Workplace wellbeing

'If you do not make time for your wellness, you will be forced to make time for your illness'

ABSTRACT

Our solutions go beyond basic mental health training, offering comprehensive programs to support employees and integrate mental health into the organisation's core values.

Mike Lawrence

Workplace Wellbeing

MIKE LAWRENCE
HEATLH & WELLBEING CONSULTANT

Workplace Wellbeing

Our products and services prioritise employees' mental health and well-being in a hybrid workplace. Our solutions go beyond basic mental health training, offering comprehensive programs to support employees and integrate mental health into the organisation's core values.

We offer **Silver**, **Gold**, **Platinum**, and **Bespoke** training, awareness, and support programs to transform a company's approach to managing their team's mental health. Our solutions provide high engagement and ensure that mental health remains a top priority for the organisation.

Our services are designed to help managers, team leaders, and staff understand the challenges of the hybrid work environment and develop the skills necessary to support their employees' mental health and wellbeing. Whether your organisation is just starting to prioritise mental health or looking to enhance your existing efforts, our services can help you achieve your goals.

Silver - Mental Health First Aider Support 6-month minimum retainer (£395 per Month)

One day each month, 3 hours, on-site or virtual support (1-2-1, group or mixture of the two options, the maximum number 1-2-1 - 6 sessions); telephone support is optional.

Our Mental Health First Aider Support program is designed to support employees who have completed the internationally recognised and accredited two-day Mental Health First Aid England course. With a minimum retainer of 6 months at £495 per month, employees can take advantage of a one-day, three-hour monthly session. This can be a combination of one-to-one and group support, with a maximum of six one-to-one sessions, and can be conducted on-site or virtually. In addition, telephone support is available as an option. Our support program is a safe and confidential space for trained mental health first-aiders to discuss scenarios, reflect on their experiences, and receive feedback to maintain their own mental health and wellbeing.

Gold Health and Wellbeing Workshops - Onsite or Remote. 6-month commitment starting at £695 per month.

Our 90-minute workshop and 3x 45-minute employee one-on-ones are designed to equip your personnel with the tools to enhance their health and wellbeing. Whether delivered onsite or remotely, you will learn strategies to boost individual and group motivation, improve performance, and promote a positive work environment.

Discover what motivates your employees and how to implement essential management techniques to improve performance. Get insights and knowledge to help your personnel lead a healthier and happier life, both in and out of the office. Sign up now for our 6-month commitment and start your journey towards a more productive and engaged team.

Elevate Your Workplace Wellbeing: The Platinum Health & Wellbeing Consultancy Package

6-month minimum retainer: £895 per month x 2 days

Mike Lawrence Health & Wellbeing Consultancy offers comprehensive workplace mental health and wellbeing solutions. With the challenges of long work hours, hybrid working, rising costs of living, and general life stresses, employees' physical, psychological, financial, and mental health has become a critical concern for companies. That's why having a strategy is vital.

Mike will provide the support needed for senior management, who may not have expertise in this area, to create a wellbeing strategy, freeing up business leaders to focus on their core competencies. Mike will work closely with you to design and implement a tailored wellbeing strategy that aligns with your organisation's culture and meets the unique needs of your team.

By partnering with Mike Lawrence Health & Wellbeing Consultancy, you can develop and implement a strategy that improves employee mental health and wellbeing. We will help you create a positive organisational culture, fostering a healthy work environment for both employees and employers.

The following are some of the benefits you can expect from Mike Lawrence's health and wellbeing consultancy:

Increased motivation and productivity: Ongoing support will help staff overcome personal or work-related difficulties, resulting in improved productivity. A well-communicated financial wellbeing strategy can help alleviate the one in four workers who underperform due to money worries.

Higher staff retention: Employees who feel supported are more likely to stay with your organisation, reducing recruitment and training costs.

Reduced sickness absence: Employees will take fewer days off due to health issues by addressing mental and physical health concerns.

Stronger employee community: Addressing presenteeism, where employees come to work while not being in the best health, will reduce underperformance and mistakes. Research shows that presenteeism costs one and a half times more than absenteeism.

