



Dove Nest Group

Wellbeing Workshops

Wellbeing Workshop Overviews

Managing stress + anxiety

Understanding and managing stress and anxiety are more important than ever before in today's high-pressure working world. In this module, we explain the very nature of stress and anxiety - where it originates from, what problems stress can lead to, and how it affects us biologically.

We help each person understand their own stress response, and crucially to look at their own stress-recovery strategies and how effective they are.

Optionally, we include the Mind-Q tool, which is a psychometric check-in on your personal factors that could lead to increased risk of anxiety, depression and other common mental health concerns.

Emotional intelligence

In any role including an element of interaction with clients or colleagues, Emotional Intelligence has time and time again proven to be more linked to success than IQ.

Emotional Intelligence (EI) is a developable skill encompassing the way we process emotions - both in ourselves, and in recognising and influencing the emotions of others. In this module we cover the components of emotional intelligence with a simple model, looking at intrapersonal and interpersonal factors.

As an additional option, we can include EQ-i emotional intelligence profiling to help each person understand themselves and generate actionable insights.



Resilience

Resilience, the ability to bounce back from hardship or failure, is not something we are born with - it is a very developable skill. In this module, we draw on a modern integrated resilience model and on teachings from the ancient Stoics to help us be more resilient in our day to day work lives.

Within our resilience model, we look at intrapersonal (internal) factors, inter-personal (external) factors, and environmental factors: the elements you can control and those you can't control, and how to take a more proactive approach to your mindset and your workspace to achieve more resilience to the inevitable hardships we'll encounter in the future.



Self-confidence, Perfectionism, Impostor syndrome

Our self-confidence has a huge impact on our personal wellbeing and productivity at work, and is often completely invisible to our colleagues. In this module, we talk about the importance of self-confidence, and how to address and increase your confidence. We explore strengths-based models, positive affirmations and the 'inner boardroom'. We introduce the group to coaching techniques to help you develop each other, and challenge your self-beliefs and the 'labels you are wearing'.

As part of the self-confidence model, or as stand-alone pieces, we can also explore the common phenomena of **perfectionism** and **impostor syndrome**. Perfectionism drives many people in today's performance culture, and can be a positive influence but can also be a highly restrictive or damaging one. Impostor syndrome - thinking 'I shouldn't be here, I'm not ready for this role' - affects many professionals, especially those new-to-role or looking for a new role. Handling impostor syndrome involves challenging limiting self-beliefs, positive reframing, and exploring your triggers.

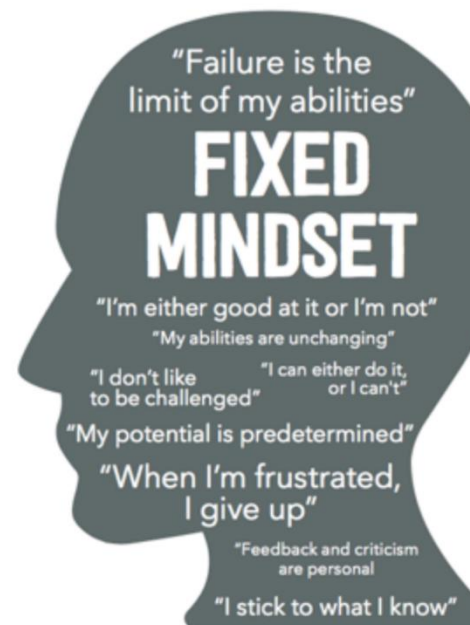
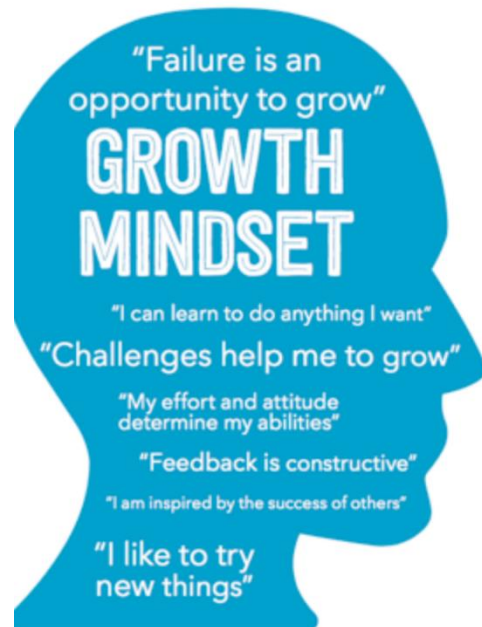


Managing Change

Much has been written about change management strategies from a business perspective, but it's also critical to consider change from a wellbeing perspective. In this module, we look at the change coping model and reactive-proactive model to help individual people with change: Both coping well with change in themselves, and being mindful of others when introducing change so as to create change with the least negative impact to wellness.

