



THE
Wellbeing
Collective



**A world of
possibilities**



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THE Wellbeing Collective



About The Wellbeing Collective

“Making Every Conversation count, and every action add value”. The Wellbeing Collective is a people development company that offers Individuals, organisations and communities' simple solutions to complex issues.

Amy Hobson, CEO, co-founded The Wellbeing Collective (TWBC) in 2014 and has 30 years' experience in transformational people development. We achieve great results through innovative coaching, facilitation, training programmes and online courses.

For more information about us including our values and testimonials, please visit www.thewellbeingcollective.co.uk



Our Values



Every conversation counts, so we are courageous and compassionate.



Everyone benefits from kindness, so we are generous.



Every action can add value, so we mindfully do our part.



Everything can be better, so we learn with a passion.



Everyone is worth hearing, so we amplify quiet voices.



Everything is possible, so we grasp ingenuity with enthusiasm.





Our Principles



We use Appreciative Inquiry to empower and enable ambitious and sustainable change.



We embrace systems thinking as it promotes partnership communities.



We believe in skills and knowledge transfer that will be there long after we have gone.



We understand that no one knows better than the people with lived experience.



Social Responsibility



Using positive psychology we empower people, including those experiencing marginalisation and social injustice. The Wellbeing Collective actively work towards:


- Justice by removing obstacles to learning and strive to embed equitable outcomes.
- Equity by holding ourselves to that they we create a fair and safe learning environment.
- Diversity by celebrating the protected characteristics, intersectionality and lived experience.
- Belonging by striving to build a culture where everyone feels they are valued.
- Environment by contributing holistically to sustainability and the reduction of harm.



Culture



Workplace culture is the character of your organisation. It's made up of your leadership, values, traditions, beliefs, attitudes and behaviours.



Organisational values supported by a behavioural framework.

Take actions so people feel a responsibility for the values.

Leadership styles that encourage psychological safety.

Learning opportunities enabling teams to assess their biases that enhance interactions.

Create an inclusive work environment where all the employees are valued, supported and nurtured.

Create clear goals and rewards systems including a transparent policy for talent nurturing and progression.

Wellbeing



Equality, diversity
and inclusion.

Wellbeing
conversations with
managers.

Effective support
and supervision.

**We help organisations provide
psychological safety and the
physical requirements for
health and wellbeing at work.**

Meaningful workforce
engagement.

Fair and dynamic
talent management.

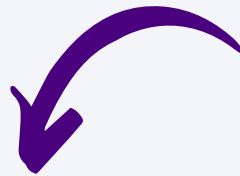
Consistent coaching
and learning culture.



Facilitation



We specialise in Appreciative Inquiry and work with teams to resolve obstacles that get in the way or affect performance or relationships.



Our facilitated sessions are tailored and designed around each scenario.

We bring a range of practical tools and techniques relevant for the real world.

We build rapport meaningfully, making candid conversations possible.

We work with tricky situations whilst protecting psychological safety.

Coaching



Micro Coaching

One-off coaching sessions that get to the heart of issues and enable transformation.

Individual Coaching

In-depth coaching exploring and unblocking thinking and behaviour.

Pairs Coaching

Working with people whose roles are interdependent and intrinsically linked.

Group Coaching

Growing and sustaining team trust, cohesion and effectiveness.

Therapeutic Coaching

Coaching for people experiencing mild to moderate mental health distress.

Coaching Supervision

Training and supervision for existing coaches and those in people development roles.

People Development Assessments



Assessments that always ensure that participants can be at their best.

Creativity, innovation and validity in every assessment provided.

Personality inventories and psychometric assessments to help gain insight and understanding.

Development and assessment centres for the recruitment and retention of staff.

Respectful Resolution



Working with 2 people whose roles are inextricably linked.

Following a brief and intensive process of respectful resolution.

Providing conflict resolution across teams or partner orgs

Working across boundaries using systems thinking to build a shared way forward.

