

Illuminate

Creating phenomenal places to work through practical and lasting wellbeing initiatives

- Wellbeing vision, strategy & culture development
- Wellbeing surveys & data analysis
- Specialist training, leadership development & coaching
- Wellbeing events & workshops
- Absence management & return to work services

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How do illuminate work?



We acknowledge we are all human and vulnerable at times, yet with the right practical support we can all thrive at work – our approach is honest, empathic & open



We recognise that a sticky plaster won't create cultural change – we partner with our clients to offer long-term, tailored solutions that embed positive cultures



We go beyond the theory – our approach provides you with practical, science-led strategies that enhance wellbeing at work

What goes wrong



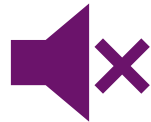
Abandonment

It's an individual's responsibility to cope



Coddling

The organisation caters to every request; performance/absence is overlooked



Toxic positivity

Mindset challenges and negative feelings are denied or seen as counter-productive



Once and done

Occasional, disjointed activities with no clear narrative



Perks and diversions

Offering benefits such as yoga classes or free breakfasts

What to do to get it right



Jointly responsible

We're in this together



Adult-Adult

There's a reasonable dialogue about work-family pressures and an individual's capacity



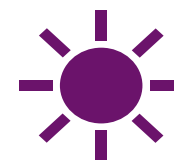
Emotionally agile

Challenges and negative emotions are approached in a mindful, productive way



Little and often

Setting up regular, small scale actions to create a positive climate



Climate of wellbeing

Equipping managers and leaders to build a positive environment



Barriers to overcome



Where do we start?



Key considerations at board level:

- What does wellbeing mean to us and why is it important for the company?
- How does wellbeing fit in with our company vision and values?
- What problems are we trying to fix or prevent?
- What is the data telling us?

1.

Make a
commitment
to wellbeing



- Communicate your commitment to wellbeing, clarifying everyone's responsibilities and recognising this is a journey
- Review your policies & processes
- Upskill leaders/managers in spotting signs and having proactive and helpful conversations
- Use **data** to drive initiatives
- Little and often is best
- Encourage leaders to lead by example

Key take-aways

The importance of data-driven initiatives

- **Existing data** - absence rates & causes, turnover, staff feedback, exit interviews, return to work rates, productivity levels
- **New data** - wellbeing surveys, polls, focus groups, 1:1s
- What is the data telling us? What are the priorities that need action?

2.

Plan and launch your wellbeing strategy



- **Review existing policies and processes**
- **Make use of HSE management standards and stress risk assessments**
- **Consider psychological safety - ISO 45003 guideline**
- **Offer flexibility and opportunity for a healthy work-life balance**

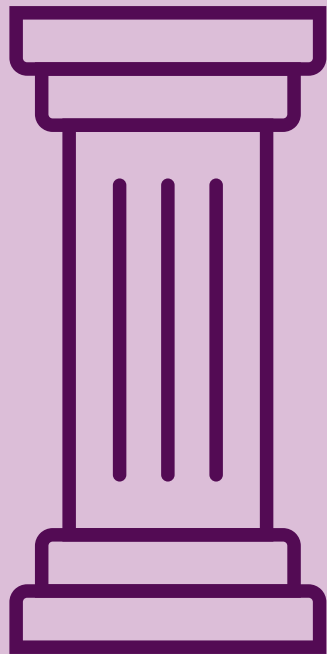
3.

**Provide
good
working
conditions**



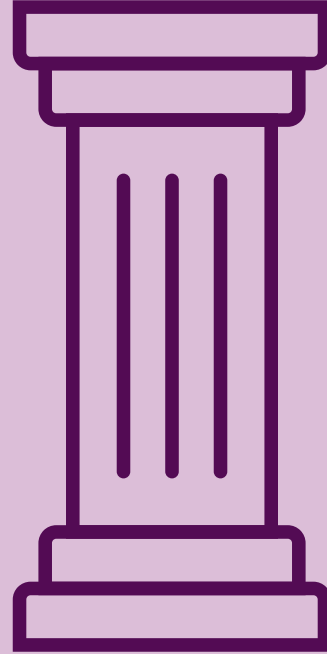
5 Pillars of Wellbeing

PHYSICAL



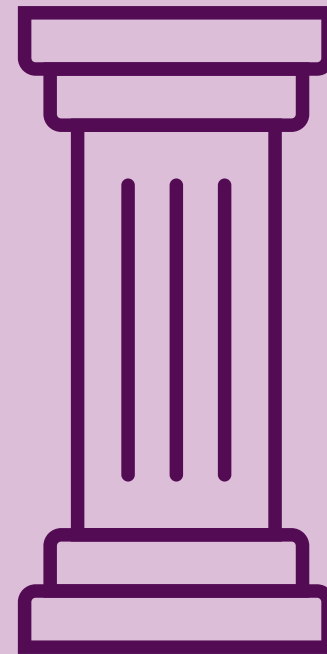
Having access to educational info & the opportunity to engage in healthy habits around eating, activity & sleep.

