

# The Results Driven Group

Leading the Development of Strategic Approaches to Mental Health and Wellbeing across all Industries'

A red pushpin is pinned to a piece of paper with the handwritten text "Reduce Stress" and the number "20". The background is a light blue grid pattern.

20  
Reduce  
Stress

CMI Level 7 Award in Strategic Management and Leadership Practice – Strategic Approaches to Mental Health and Wellbeing

3 Day Open Tutor-Led Online Course

## Introduction

When you look at the evidence it is startling... from the report by the BMA – “The impact of COVID-19 on mental health in England” – Key Findings!!

1. Social isolation can have a negative effect on mental wellbeing
2. An economic downturn risks mental health
3. Experiences of living through the pandemic could cause or worsen a mental illness
4. There are concerns about the impact on specific populations
5. Some NHS and other frontline workers may need additional mental health care and support

Its amazing how many organisations don't have the correct strategies in place to combat the impact of mental health on their workforces...so to counter this we have launched this new developmental programme to help professionals working in mental health and wellbeing arena to formalise their skills in this area so that we can give better support to our people.

## Why you need to undertake this Programme

Strategies for mental health and wellbeing are a priority for all organisations seeking to improve their productivity, capability, reputation and quality of outcomes.

Prioritising mental health and wellbeing in the workplace is rapidly gaining traction through political and social campaigning.

People are challenging the ‘always-on’ 24/7 culture, and the term ‘work-life’ balance is emerging as a requirement, rather than an aspiration.

The aim of this programme is for you to understand the impact of mental health and wellbeing on organisational performance.

You will critically assess the complexities of managing wellbeing and will appraise contemporary approaches for the creation of healthy work systems.

The programme culminates in you being given the opportunity to propose a series of recommendations to create and sustain a positive culture across organisations.

## Who is this course for?

This course is aimed at anyone who manages or would like to manage the mental health and wellbeing strategy for their organisation.

## For those wanting a new career direction

It is a great opportunity for those who want to develop a career in the sector to become qualified before applying for a role.



## Programme outline

By undertaking this programme, it will formalise that skills set...

In completing this qualification, you will understand the impact of mental health and wellbeing on organisational performance.

You will critically assess the complexities of managing wellbeing and will appraise contemporary approaches for the creation of healthy work systems.

Finally, you will be given the opportunity to propose a series of recommendations to create and sustain a positive culture of mental health and wellbeing within an organisation.

## Programme content

### Session 1

Understanding the benefits to organisations of positive mental health and wellbeing at work. You will consider the impact of a strategic focus on positive mental health and wellbeing at work including economic, corporate and social aspects. The session will include how to recognise a “well” employee and the early signs of mental health and wellbeing concerns.



### Session 2

Understanding how to manage mental health and wellbeing including the importance of noticing and managing fluctuations in employees' health.

The importance of Health Needs Assessments, supervision and appraisal, honest conversations and legal safeguards will be considered.

The complexities of managing mental health and wellbeing to avoid social stigma, discrimination, stereotyping etc.

### Session 3

A review of approaches for developing healthy work systems. Consideration of a mental health commitment, useful models and frameworks to follow, fair and decent work, good practice and case studies.

## Session 4

How to build a business case for a strategy to promote mental health and wellbeing. Focusing on how to align strategies, policy development, support networks and the relationship with organisation and legal frameworks.

## Session 5

How to sustain a culture of mental health and wellbeing at work. Reviewing the impact of leadership styles, the impact of organisational structures and communication pathways as well as understanding how cultures are embedded.

## Session 6

Reviewing the strategic approach identified and understanding how it can be used to achieve the CMI certificate.

## Programme delivery options

This programme is delivered as a 3 day Open Tutor-Led Online Course.

We can also run this in-house for a minimum of 4 delegates, or as a residential course in the Lake District for a minimum of 6 delegates. Please contact us for further information..



## Programme cost per delegate

CMI Level 7 Award in Strategic Approaches to Mental Health & Wellbeing – £1,995 + VAT

## Flexible Payment Terms

We understand how tough it is out there in the current economic environment and to cater for this, we offer flexible payment terms for most of our programmes. Please contact us to see how we can help you.

## Next steps

**Please contact us about dates, enrolments or other queries using any of the following methods:**

Call us on 0845 094 0587

Email us on [info@resultsdrivengroup.co.uk](mailto:info@resultsdrivengroup.co.uk)

Complete an enrolment or enquiry form online

Check out our website: [www.resultsdrivengroup.co.uk](http://www.resultsdrivengroup.co.uk)

## Open residential courses in the Lake District with Results Driven Group

What makes the results driven experience different from any other residential course?

*Firstly we will start with the location...*

The northern Lake District around Keswick and Derwent Water is arguably one of the most beautiful areas in the UK. It does not matter which time of year you are there, the panorama is always changing and the views are always stunning.



*Secondly we use nature as a metaphor for learning...*

We believe that you think and work differently according to the environment you are exposed to and work in. We use all of the elements of nature to enhance the learning experience and take you out each day to experience outdoor learning...😊

All of the activities we use are safe and are tailored to the capabilities of each group.

**Earth** – the landscape around us, the Mountains, Valleys and different vistas according to the seasons.

**Air** – the different forces that the wind can create and the effect on the landscape that it has is awe inspiring!!

**Fire** – the strength of the sun and difference it can make to a view or an experience or how you feel allows you to reflect and look at things from different perspectives.

**Water** – the lakes and the rain, the background vistas that you can embrace in the different seasons make this a stunning place to learn.

### Client testimonial

*Fantastic way to learn and improve your skills. Environment unbelievable, enthusiastic trainer and the chance to meet an interesting group of people to exchange views and theories.*

Debbie Frisker



*Thirdly, the delegate experience is completely different...*

On any other residential course you would turn up at 09.30, do the course work and then go back to your hotel at 16.00. As part of the programme we spend time learning together, undertaking activities together, eating together and most of all having FUN. One delegate recently described this as homeliness and that he has never come across this type of experience before on a training course.

### Client testimonial

*A fast moving inspirational course which utilises a range of teaching methods in beautiful surroundings...*

Lisa Aitken

*Finally the networking aspect...*

This is something you can never recreate on a closed course. When you mix up clients who come from the public, private and third sectors, who have had completely different life experiences, different perspectives of how things work and job roles, then anything can happen!! It is usually pretty special and we have seen long lasting friendships developed over the time spent with us in the Lakes.

*Your accommodation and catering...*

We have 2 beautiful houses in Keswick where you will have your own bedroom. We also provide breakfast and light refreshments each day. Lunch and dinner are not included in the cost but there are many options in Keswick to buy snacks or enjoy meals out.

If you would like to see the properties, then please visit; [www.newlandshousekeswick.co.uk](http://www.newlandshousekeswick.co.uk) for further information

Hopefully this will give you an insight into why the results driven learning experience is different.

Regards

Chris Goodwin – MD – Results Driven Group