

# Strategic Approaches to Wellbeing and Resilience Programme

- CMI Level 7



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022



# Strategic Approaches to Wellbeing and Resilience Programme

- CMI Level 7

## Duration

Three teaching days

## Validating Body

CMI

## Overview

A positive, high performing, and engaged workforce is the bedrock of any successful organisation. The modern leader must support wellbeing across the organisation (and within themselves) in order to find sustainable performance. This approach has come into particular focus with the pace of technological and socio-economic change, and the challenges organisations and individuals often face in order to adapt.

In response to these challenges, we have developed this pioneering, post-graduate accredited wellbeing programme. We aim to help senior leaders look beyond the tactical provision of things like mental health first aid, into a holistic and fully strategic approach to wellbeing across the organisation. We will combine psychological theory with practical approaches to enhance individual, team and organisational resilience so that we are able to perform in the face of challenge. By addressing systemic stressors and providing the mechanisms which help us to adapt to change more effectively, we can develop and maintain healthier cultures which are collaborative, high-performing and sustainable.

## Who is this course for

This programme has been designed for Managers, Directors and senior stakeholders.

This course is for you if you want to...

- Develop practitioner skills in coaching to support colleagues during change, or when encountering workplace stress.
- Gain a comprehensive, evidence-based understanding of the impact of stress on people at physiological, psychological, and behavioural levels.
- Examine different organisational strategies to better understand the causes of stress at work and improve wellbeing.
- Apply cultural analysis tools to evaluate one's own culture in regards to being a supportive and psychologically safe workplace.
- Develop an evidence based strategic plan to enhance wellbeing at the cultural and policy level

## Learning Outcomes

On completion of this programme, delegates will:

- Be able to diagnose opportunities for personal and professional development using metaphor
- Explain how stress impacts on our physiology, emotions, thinking and behaviours
- Understand how to manage stress. Be able to put together effective vision/purpose (self and organisation)
- Explain psychological interrelationship between mindset, skillset, behaviours and effects
- Understand approaches to developing and implementing effective organisational values
- Understand and apply principles of implementing values within an organisational context
- Recognise various symptoms of conflicts, and approaches to regulate those conflicts
- Explain how resiliency can be developed on an individual, team and organisational level
- Be able to clearly position the role of coaching and mentoring in developing individuals, teams and organisations
- To be able to propose a strategy to promote Mental Health and Wellbeing on an organisational context
- To critically appraise approaches for implementing and sustaining a culture of Mental Health and Wellbeing

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Qualification

### **CMI Level 7 Award in Strategic Approaches to Health and Wellbeing**

Following completion of the **Strategic Approaches to Wellbeing and Resilience Programme**, learners can opt to continue their studies by completing a **CMI Level 7 Award in Strategic Approaches to Health and Wellbeing**. This qualification is designed for senior leaders who wish to understand the impact of mental health and wellbeing on organisational performance.

Learners are required to complete one 3,500-4,000 word written assignment. Units to be completed include:

- 716: Strategic Approaches to Mental Health and Wellbeing

#### **Benefits of completing the qualification include:**

##### **For learners:**

- Enables learners to understand the impact of mental health and wellbeing on organisational performance.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited qualification and certificate on completion.

##### **For organisations:**

- Provides an opportunity to propose a series of recommendations to create and sustain a positive culture of mental health and wellbeing within an organisational context.
- Optimises an organisation's ability to implement strategies for mental health and wellbeing with the aim of improving productivity, capability, reputation and quality of outcomes.

#### **Learners also receive:**

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

## Agenda

### **Session One: Managing the Impact of Stress**

Key themes include:

- How stress impacts on our physiology, emotions, thinking and behaviours.
- Identifying and managing stress.
- Diagnosing opportunities for personal and professional development.
- Psychological interrelationship between mindset, skillset, behaviours and effects.
- Developing and implementing effective values and vision.

### **Session Two: The Challenge of Leading Change**

Key themes include:

- The role of personality and how conflict can be created and resolved.
- Principles of compassionate leadership.
- Models for change and how change relates to resilience.
- Developing personal and organisational resiliency.
- Grow Model coaching as a solution to support personal and professional growth.

### **Session Three: The Wellbeing Strategy**

Key themes include:

- Distributed leadership – the principles.
- Models of culture and its impact on mental health and wellbeing.
- Techniques for monitoring strategic implementation.
- Produce a draft plan to implement improvements to mental health and wellbeing in the workplace.

## Tutors

### **Susan Griffiths**

Susan worked for a large UK bank for over 22 years in a variety of roles (customer facing and in back-office support functions). She has focused on improving the customer journey, stripping out waste from end-to-end processes and making large-scale efficiencies that save time, money and lead to better working experiences for staff. She trained and coached management teams within operational centres with skills and tools to deliver workplace improvement sessions.

Susan spent the last 10 years working as a Learning and Development Manager, focusing on identifying learning needs across a large, global business area. As part of this, she would understand their problems and what wasn't working and design and build workable learning journeys, making them engaging, simple and accessible. A big part of her role was strategic workforce planning, building capabilities to meet the demands of the business in the future.

She is qualified with a Level 5 CIPD Diploma in Management of Learning and Development, is a Neuro Linguistic Programming (NLP) Practitioner and is currently studying for her master certificate to be a breakthrough coach. She has also completed her CMI Level 7 training in coaching and mentoring.

Coaching is a big part of her service offering as she loves to help people grow and champion potential in others, especially those who are stuck in limiting thought patterns. Her motto is "We can achieve anything, it's our thoughts that often get in the way and stop us from trying."

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### **Caroline Bainbridge**

Caroline is a qualified and experienced psychoanalytic consultant. She takes a distinctive approach to her consulting work with groups and organisations, paying special attention to what lies beneath the surface of everyday experience at work. The emotional dynamics of work impact on teams in ways that often go unnoticed. Caroline is an expert in working sensitively to create new understanding for teams, helping to improve work relationships and to bolster productivity. She is also able to advise on change management and business development.

Caroline trained at the Tavistock and Portman NHS Trust between 2012-2014, gaining her MA Consultancy and the Organisation: Psychoanalytic Approaches. She has provided consultancy services to diverse clients including a major news magazine, a charity focused on homelessness and addiction, a theatre group, a university, a psychoanalytic governing body, and a local grassroots regeneration organisation

Caroline is a registered and experienced Analytic Network Coach, and a registered member of the Eco-Leadership Institute. She brings a careful eye and a sensitive ear to her coaching practice, focusing on your experience to help you to shape strategies, and to thrive while developing skills for the future.

Caroline has a special interest in working with young people, leaders, and aspiring writers, helping them to make strategic choices about issues linked to professional and educational development. She offers coaching packages and bespoke programmes according to your interest and need.

## Tutors

### **James Willerton**

With more than 10 years of business consulting and professional service experience, James has developed a well-rounded and practical perspective on strategic development and human capital development at all levels and cross-industries both nationally and internationally. With a focus on innovation in strategy development, James is a certified 'exceptional trainer'. He has a diverse background in business management, innovation, strategy development, organisational development, recruitment and operations.

During his role in recruitment, James applied advanced psychometric techniques and personally assessed over 1,000 candidates for client's businesses, as well as his own. Combined with coaching, this has given him an advanced experience of dealing with the human psyche and obtaining optimal results for human capital and organisational development.

James has a very approachable manner, with valuable real-world experience as an employer and a senior consultant to a wide-range of industries and organisations.



