

# 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

## Qualification

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

#### **Assessment**

This qualification is designed for individuals wishing to develop professional management and leadership practice, and who will have the knowledge, skills and behaviours to drive business activities in a senior management and leadership role.

Delegates will be required to complete one assignment (between 3500 – 4000 words) that requires taught theory to be applied to the strategic organisational context, with a focus on strategic approaches to wellbeing and resilience:

- Unit 716: Strategic Approaches to Mental Health and Wellbeing

#### **Support**

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

## 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 it's 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](#).

## 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.

## Agenda

### 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

### 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.

## 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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