Cost savings: Mental health issues cost UK employers nearly £35 billion, but investing as little as 80p on health promotion strategies can save up to £4 on absenteeism, presenteeism, and temporary staff costs, equivalent to £1,300 per employee.

Improved job satisfaction: Employees who feel appreciated will have greater job satisfaction. A workplace survey showed that 80% of employees would feel more positive toward their employer with better wellbeing benefits, with 1 in 10 saying that something as simple as fresh fruit would improve job satisfaction.

Enhanced reputation: Companies that treat their staff well have a competitive edge and attract talent, while those that don't may put off applicants and customers.

Reduced presenteeism: Health and wellbeing activities will strengthen connections among colleagues and across departments, leading to improved social health and shared knowledge and experiences.

Bespoke Training Solutions

Customised Approach to Mental Health and Well-being Challenges
Our bespoke training solutions are tailored to your company's unique needs. Our team will work with you to understand your business and the mental health and well-being challenges you face and develop a strategy that fits your culture, organisation, and content requirements.

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A Guide to Mental Health & Wellbeing

The Importance of Mental Health in the Workplace

1 in 6 people in England report experiencing symptoms of common mental health problems, such as anxiety and depression, in any given week. 45% of employees prefer to discuss mental health challenges with an external party. However, many employers and managers lack understanding of the topic, leading to worsened mental health, long-term absence, and loss of revenue.

Our Workshops

Our bespoke workshops range from 90-minute sessions to selected programs delivered periodically throughout the year. The learning experience is a blend of group activities, presentations, and discussions, designed to engage, educate, and promote good mental health awareness among employees.

Our Support

We are here for you from start to finish. At Mike Lawrence Health & Wellbeing Consultancy, we provide support beyond just delivering training and leaving.

Pricing

As our training solutions are bespoke, the pricing will be provided after we have worked out the ideal solution for your business. Our team will collaborate with you to develop a strategy that fits your needs and budget. Contact us to learn more about how we can support your company's mental health and well-being goals.

The importance of sleep for our mental health

Say goodbye to relying on caffeine and join us to prioritise your sleep and boost your mental health. There is clear evidence that sleep deprivation harms emotion and performance. Over 7.5 million people (14 per cent) sleep for less than five hours a night in the UK., which medical professionals see as a dangerously low level and a threat to mental and physical health.

With the pressures of family life, work commitments and the rising worry and uncertainty due to the cost of living crisis, many people don't get the recommended seven or eight hours of sleep each night. Instead, relying on regular cups of coffee to get us through the day has become the norm. In this workshop, we will teach you techniques for identifying the risk factors associated with a lack of sleep, the signs and symptoms of someone who's sleep-

deprived and simple strategies that you can use immediately or help people within your team.

Managing stress, depression and anxiety

This workshop has been created to assist employees in their quest for improved wellbeing and resilience. The workshop aims to provide attendees with practical techniques and tools to manage the stress, depression, and anxiety that can arise daily and at work.

During the workshop, participants will be given an in-depth look at these conditions, including triggers and maintaining behaviours, causes of workplace stress symptoms, and effective coping mechanisms. The attendees will also be taught the importance of self-care and self-management.

The focus will be on the root causes of workplace stress symptoms and demonstrating how mindfulness, breathing exercises, and guided meditation can be used to improve self-care and manage stress and anxiety. The workshop will allow participants to learn how to use these techniques to manage their own stress and improve their overall health and wellbeing.

The workshop's outcome will be to provide attendees with the skills, knowledge, and tools to improve their overall wellbeing, reduce stress, and manage anxiety and depression healthily and effectively. Participants will leave the workshop feeling empowered and equipped with practical techniques to support their health and wellbeing in their daily lives and work.

Diversity and Inclusion Awareness

Join Mike for a workplace workshop on diversity and inclusion led by a speaker with a wealth of personal experience in multicultural environments. This workshop will provide valuable insights into how companies can improve employment, recruitment, and working relationships with their staff.

Mike will draw from his own lived experiences to illustrate the importance of diversity and inclusion and offer practical strategies for promoting a more inclusive work environment. Through discussions on unconscious bias, cultural awareness, and debunking stereotypes, participants will understand how to create a workplace where everyone feels valued and respected. This workshop is an excellent opportunity to learn from someone with a wealth of experience and become a champion for diversity and inclusion in your organisation.

