



THE RESILIENCE TEMPLATE

Workplace Wellbeing & Resilience Training

CREATED AND
DELIVERED BY

Carol Hickson



The Resilience Template Workplace Training takes the guesswork out of what you think you 'should' be doing for your staff. It is an evidence-based programme designed to support wellbeing and resilience. Together we will build a cohesive, effective wellbeing and resilience resource for all staff.

1 BUILD THE STRATEGY

Let me advise and guide you through the process, as we build a wellbeing and resilience strategy that reflects your company values and ethos, resulting in a calmer, more productive, and more respectful workplace.

2 IMPLEMENT THE STRATEGY



We will implement the strategy roadmap, addressing pain points in priority order, and ensuring that support is significant, actionable, and sustainable for all employees.

3 TRAINING & DROP-INS



In addition to whole team training, as a qualified mental health professional, I also provide confidential, individual stress MOT sessions for each employee. Where more support is required I will work with the individual in tailored therapy sessions designed to support them and provide resolution as quickly and effectively as possible.

**"It is estimated that 1 in 4 people in the workplace are
"experiencing stress and anxiety."
NHS & MIND**

**Even if they have not discussed it with you directly, a high proportion
of your colleagues may currently be struggling.**

Employees are the lifeblood of business and keeping individuals healthy at work is fundamental to the health of the business.

"55% of workforce absenteeism is stress related."

UK Health and Safety Executive

There are three levels of training available:

LEVEL ONE TRAINING

Whole team training. In these group sessions, we identify stress and the consequences of ignoring it. We learn how to recognise stress in ourselves, in others, and we consider its impact on our physical and mental wellbeing.

During this group session, I share evidence-based tools to equip your workforce with the essentials to manage stress and build resilience.

LEVEL TWO TRAINING

A combination of both team training and one-to-one stress assessments.

Along with the group session as outlined above, Level 2 training also includes one-to-one MOT sessions for each member of staff. Sessions are confidential and I will work with each employee to evaluate their stress and anxiety levels. I will provide individual advice and compile a confidential report based on common team issues.

LEVEL THREE TRAINING

Includes Level 2 training and one-to-one therapy sessions for individual members of staff, where appropriate.

As a mental health professional, I will identify issues and provide safe, confidential, insured treatment, on-site or off, as required.

"I recommend other companies consider this for their employees, I believe you will see a benefit personally and for any business. I am looking forward to the next phase of working with Carol."

DH

HUSCO international Ltd



**"Carol's training has transformed the workplace. At last, there is somebody who understands."
JB
Manufacturing**

BENEFITS

The benefits to companies who provide professional wellbeing and mental health support are clear. A healthier workplace culture leads to:

- **Less absenteeism** - the workplace will no longer be the place your staff 'can't face' when their personal/work life becomes difficult.
- **Greater productivity** - it's a fact that staff who are mentally resilient and healthy get more done.
- **Presenteeism reduces** - the effect of stress on the brain can induce 'brain fog', also known as presenteeism, impacting focus, efficiency, and quality of work. Staff will come to work more focused and able to concentrate.
- **Better staff retention** - reduce the significant costs of recruiting and training new staff. Staff will choose to stay in the company and only move on for the 'right' reasons, and not because they feel unsupported at work.
- **Happier staff** - in a supportive environment staff will have more motivation.

"With professional mental health intervention productivity can increase by up to 12%"

UK Health and Safety Executive

Contact me to discuss how best I can support you and your business:

Tel: 07899806494

Email: carol@carolhickson.co.uk

www.carolhickson.co.uk



"The session was great. Some mental health/wellbeing presentations are 'preachy' or 'fluffy', but Carol was none of those! It was very interesting, informative & quite fascinating to learn how people tick. I certainly recommend her, & look forward to having her back."

Macclesfield Academy



SPOTTING STRESS

- Frequent staff absence
- Changes in appearance and temperament
- Reduction in productivity
- Simple mistakes and errors occurring
- Emotional outbursts
- Low motivation and morale
- No diagnosed medical reason but symptoms like headaches, back pain, and heart palpitations
- Reduction in focus and concentration
- Deterioration in working relationships
- Full personal breakdown

Ask me about my additional training courses:

Menopause Matters

8-week Mindfulness Course

Management & Leadership -
Understanding Communication

Emotional Intelligence for Managers

Mental Health First Aider (MHFA) training





**Mental Health
First Aider**
MHFA Wales

Many businesses understand the positive impact that having fully trained Mental Health First Aiders has in the workplace. In addition, to my workplace training and one-to-one therapy sessions I also, train Mental Health First Aiders in Wales and England.

What is Mental Health First Aider Training?

- Mental Health First Aid (MHFA) is a training course which teaches people how to identify, understand and help someone who may be experiencing a mental health issue.
- MHFA won't teach you to be a therapist, but it will teach you to listen, reassure and respond, even in a crisis - and even potentially stop a crisis from happening.
- You'll learn to recognise warning signs of mental ill health, and develop the skills and confidence to approach and support someone while keeping yourself safe.
- You'll also learn how to empower someone to access the support they might need for recovery or successful management of symptoms. This could include self-help books or websites, accessing therapy services through their GP, their school or place of work, online self-referral, support groups, and more.
- What's more, you'll gain an understanding of how to support positive wellbeing and tackle stigma in the world around you.

Please get in touch if you are interested in learning more about MHFA training and how I can help.

carol@carolhickson.co.uk

07899806494

The
RESILIENCE
TEMPLATE

7 Steps to Improve Your Mental Health



CAROL HICKSON

"Carol's book ...is a remarkable work. Clear, concise, intelligent, and well written, it's a road map for people suffering from stress or anxiety, but it's also a thoughtful and useful insight into human psychology..."

MH

Amazon Review

call: 07899806494

email: carol@carolhickson.co.uk

www.carolhickson.co.uk