



STEP-INSIDE

**Mental Fitness, Wellbeing & Leadership
with
Charlotte Wiseman**

STEP-INSIDE WITH CHARLOTTE WISEMAN

At Step-Inside we understand that a business which has flexible, strong and resilient people will be more productive and profitable. We work with organisations to build “fitter” workplaces, mentally and physically, so you can attract and retain the best talent, perform at your best and sustain it for the long-term.

Since 2010 Charlotte has been working to bring mindfulness and positive psychology to businesses around the world. She brings together her pioneering research in the field of mental fitness with her personal experience to deliver an evidence-based approach to workplace wellbeing and leadership, enhancing engagement, reducing burnout and improving staff retention.

Our programmes draw on over 20 years of research to give you outcome-focused initiatives tailored to meet the needs of your team and KPIs of your business. Such wellbeing initiatives offer an average of 6:1 return on investment by reducing staff turnover and sickness, increasing productivity and optimizing engagement.

Bringing pride, excitement and meaning back into the workplace, we transform organisations from an environment where people feel they “have to” to a place where they “want to”.

WORKING TOGETHER

As a researcher and consultant Charlotte combines a scientific knowledge and an experiential understanding to build a **culture of resilience, growth and wellbeing**. As a leading mind in the field, she works with organisations such as Accenture, TSB and City of London Corporation to **curate, build and deliver** effective wellness programmes. Drawing on international experience and personal values, her focus is on optimising the impact of every initiative **to enable sustainable change**.

There are three key components in this process

- 1) SUSTAINABLE LEADERSHIP TRAINING:** Giving your leaders the tools to optimise their performance, support their teams more effectively & sustain it
- 2) TEAM WELLBEING & MENTAL FITNESS:** From mental health training to wellbeing workshops, we help you to build a positive, inclusive & resilient workplace
- 3) CONSULTANCY:** Working together we aim to embed wellbeing into daily practices, processes and culture to deliver long-term results

A workplace where employees are positive, adaptable and fulfilled will be more productive and profitable, attracting and retaining the best talent, enabling **employees to flourish and the business to thrive**. The pages that follow outline how we can work together in these three areas to start realising this potential.



AREAS OF EXPERTISE:

(1) LEADERSHIP

When 96% of leaders feel some degree of burnout and 60% of people leave their jobs as a result of ineffective management, it is essential that your team are empowered to look after their own wellbeing and support the needs of their teams.

Our unique three step process, **Awareness**, **Growth** and **Integration**, supports leaders to embed mental fitness into everyday interactions. This enables them to **optimise their potential** and to **motivate their teams in a sustainable way**.

Directors and managers are the cultural architects of the workplace – catalysts that **inspire innovation**, **build resilience** and **drive performance**. For positive long-term change we empower your leaders to be **Fit to Lead**.



SOURCE: Gallup 2017

LEADERSHIP TRAINING WILL

- Enhance self-awareness to promote clarity of thought, conscious decision-making and wellbeing
- Improve communication skills to foster positive, open workplace relationships while maintaining boundaries
- Give your leaders the tools to promote engagement, boost resilience and enhance workplace satisfaction

FOR YOUR COMPANY THIS WILL

- Decrease risk of stress, anxiety, depression in leaders and their teams
- Reduce staff turnover and build a more supportive, collaborative community
- Promote resilience and empower your leaders to take charge of their personal and business wellbeing
- Integrate wellbeing into everyday life for sustainable performance and improved staff retention



AREAS OF EXPERTISE:

(2) MENTAL FITNESS

Mental ill-health is the leading cause of sickness absence from work costing UK employers an average of £1300 per employee.

To reduce **absenteeism**, **presenteeism** and **unnecessary staff turnover** as a result of low mental wellbeing we need to more than just raise awareness.

From accredited **mental health first aid** training to weekly **mental fitness classes**, we offer a **proactive** and **supportive** approach to mental fitness aiming to stop illness arising and enabling early intervention when they do.

This promotes quicker recovery for the individual, limits the impact of ill-health on business and **enables employees to be the best they can be.**



SOURCE: MHFA England; Mental Healthy Foundation

MENTAL FITNESS TRAINING WILL

- De-mystify mental health and remove stigma in the workplace
- Teach team members the practical skills to identify triggers, signs and symptoms of mental ill-health
- Give your leaders the confidence to talk about mental health and support their teams more effectively

FOR YOUR COMPANY THIS WILL

- Build a more open, inclusive and resilient workplace culture
- Reduce absenteeism, presenteeism and long-term absence from work
- Support more sustainable performance and productivity across the workforce
- Prevent unnecessary staff turnover and promote the integrity in your business



AREAS OF EXPERTISE:

(3) CONSULTANCY

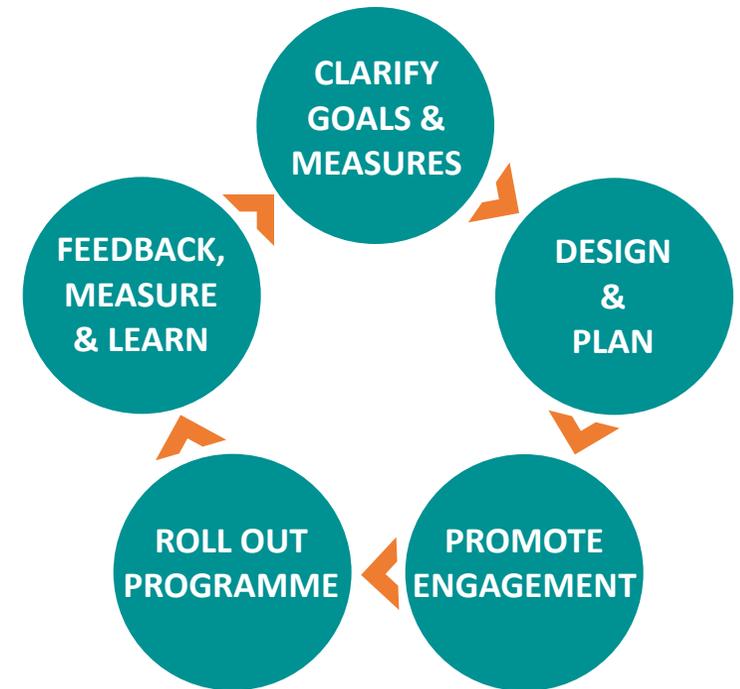
We bring together **scientific research** and **practical experience** to align your wellbeing strategy with your business strategy so they support and fuel each other.

We can work with you on all aspects of your employee and wellbeing strategy from clarifying goals and measures through to delivery of training and workshops, implementation of new people management approaches, and one-to-one executive and employee coaching.

This can include

1. Working with you to **define goals and measurable outcomes**
2. **Data collection** and analysis
3. Programme **design and development** to deliver high impact interventions
4. **Implementation** of initiatives, trainings and online support services
5. Guidance on workplace **wellbeing policy, on-boarding** and internal processes
6. On-going assessment and refinement of plans to **optimise outcomes**

Meeting **your employees' needs**, your business **KPI's** and giving you the flexibility to adapt to unforeseen change enables the positive outcomes of every investment to be felt across all of your business. Together we can **build a stronger community** and **drive long-term change in a responsible, sustainable and ethical way**.



“We are proud to work with Charlotte and have developed a comprehensive plan for the future. The support she has been able to provide us in developing this has been outstanding.”

Carolyn Gillespie, Head of Learning and Development UK & Europe, Soho House & Co



WHY STEP-INSIDE

- **Our cross-cultural expertise** support your teams to **collaborate across boundaries** and **build a more inclusive global community**
- **Workshops, talks & webinars** are the core of what we do. Research consistently shows that social connections at work are the **key driver for performance** and **engagement**
- **Science-led** initiatives and practical support give you **assurance** that you can build a more resilient team with **integrity** and **sustain results**
- Training structures focus on supporting **participants to take ownership** of their wellbeing & performance. As a result, they can enjoy better **health, performance & job satisfaction**
- Our process takes learning beyond the limits of formal training so that **employees feel empowered to embrace challenge** and see every day as an opportunity to grow

KEY OUTCOMES

- Optimise ROI on all your wellbeing and L & D trainings
- Enhance resilience throughout your community
- Increase productivity, performance and staff loyalty
- Attract the best talent and enhance organisational reputation
- Reduce burnout, absenteeism and presenteeism
- Build a more sustainable culture where everyone can realise their potential

“Wellbeing goes far beyond the body. It is our motivation, our mental strength, our ability to engage with the world and navigate life with ease.”



WHAT OUR COMMUNITY SAY

“ Charlotte was absolutely fantastic delivering the session both to those in the room and on the call. We are really excited for the next steps of this series. ”
Accenture

“ Charlotte's personal experiences give her a deep understanding of the issues and a unique ability to connect with her clients. She has a wonderfully kind manner and it's clear that she genuinely cares about the impact of her work. I've certainly benefited from working together! ”

“ This session exceeded my expectations, Charlotte really knows her stuff when it comes to pressures at work, and I left with practical tools to help access my strengths especially when under pressure. ”



“ Walking away from Charlotte's training, people felt more confident in dealing with or addressing sensitive situations and their knowledge had improved massively. Charlotte's help, advice and trainings so far with Soho House & Co have been terrific. ”
Soho House & Co

“ It is one of the best courses we have been able to offer our team members. Myself and my team have received nothing and within a few days of the courses most people had been able to put into practise the skills they had learnt during one of the courses. ”

“ Charlotte has the capacity to deliver relevant and incisive workshops and programmes that both invigorate and inform. She is always on top of her brief, delivers on time, exceeds expectations and engages on a very human level. ”

CHARLOTTE WISEMAN

Charlotte Wiseman is a positive organisational psychology consultant and trainer known for her pioneering work in the field of mental fitness.

Building upon a scientific foundation, she combines her pioneering research with her personal experience to embed wellbeing into the culture of organisations – enhancing engagement, reducing burnout and improving staff retention.

It was her own journey overcoming chronic stress, anxiety and depression that first led her to explore mindfulness and positive psychology in 2009. The changes she experienced were so inspiring that she left her long standing career in the fashion industry to pursue an MSc in Applied Positive Psychology and Coaching Psychology and Mental Health First Aid Trainer qualifications.

A member of the British Psychological Society and International Positive Psychology Association, she has been featured in the Journal of Public Mental Health and is leading the way for bringing the parity of esteem into the workplace.

For further details please contact

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