Mental health awareness for employees and managers

Join us for a valuable and insightful workshop on mental health awareness for employees and managers in the modern hybrid workplace. Led by an expert in the field with over 20 years of senior management experience in both the public and private sectors, Mike brings a wealth of knowledge from his university education and practical tips and insights gained through his work as a manager.

The hybrid workplace, with its increased remote working and the challenges of managing people, has only heightened the importance of mental health and well-being. In this workshop, Mike will share his experience and draw on proven methods learned from successful managers before him to provide valuable tips and insights on addressing these challenges.

We will explore the common mental health challenges faced in the hybrid workplace and provide practical tips on developing a personalised action plan for one's own mental well-being. Participants will also learn how to spot the signs of poor mental health in themselves and their colleagues and how to provide support.

By taking a collaborative approach, we can break down the stigma associated with mental health and create a culture where mental well-being is a priority. With Mike being an accredited Instructor Member approved by MHFA England to deliver Mental Health First Aid courses, you can be confident in the quality and accuracy of the information presented.

So, let's take a step forward in building a supportive work environment where mental health and well-being are integrated into the mission and vision of the business. This workshop will empower employees and managers to raise awareness, provide support, and create positive change for themselves and those around them. Join us for an invaluable learning experience and take the first step in improving the mental well-being of your hybrid workplace.

Managing Change in Today's Dynamic Environment

Change is an inevitable part of life and is happening rapidly, especially in the modern workplace. As human beings, we are creatures of habit and tend to resist change, but it is essential for personal and professional growth. In today's dynamic work environment, with the rise of hybrid and remote working, it is crucial for companies to support employees in navigating change effectively.

In this workshop, attendees will delve into the paradox of change and stability, exploring both the challenges and benefits of embracing change. With over 20 years of experience as a senior manager in the public and private sectors, Mike will bring valuable insights and knowledge from his experience and university education to help participants understand their attitudes towards change and identify potential barriers.

Mike will also cover the critical communication channels necessary to support change and share the four essential ingredients to develop a pivot mindset. The workshop aims to help attendees build resilience and adapt to change in their personal and professional lives. It will provide them with practical tips and techniques to embrace change and grow personally and professionally.

Financial Wellbeing: Building Resilience in Times of Financial Strain

This workshop offers a unique opportunity for employees to take control of their financial worries with compassionate, practical guidance. With the future of financial strain looking uncertain, employers are responsible for providing financial education to their employees, reducing the negative impact on work.

Money worries can significantly impact employee performance and well-being, leading to increased absenteeism and presenteeism, reduced productivity, and a rise in mental health issues. With slow wage growth and increasing housing costs, working households are more likely to struggle with poverty.

This workshop is designed to provide employees with practical tools to manage their finances, take action if they are facing debt or financial difficulties, and access additional financial support. With an emphasis on building financial resilience, this workshop offers a valuable resource for employees seeking to understand their financial circumstances.

Navigating Hybrid and Remote Teams: Best Practices for Effective Management

As the hybrid and remote work model becomes increasingly prevalent in organisations, it's crucial for managers to have the right skills and strategies to lead their teams effectively. With over 20 years of experience as a senior manager in both the public and private sectors, Mike has a wealth of knowledge and expertise in managing remote teams and navigating the unique challenges of hybrid work arrangements.

In this workshop, participants will learn about the importance of building a routine and creating a dedicated workspace, the effective communication and collaboration strategies for remote teams, the methods for maintaining motivation and productivity while working from home, and the best practices for recognising the signs of poor mental health in remote workers.

Mike will also share his experiences managing remote teams and highlight the importance of regular check-ins, social gatherings, and one-on-one conversations to foster a positive and connected team environment. Whether you are a seasoned manager or just starting to lead remote teams, this workshop is designed to help you develop the skills you need to succeed in the new era of work.