Exploring an individuals response to conflict and trauma

Engaging individuals in our digital trauma informed practice guide for staff as well as face to face restorative headspace.

Working with groups of individuals or teams

Delivering a bespoke programme of interventions positively seeking resolution.

Supporting and supervising freedom to speak up guardians

Providing head space, thought partnering and empowerment.

Working with individuals/groups experiencing discrimination

Providing supervision, coaching and support for individuals and their line managers.

Training and Seminar Learning



Tailored, interactive and engaging.



Covering a wide range of subjects.



Virtual and face-to-face delivery.



Case studies and real-life examples.



Practical tools and techniques.



Resources available for download.

Examples of our current programmes



Coaching Skills Training

2-day coaching skills programme face to face or online in real time. We have seen over 1000 learners successfully complete the course and go on to use coaching skills in their everyday work.

Leadership Skills Training

Aimed at single cohorts of up to 40 learners, running over any length of time. We offer courses for emerging & established leaders working across any number of organisations.

Organisational Development

Flexible programmes of learning that are tailored to meet clients' needs. These programmes provide cutting edge knowledge and skills development.

Strengths-Based Selection, Recruitment and Induction

We train managers, HR professionals and trainers to not only design but also implement the very best processes and practices in the workplace.

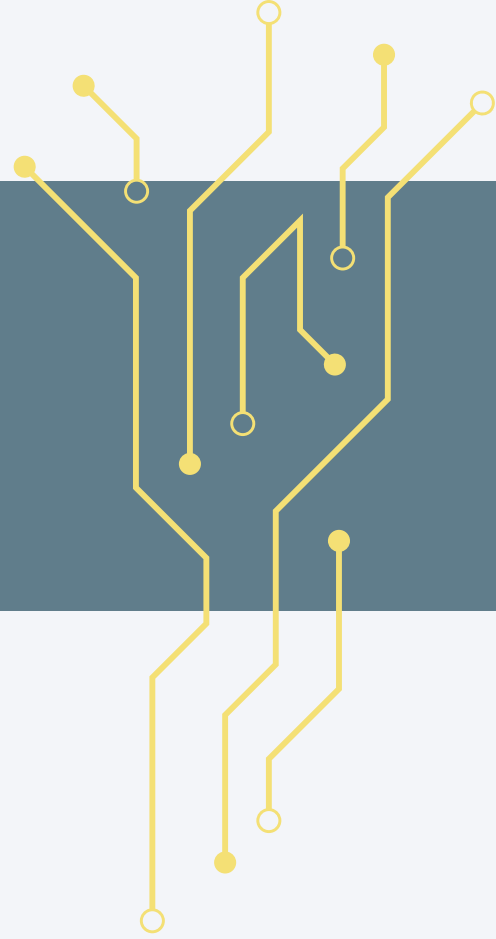
THE Wellbeing Collective



Blended, online, hybrid training

“Stride is The Wellbeing Collective’s online learning platform. Our online courses are built on 3 key elements; lived Experience, adult-to-adult education, positive psychology.

With a key focus on a growth mindset and embedding continuous learning in your home, work and community, every course provides tools, downloads, resources and consolidation questions throughout, to ensure you are equipped to always re-evaluate, keep an open mind and keep learning. Unlike traditional e-learning templates, we provide online learning that allows the learner to think critically, reflect and explore real experiences in order to develop their personal understanding, rather than only being taught facts and figures.



Accessible via all devices.



Bite-sized videos, designed to feel live and in real time.



Face-to-face presentation style (with subtitles).



Designed with neurodiversity in mind.



International research and tested practical tools.



Established learning management system (LMS) access.



Transfer of SCORM file up to version xAPI if using own LMS.

