

Workplace Wellbeing & Personal Development Matters

Emotional Intelligence	<p>Emotional Intelligence is one of those terms that is used very often but not many people understand the extent to which it impacts every relationship that we have. This session will provide an opportunity to delve into what EI really means and to also consider how we show up at work. The way we show up, determines how people feel and the way they feel, determines the extent to which they engage, which impacts on pretty much everything.</p>
Communication	<p>Effective communication is an essential skill for success in today's fast-paced, globalised workplace. But with so many different communication styles and preferences, it can be challenging to ensure that your message is being received and understood as intended. In this session, you will learn how to identify your unique communication style and gain a deeper understanding of its impact on communication outcomes.</p>
Psychological Safety	<p>The term "psychological safety" has become a part of daily corporate language. However, many do not know exactly what it means. Are employees never allowed to feel sad? Is this just an anti-bullying initiative? In this training, we will discuss psychological safety at work and the definition, importance and characteristics of a psychologically safe workplace.</p>
Compassionate Leadership	<p>It seems right now that worry and stress are pervasive. Most managers want to help but don't know how to do it in a way that preserves the dignity of their direct report. In this session, we will talk about creating a safe space for having those difficult and awkward conversations in such a way that preserves the dignity of all involved.</p>
Mental Health during Financial Stress	<p>As adults, we have been taught that it is rude to talk about money. This has created an atmosphere where those who are stressed and need support don't know where to look out of fear of being judged or simply not knowing how to have the conversation. In this session, we will talk about alleviating the anxiety that blocks us from discussing money.</p>
Overcoming Imposter Syndrome	<p>Imposter syndrome is a feeling of doubt in one's abilities despite all evidence to the contrary. It brings with it a level of anxiety that can cause anything from an uncomfortable feeling to complete paralysis. This phenomenon can affect anyone regardless of age, race, education, gender or level of leadership. In this session, we are going to shine a light on this painful state shared by so many.</p>
Resilience	<p>Resilience and adaptability are characteristics that have helped us survive and thrive for centuries. In this session, we will honour challenges and acknowledge how we overcome them. We will speak about identifying that resilience as a source of strength for the challenges yet to come.</p>
Toxic Positivity	<p>We live in a society that pushes the relentless quest for happiness. Toxic positivity is when this goes too far by not allowing the learning and validation that comes from uncomfortable feelings and emotions. This training will look at the signs and dangers of toxic positivity and how to move into a space of emotional authenticity.</p>
Managing Stress	<p>Stress is a term that we use quite regularly in society. Statistics show that 74% of adults have felt too much stress at some point this year. But, what does it mean? In this session, we are going to redefine stress to better understand how it shows up in our lives for better or worse.</p>

Happiness at Work	So much time is spent looking at where things need to improve in the workplace. What if we flipped the switch? We know that when employees are happy, they thrive. Productivity goes up. Absences go down. Employees become loyal to organisations that value their happiness. In this session, we will look at what it means to be happy in the workplace.
Kindness	We all share this world as micro and macro societies. What we do impacts the lives of others on a daily basis. How amazing would it be to have kindness be a value that we all share? In this session, we will talk about how to create real culture change where kindness is held up as a celebrated value in all of our communities.
Team Values Alignment	In today's dynamic working environment, it is important to foster strong team cohesion and collaboration to achieve goals. Aligning the values of team members creates a strong foundation for effective communication, trust and mutual respect. This training discusses identifying the core values of each team member, the values of the team and aligning the two.
Work Relationships	As adults, we have many different kinds of relationships. People enter and exit our lives for many reasons. With all of the personality types, value systems and wildly different ideas of "normal", it can be incredibly difficult to manage the minefield of healthy adult relationships. In this session, we will focus on healthy work relationships.
Romantic Relationships	Our romantic relationships are some of the most important influences in our lives. It is often through our partners that we learn the best and worst parts of ourselves. How do we navigate the ebb and flow of feelings and experiences with our partners? In this session, we will discuss what it takes to have a healthy relationship.
Wellbeing	We are at the beginning of a well-being renaissance. Businesses are beginning to understand the moral, ethical and financial impacts of well-being and changing to care for that of their employees. In this session, we will take a look at the ways well-being shows up in the life of an individual and its impact on those around them.
Burnout	In our work-driven society, it is a constant struggle to find a work-life balance in our everyday lives. We value our productivity, efficiency and output as workers. However, sometimes they become the way we define and value our self-worth. Burnout and rust-out are the results of not acknowledging our needs as individuals. This session will take a bio-psycho-social look at how and why we burnout.
Gratitude	Gratitude is an incredibly powerful practice. It helps us identify what we already have in this world. Research shows that practicing gratitude daily improves our physical and mental health. But is it really as easy as being thankful? In this session, we will explore the practice of gratitude as a tool for a healthier life.
Managing Team Mental Health and Wellbeing	We know that people managers have a strong desire to lead with purpose and support those they lead, whilst shouldering the responsibility of KPIs and corporate initiatives. We want to make wellbeing part of the language spoken and actions observed by equipping managers with the ability to break the stigma around talking about mental health.
Grief & Loss	Talking about grief and loss is one of those topics that is incredibly important, but often avoided. It involves talking about some of the most difficult feelings because we feel powerless. Grief and loss come in many forms and in many situations including job loss, relationship changes and death. This session looks at the process of grief and loss and how we can move through whilst maintaining our sense of self.

<p>Motivation</p>	<p>Motivation is the driving force in individuals that encourages them to push and achieve their goals and meet expectations. We often do not look at motivation until it is lost. In this session, we will talk about the practical implications of motivational research. We will learn how to identify what motivates us on a personal level and how we can help team members stay motivated. We will get back in touch with our “get up and go” for a better work life.</p>
<p>Engagement</p>	<p>As adults, we have many different kinds of relationships. People enter and exit our lives for many reasons. With all of the personality types, value systems and wildly different ideas of “normal”, it can be incredibly difficult to manage the minefield of healthy adult relationships. In this session, we will focus on healthy work relationships.</p>
<p>Anxiety</p>	<p>Dealing with life’s challenges can bring a level of constant vigilance. For some, this feeling does not dissipate but grows. Stress has turned into anxiety which overwhelms our thought processes. This leads to feelings of isolation, poor work quality and an overall lack of wellbeing. This session will focus on how to stop the anxiety spiral from taking us to a dark place.</p>



Speaker Bio **Gwen Jones**

Gwen has an MSc in Occupational Psychology focusing on Workplace Wellbeing. She is a trained psychotherapist, relationship therapist and coach working with people all over the world to reduce anxiety and have happier, healthier lives. Gwen has worked with Educating Matters for 8 years speaking about DEI and Wellbeing. She studied Psychology at the University of Utah and then trained to become a teacher in Special Education, working with children with severe behavioural disorders, autism and the at risk population. She has trained many educators on behaviour management and cultural awareness. Gwen has taught in the USA and the UK. A mother of 4, she is very active in her children’s schools. Political activism has always played a strong role in her life in causes such as: LGBT marriage rights, Animal Conservation, and Rock the Vote