Breaking the Stigma: Understanding Suicide Awareness

Suicide is a sensitive and often misunderstood issue affecting individuals and communities worldwide. Despite being decriminalised in England and Wales over 60 years ago, the stigma surrounding suicide continues to persist. This workshop aims to educate employees on the importance of breaking down these stigmas, identifying early warning signs, and providing actionable steps for supporting individuals who may be experiencing suicidal thoughts.

Mike, an accredited Instructor Member approved by MHFA England to deliver Mental Health First Aid courses, will lead the workshop. Participants will learn about useful and unuseful language, the role of stigma in perpetuating negative attitudes towards suicide, and the signs and symptoms of poor mental health related to suicide. Mike will also provide information on the risk factors associated with suicide and signpost employees to where they can receive appropriate help.

It's essential for employers and employees to understand the impact that suicide can have on individuals, families, and communities. By participating in this workshop, attendees will gain a better understanding of the issue and how they can play a role in reducing the stigma surrounding suicide and supporting those in need.

Thriving Through Uncertainty: Navigating the Challenges of Today's Workplace

The Covid-19 pandemic has completely disrupted our understanding of what is "normal", causing numerous uncertainties in our professional and personal lives. From hybrid working arrangements to rising costs of living and the threat of higher inflation, uncertainty has become an unavoidable reality.

At the same time, uncertainty can significantly impact our mental health and job performance, with studies linking workplace restructuring to declining mental health and increased stress and anxiety levels. It is imperative that we build resilience and emotional intelligence, allowing us to navigate these challenges and perform at our best.

At Mike Lawrence Health & Wellbeing Consultancy, we offer bespoke workshops to increase emotional resilience, boost confidence and motivation, and raise awareness of mental health issues. Our workshops are designed to help individuals and teams thrive in the face of uncertainty, no matter the challenges they may face. In addition to these workshops, we also offer 1-on-1 confidential coaching sessions for employees looking for personalised support and guidance.

Join us at Mike Lawrence Health & Wellbeing Consultancy to learn the essential skills for managing uncertainty and thriving in today's rapidly changing world of work.

Boosting Self-Confidence with Mike Lawrence

The journey to building self-confidence starts with taking a deep dive into our limiting beliefs, emotions, and behaviours. With the right tools and techniques, anyone can achieve a greater sense of self-assuredness and well-being.

In our workshop "Building Self-Confidence," we work with participants to help them understand their personality types, define self-confidence, and learn how to overcome self-doubt, limiting beliefs, and a lack of confidence in themselves and others. Through engaging in discussions and hands-on activities, we examine the barriers that prevent us from improving our self-esteem and explore various processes and tools that can be adopted and practised to boost self-confidence.

Moreover, Mike Lawrence, co-author of the book "Confidence: How to Have It and Keep It," brings a wealth of experience and knowledge to the workshop, helping participants gain a deeper understanding of what confidence is and how it can be developed. By the end of the workshop, participants will leave feeling empowered and equipped with the necessary skills to start building and maintaining their confidence.

Introduction to mindfulness

Mindfulness is a powerful tool that has been shown to improve mental and emotional wellbeing, increase focus, and reduce stress and anxiety. Despite its many benefits, mindfulness is often seen as an intangible concept, and many people need help to incorporate it into their daily lives.

This introductory workshop provides insight into the concept of mindfulness. It introduces practical techniques to get started in more mindful practices that can be used at work and at home.

Mike uses visualisation and imagery (sometimes referred to as guided imagery) techniques to offer another avenue for stress, depression and anxiety reduction. These techniques systematically create a detailed mental image of an attractive and peaceful setting or environment.

This workshop introduces individuals to mindfulness practice, explores its benefits, and provides practical guidance on incorporating it into daily life. We will look at mindfulness exercises, breathing techniques, and other practical strategies that can be used to cultivate a more mindful approach to life and work, leading to improved mental and emotional wellbeing.

After quieting body and mind, individuals feel full of energy and exceedingly relaxed, refreshed and ready to face the challenges that await them.

Conclusion

We hope this overview has helped you better understand our workshops and how they can help you and your organisation. Our programs are designed to provide practical guidance, valuable insights, and personalised support to help you and your team thrive in the face of challenges. Contact us today to learn more about how we can help you achieve your goals.