits - for the individual - reduces the anxiety they live with. Identifies tools and steps which are effective for them in the workplace and life. Enables stronger workplace relationships.

Benefits - for the employer - provides support for the individual, an effective 'reasonable adjustment', reduces the risk of an Employment Tribunal and enhances defence if an ET is brought.

Costs - virtual delivery

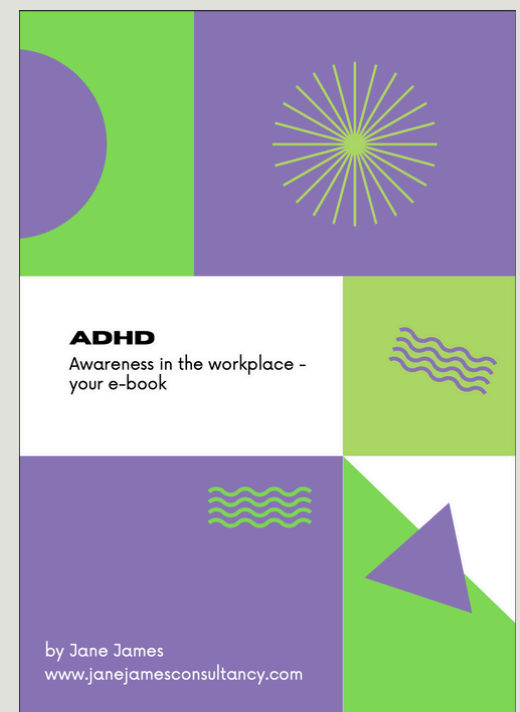
30 minutes = £50 + vat

60 minutes = 1 hour £100 + vat

1:1 coaching is short-term lasting, on average, 4 to 12 weeks.



Workplace awareness of neurodivergence for managers



Format and benefits

Exploring - what ADHD is, who are the three specialists involved, what you need to know, comparing 3 different cases heard at Employment Tribunal, what are the 6 areas of executive functioning - what might you see and do, positive elements of neurodivergence, preparing to speak with a team member, inner conflict where conditions co-exist. E-books include session notes, post session reflection and signposting to external support.

Benefits - enables confidence and better connection with team members. This course has also proven to assist people with neurodivergent family members. Cost effective compared to an ET.

Costs

£150 + vat for each 1.5 hour session held via zoom. Includes e-workbook for onward reflection and CPD certificate of completion. Max 15 delegates



How to be an Ally to your neurodivergent colleague

Format and benefits

Exploring what ADHD is, the specialists involved, what your colleagues want you to know about them, what you might see, how you can be an ally, see the positives of ADHD, summary of other neurodivergent conditions, conflict when conditions co-exist, simple things you can do. Each ebook contains space for notes and signposting.

Benefits - creates confidence and connection with all team members. Enables support to be given to the individual to use the reasonable adjustments agreed with the manager.

Costs

£150 + vat for each 1.5 hour session held via zoom. Includes e-workbook for onward reflection and CPD certificate of completion. Max 15 delegates



I-Act managing and promoting positive mental health & wellbeing



Format and benefits

Designed specifically for the workplace to be used by anyone no matter their existing knowledge or experience. Teaches proactive resilience building tools, how to have safe conversations, as well as first responder steps. Accredited for 3 years by the Institute of Psychiatrists. 160+ page manual - available as hard copy or electronic. Delivered via zoom - four hours in total. Can be split into 2 x 2 hour sessions. Gives confidence, enhancing the psychological safety of the workplace.

There are two levels - one for managers, the other for non-managers.

Costs

£500 + vat Instructor costs - includes pre and post administration, managing certification, issuing of training packs, liaison with employer and delegates on specific needs. Training packs are additional to this:

E-training packs, includes e-manual, digital I-Act certificate, access to the online resources and digital toolkit for three years **£27.50 each**
Hard copy training packs includes all of the above, + printed manual, certificate, pin badge, pen and reference card **£39 per pack** including p+p within UK.

Misc workshops

- Building mind resilience when you don't have time - easy and adaptable tools to calm and clarify your mind before overwhelm hits
- Simple nutrition awareness - how to get the best nutrition without costly foods
- Personal finance tips - everyday insight into using credit cards effectively, how to save without trying, looking through different financial lenses, money and neurodivergence
- Communication - types, methods, structure, difficult conversations, extreme listening, power of you over I statements
- What is Emotional Intelligence and how to master it
- Identify, analyse and manage personal conflict styles in different environments
- How to implement training received in the workplace (MHFA or I-Act)

Delivered virtually, worksheet/pdf work book for onward learning

Can be delivered individually or as a combination series. Each workshop is 1 hour.


Costs: £200 +vat per workshop for max 18 people

CONTACT

For a no obligation discussion on bespoke solutions for your business:

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