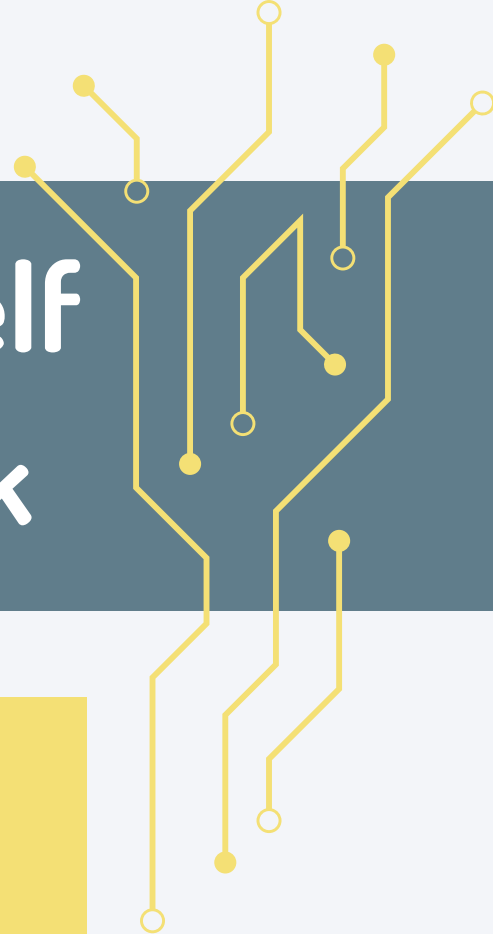


CPD accredited, GDPR and Cyber Essentials Plus compliant.



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Personal Mastery: Self development at work



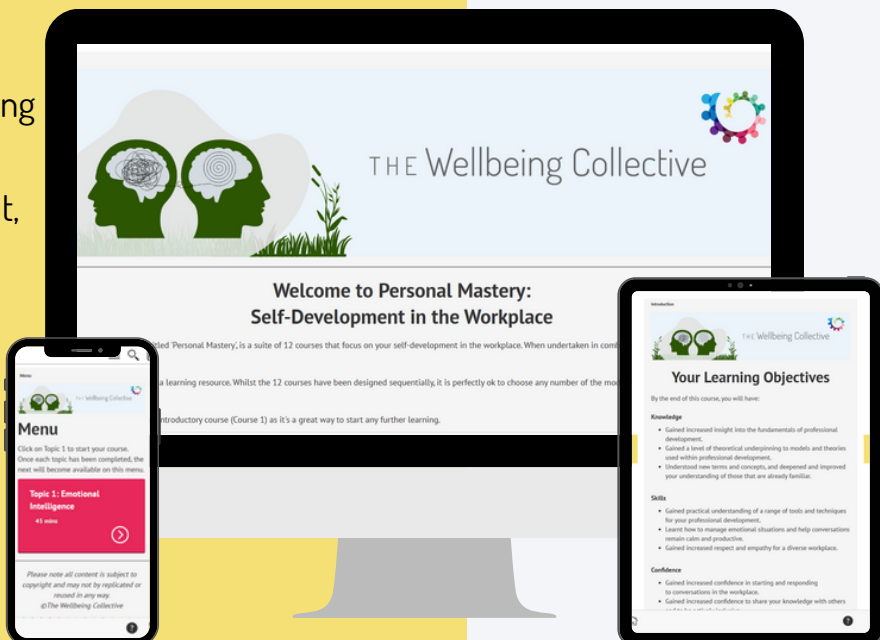
Are you looking for a bespoke management training programme? Perhaps you want a couple of courses focussing on areas specific to you or your team? Or maybe you are after a suite that provides comprehensive management development training? Our inclusive 'Personal Mastery' programme can support you today!

Built as a custom suite of 12 courses that focus on your self-development in the workplace, it provides a flexible and accessible route to training. The programme works as a scaffold, enabling you to pick either the courses most relevant to your needs or when taken in combination, provides an entire development programme.