Positive Mindset

Approaching work with a positive mindset leads to a whole host of benefits, helping you be more productive, feel less stress, and enjoy your work more as a result. In this module, we help you explore your own mindset and how productive (or counterproductive!) it might be. We explain the 'growth mindset' and how it leads people to be so successful. We go through some group coaching techniques, for you to challenge yourself on your mindset and help you put actions into place for positive growth in your future.



Proposed Fees

Fee	Description
£500	Per 2 hour Workshop, max 10 attendees per workshop

These prices do not include VAT, nor do they include travel, accommodation or subsistence expenses for staff; these will be charged on at cost.

Dove Nest Group

Our Experience

Over the past 37 years, Dove Nest Group has developed and delivered world-class training and development solutions that enable organisations to unlock their potential through the development of their people.

Dove Nest Group has built a reputation for being the supplier of choice to many leading businesses through our approach to partnering, which means going far beyond a purely transactional service.

Our partnership approach enables us to understand the values, challenges, culture, expectations, strategies and critical success factors of the organisations and people we work with. This means that we can construct and deliver the right interventions to the right people, for the right reasons and with the right outcomes.

Our key USP is in the way in which we put science into development; we combine really great facilitators with a deep, and practical, understanding of occupational and organisational psychology. This enables us to create and deliver unique solutions that have real and sustainable impacts on both the participants and the business as a whole.

Although we have a strong theoretical knowledge underpinning all that we do, our staff are pragmatists with business and management experience which they apply to the learning environment.

Our experiential and accelerated learning approach provides the opportunity to practise; refresh; develop pragmatic tools, techniques, skills, behaviours and knowledge. We believe in the importance of reflection and discussion to ensure direct and immediate application in the workplace; consequently our programmes have a significant demonstrable ROI.

We are an ILM, CMI and City and Guilds Accredited Centre, hold Investors in People and are corporate members of the Chartered Institute of Personnel and Development (CIPD); we operate to the codes of practice set out by the British Psychological Society, CIPD and the Health Professions Council.

Our varied team of expert facilitators, executive coaches and psychologists have a wealth of experience at all levels within business. Our knowledge and expertise lies in our ability to implement sustained transformational change through people and we have built our reputation for 'thought leadership' on the outstanding quality and innovation of our work.



Terms and Conditions

Provisional booking to secure a date and venue may be made verbally or in writing, without obligation. Such a booking will be held until such time as another booking is taken for the same date(s).

A booking will be confirmed when Dove Nest Group receives written confirmation of the date(s) of the required event and the number of delegates attending. The number of delegates booked will be the number subsequently invoiced unless otherwise agreed. If a purchase order or requisition number is required for payment, this should also be supplied at the time. Details of special diets should be notified at least one week prior to the start of the event.

In the event of cancellation following confirmation of a booking and before 60 days prior to the start of an event, Dove Nest Group reserves the right to charge 50% of the fee due. If cancellation occurs within 60 days of the planned start of an event, 100% of the fees due become liable, although up to 50% of this may be credited against a future booking. In the event of postponement of a scheduled event, Dove Nest Group reserves the right to levy an administration fee.

Divisibility Clause: This contract is divisible. Each delivery made hereunder shall be deemed to arise from a separate contract and shall be invoiced separately; any invoice for a delivery shall be payable in full in accordance with the terms of payment provided for herein, without reference to and notwithstanding any defect of default in delivery of any other instalment.

An invoice will be issued immediately after the event, unless otherwise agreed. Payment must be made in full within 30 days of the event. Dove Nest Group reserves the right to charge interest at 8% over the base rate on any balances not paid within our terms. Unless otherwise stated, fees are fully inclusive except for VAT. Dove Nest Group has public liability insurance cover for £5 million.