MENTAL



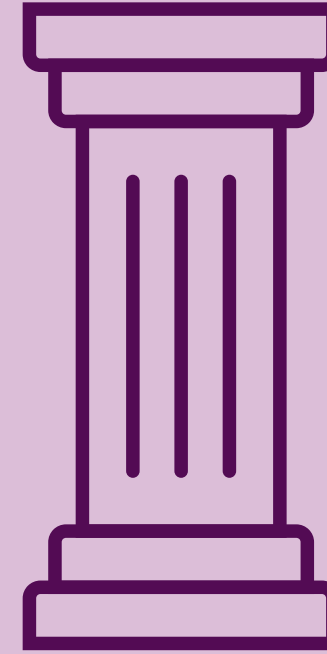
Feeling able to talk about how we feel and access to the specialist knowledge and support to stay well

FINANCIAL



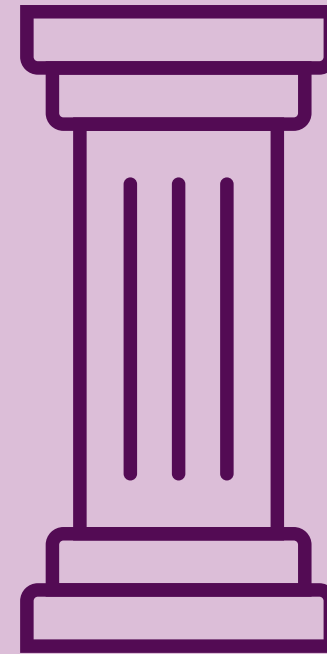
Having access to knowledge, tools and support to manage finances effectively

SOCIAL



Having opportunities for connection, networking & education on safe digital use

ENVIRONMENTAL



Having access to a pleasant, stimulating environment that minimises psychological and physical risks

- Is there a stigma surrounding mental health?
How could this be addressed through training?
- Where are there skills gaps for leaders and managers?
- Would Mental Health First Aiders be beneficial? Do they need refreshers?
- Are there common stressors you could address through training?

4.

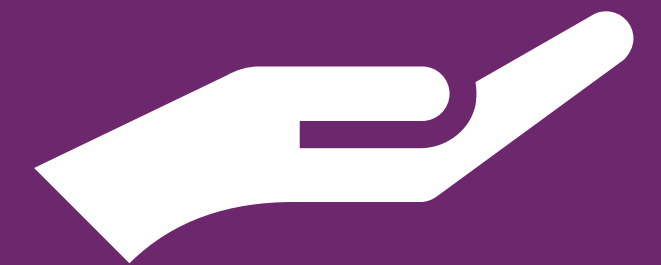
Provide training



5.

Offer support

- **Preventative:** What support will help to educate and keep staff well?
- **Proactive:** What support will help those who begin to see the warning signs of stress / ill health?
- **Reactive:** What support is needed if someone is unwell?



- **What does success look like?**
- **Who is responsible for monitoring?**
- **How often will we review it?**
- **How will we communicate with everyone?**

6.

**Monitor and
evaluate your
strategy**



We are all in this together...

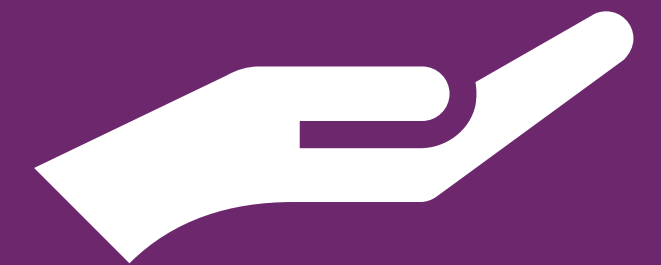
- Self-care is not selfish, give yourself permission to prioritise your wellbeing
- Be kind to yourself
- Set clear boundaries
- Ask for help when needed
- Lead by example with healthy habits

It starts
with **YOU!**



- Your line manager, supervisor or colleague
- Human Resources / Occupational Health
- Mental Health First Aider or Mental Health champion
- Employee Assistance Programme
- Your GP or practice nurse, especially if you have physical symptoms that need checking out; *in a crisis call 111, 999 or go to A & E*
- Hub of hope <https://hubofhope.co.uk/>
- For student members of CIPA, there's also the Informals' MHFAer support line via informalswelfare@gmail.com (see <https://yellowsheet.wordpress.com/access-to-mental-healthfirst-aiders-and-support-helplines/>).
- LawCare <https://www.lawcare.org.uk/> 0800 279 6888
- Samaritans <https://www.samaritans.org/> 116 123
- Calmzone <https://www.thecalmzone.net/> 0800 585858

Support
available



Any questions?

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A POSITIVE
CULTURE OF
WELLBEING
STARTS HERE