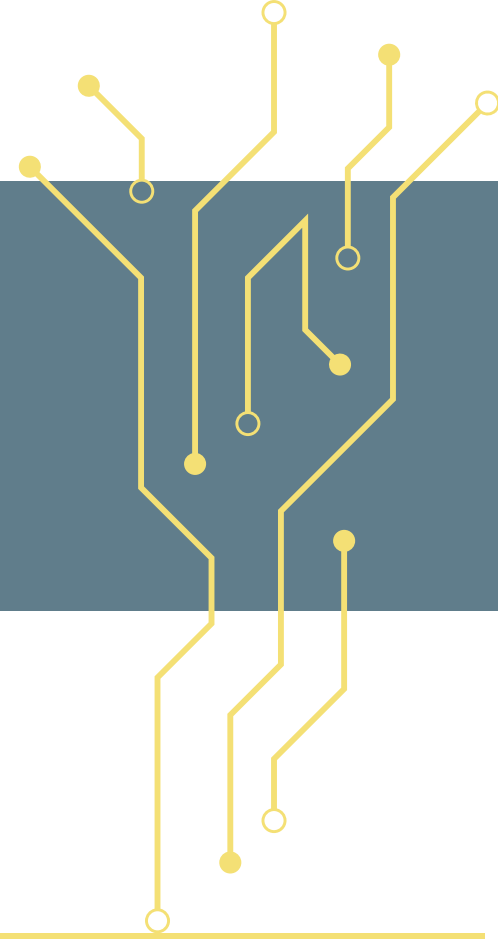
The 12 courses are written with a diverse range of people and occupations in mind, so there's no jargon or complex language. We simply teach you in an accessible format about everything you need to know to understand your self-development in the workplace.

Packed with practical tips and ideas for supporting professional and personal development, the courses contain interactive elements throughout, including videos, podcasts, activity booklets and quizzes to embed the learning.

Because the Personal Mastery programme is delivered online, learners from all over the world can learn from our experts, at their own pace, on their choice of device, in the comfort of their own home or workplace.



Personal Mastery: Modules and topics



Core module

Emotional Intelligence, Diversity and Inclusion, Goal Setting.

Wellbeing module

Balance, Emotions, Wellbeing Planning.

Communication module

Thoughts, Feelings, Behaviours, Coaching Skills, Courageous Conversations.

Achieving module

Aiming High, Growth Mindset, Learning Styles.

Relationships module

Empathy, Rapport, Working with Conflict.

Teams module

Cohesion, Psychological Safety, Feedback.

Personal Mastery: Modules and topics



Partnership module

Learning Systems, Beyond Boundaries, Influencing Others.

Culture module

Understanding Culture, Values, Cultural Guardians.

Leading module

Leadership Styles, Roles of Leaders, Social Leadership.

Creativity module

Our Creative Brains, Growing Creativity, Leading Creativity.

Positivity module

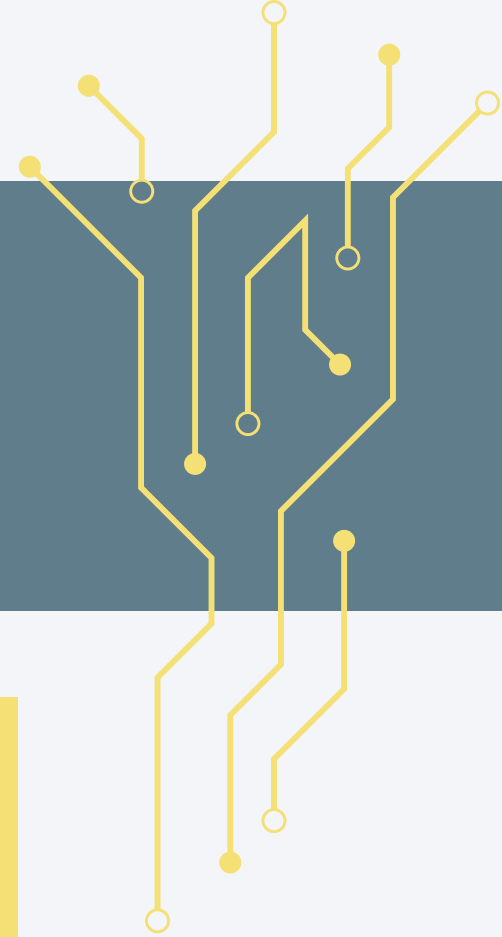
Positive Psychology, Appreciative Inquiry, Co-Production.

