



Dove Nest Group

Wellbeing

Wellbeing Overviews

Dove Nest Group understand the importance of wellbeing for you and your teams. This is why we work with our clients to offer support by delivering sessions on a number of different wellbeing and mindset topic areas. These topics can either be delivered as single, separate sessions or as part of a wider series. They are designed to support your teams in:

- Managing Stress and Anxiety
- Building Emotional Intelligence
- Being Resilient
- Self Confidence, Perfectionism and Impostor Syndrome
- Managing Change for Better Wellbeing
- Building a Positive Mindset



What can you expect from these sessions?

Training Session

Whether you chose remote or face-to-face training sessions, these are all inclusive, welcoming, supportive and interactive. We bring you lots of different activities, models, tools and techniques to encourage discussion within your teams as well as personal reflection. Our training sessions are about gaining self awareness and insights, as well as learning from your peers, being involved in discussions and activity and coming away with tools to help you from as soon as you leave the session.

Webinars

Our webinars cover the same topic areas as the training sessions. They are insightful and engaging and bring the same models and strategies to your team but in a more informative, rather than interactive way. There is still opportunity for discussion and engagement throughout our webinars, or we can deliver a wellbeing talk on your selected topic area, opening up a discussion or question and answer session at the end.

Psychometric tests

There are a number of psychometric tests that are really effective in supporting your team's wellbeing. We can offer psychometric tests alongside the training sessions or within individual feedback sessions, providing self-insights and a greater depth of self-awareness to help your team understand what wellbeing means for them. This can include how we cope with stress and conflict, our relationship with risk, our levels of resilience and our emotional intelligence.



Managing Stress and 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.

Building 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.



Being Resilient

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

Within our model, we look at intrapersonal (internal) factors, inter-personal (external) factors and environmental factors. These are the elements you can and can't control, and how to take a proactive approach to your mindset and your workspace to achieve more resilience 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 including how to challenge your self-beliefs and the 'labels you are wearing'.

As part of the self-confidence model, we 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.

This workshop is delivered as two separate 90 minute sessions. The first session focuses on perfectionism and the second focuses on impostor syndrome. Both of which have significant impacts on one's internal confidence.

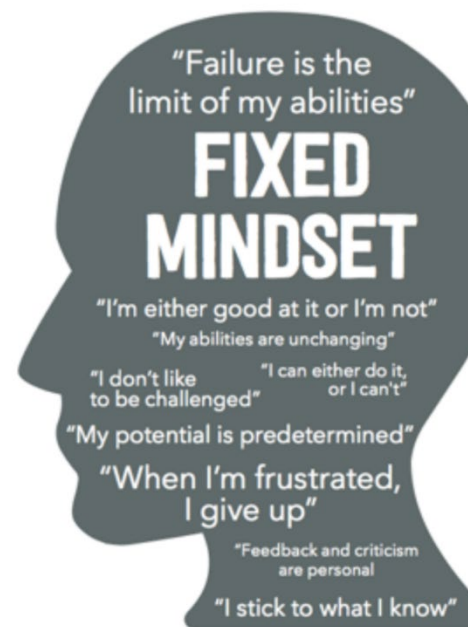


Managing Change for Better Wellbeing

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.

Building a 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.



How will your team benefit from the sessions?

All of our offerings support businesses to equip their employees with a range of wellbeing and mindset tools to support their ongoing wellbeing and personal effectiveness. Each session offers different models that your teams can use to gain increased awareness, insights, understanding and perspective, both of themselves and their team members. Delegates will also leave the sessions with a number of strategies and techniques to implement from the moment the session finishes.

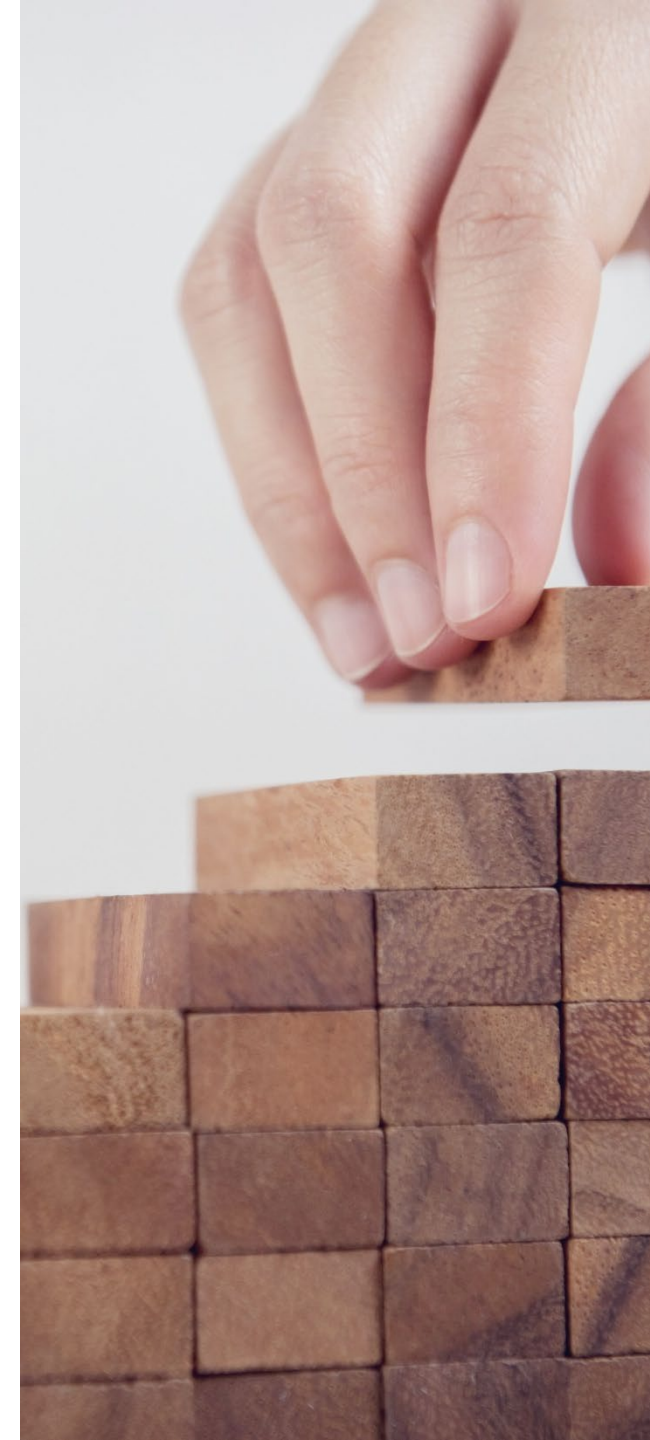
What our clients are saying about us:

"We recently ran a mental health and wellbeing awareness session within our medical team, which was led by Julie Bricknall. Julie did a fantastic job in engaging the audience and supporting us with the tools to continue to be productive but also look after ourselves during these difficult times. I would highly recommend Julie for any health and wellbeing coaching needs that your companies may have!!"

(- Anonymous)

"We were lucky enough to get two sessions from Julie at Dove Nest Group on stress management and emotional intelligence. The sessions were really insightful and well received from the whole team. It was relevant to today's world and would recommend these sessions to anyone and any business."

(- Anonymous)



Proposed Fees

Fee	Description
£500	Per 2 hour session, max 10 attendees per training session.
£750	Two 90min sessions on Perfectionism and Impostor Syndrome.
£750	Per 2 hour Webinar, unlimited number of people.

Please ask us about wellbeing sessions, webinars and talks.

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

Our Experience

Over the past 40 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.