Change module

The Neuroscience of Change, Planning for Change, Disruption & Innovation.



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Equity, Diversity and Inclusion

Are you looking for a course that enables psychological safety through building allyship? Perhaps you want to reduce staff conflict by increasing empathy? If so, the expert team at The Wellbeing collective has developed an online course that fits seamlessly into your current training.

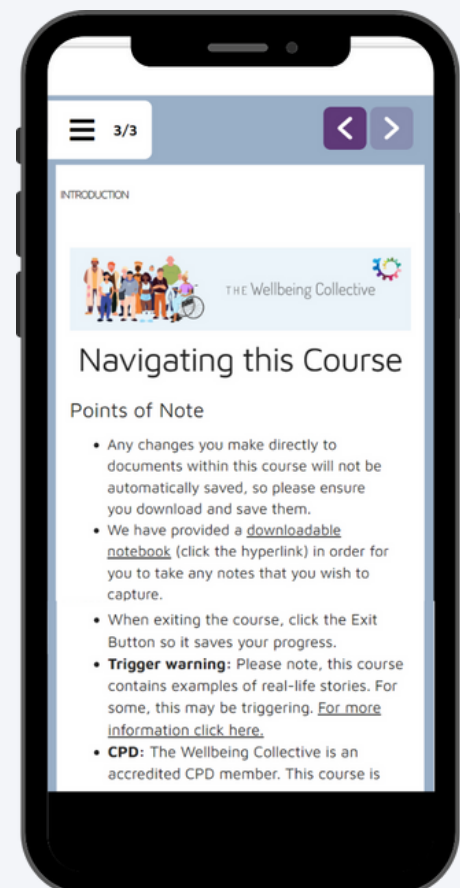
Purchased per topic or as a whole course, it can also harmonise any existing EDI training. The Wellbeing Collective can help you reach an even broader range of employees whilst complimenting team and organisational development.

The 4 module course is written with a diverse range of people and occupations in mind, so there's no jargon or complex language. We simply teach you in an accessible format about everything you need to know to understand any bias, privilege and active allyship.

Based on real people talking about their lived experiences, the course covers all the essential topics including:

- Assumptions and perceptions
- Privilege
- Active allyship
- Application of your learning at home, work and community

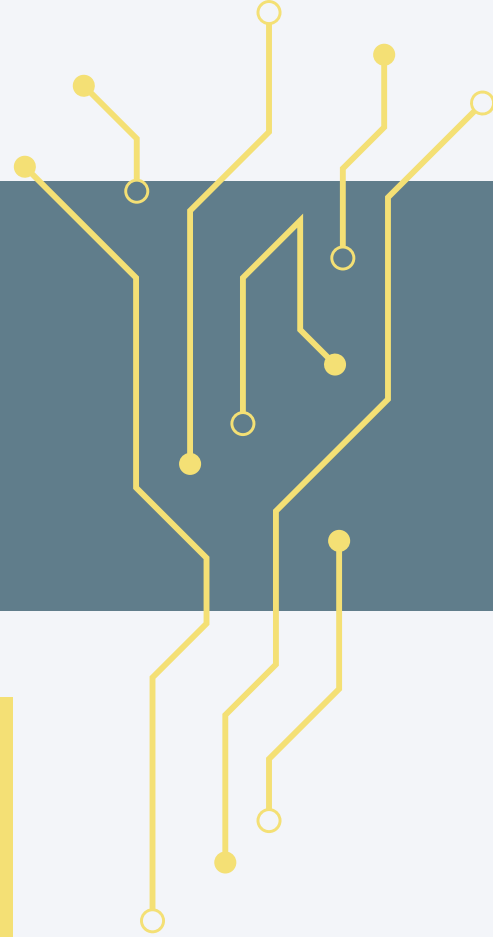
Packed with practical tips and ideas for supporting organisational conversations, the course contains interactive elements throughout, including videos, podcasts, activity booklets and thought provoking questions.





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Trauma Informed Guide To Work



This course is based upon Trauma Informed Practice principles as defined by the Department of Health & Social Care (2022), and is aimed at helping you to understand how stress and trauma can impact you at work.

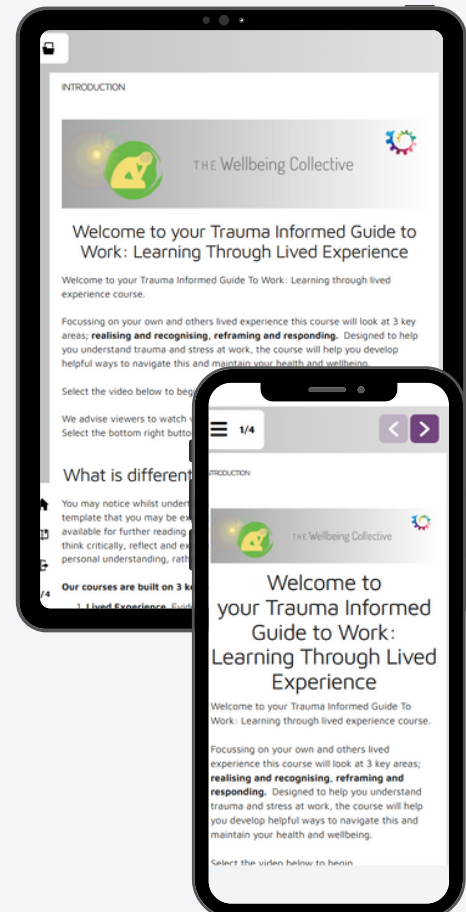
The Wellbeing Collective's course is grounded in the understanding that exposure to repeated stress and trauma can impact an individual's neurological, biological, psychological and social development. These principles are applicable more broadly across a range of different working sectors and settings. The learning here is intended as a guide to harnessing this understanding in order to assist in day to day working life, often in complex and pressurised circumstances.

Rooted in researched models and experiential learning, it will focus on your own and others lived experience. This course has three parts:

- Realising, Recognising and Reflecting
- Resisting, Reframing, Responding
- Resilience, Recovery and Wellbeing

For each step you will hear from a subject matter expert who will guide you through the learning and lived experience of others as well as have access to blogs written by those who have experienced trauma and how they responded.

Packed with practical tips and ideas for supporting those experiencing, the course contains interactive elements throughout, including videos, podcasts, activity booklets and thought provoking questions.





Why choose us ?

★★★★★ Coaching has been a revelation, it's been eye-opening, challenging and utterly refreshing. Very thought-provoking, the first time I have had an opportunity to actually talk about the part I play in my professional world; both positively and negatively. Brilliant!!

★★★★★ I wanted to say how impressed I was with clinical supervision that I had which was facilitated by the wellbeing collective. It was a really positive experience for me and gave me space for critical reflection. It was the best supervision session I have had.

★★★★★ They were a fantastic coach who really helped me put things into perspective. They challenged me but in a way that only helped me think differently. I am so glad I had the opportunity for these sessions.

★★★★★ I have personally found the e-learning extremely supportive to my needs. It allows me to work through at my own pace and have time to reflect. Thank you so much for this fantastic opportunity.





THE
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Shall we talk about the possibilities?

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 The Wellbeing Collective UK

 [@thewellbeingco](https://twitter.com/thewellbeingco)