In recent years, organisations have faced unprecedented challenges and changes to established ways of working. Changing Minds provide comprehensive psychological services to enable people to Perform Well®. Integrating Clinical and Performance psychology perspectives, we work with individuals, teams, and systems to both enhance performance and support mental health & wellbeing.
WHAT WE OFFER

PERFORMING WELL

Mental Health & Wellbeing Strategy Development

Performance & Wellbeing 1-1 Support

Executive Coaching & Leadership Support

Recognising & Understanding Challenges

Training & Psychological Consultation

© Changing Minds 2022
**Mental Health & Wellbeing**

**Strategy Development**

High performance and the strive to deliver results affords us huge opportunities, but it can also bring with it challenge, threat and risk – physically, socially and psychologically. Performing Well® recognises that people are our greatest resource. Using Clinical and Performance psychology expertise, we work with organisations to design and implement an integrated mental health and wellbeing strategy, promoting sustainable individual and organisational resilience and providing support in the management of psychological needs.

**Executive Coaching & Leadership Support**

Leaders are key in shaping the culture of the organisation, much like parents are key in their children’s development. High performing environments, driven by the increasing demand to deliver results, can breed unhelpful patterns of thinking and behaviour that play out in the workforce. Such human processes often transfer through the organisational hierarchy and back down again, resulting in increased organisational dysfunction and increased pressure for leaders within the system.

We offer psychological insight and an understanding of how to get the best out of yourself and the people within the organisation. This is delivered through a range of 1:1 and **group executive coaching and experiential learning events for leaders and executive committees** focussed on increasing understanding, improving self-care and team processes and managing challenges with more effective and psychologically informed decision-making.

**Training & Psychological Consultation**

We provide bespoke training, education and psychological consultation addressing both performance and well-being needs in order to develop ‘shared knowledge’ and the conditions for people to Perform Well®.

**Recognising & Understanding Challenges**

Identifying Solutions Early – We support organisations to be proactive in recognising and understanding performance challenges and mental health or wellbeing needs. This might be through supporting transitions, organisational restructure, psychologically-informed recruitment or recognising ‘pinch points’ and minimising the impact on staff through tailored support for executives, managers and individual staff members.

**Performance & Wellbeing 1-1 Support**

We can support in the development of a wellbeing pathway that offers psychological assessment, consultation and intervention. As part of this, we can offer individual and group based, evidence-informed psychological intervention addressing both performance and wellbeing needs.
Mental Health Champions Training

Training and support package designed to develop a cohort of people within the organisation who are able to enhance the overall awareness and openness about mental health in organisations. The package involves initial training and the ongoing development of participants through reflective group practice within a defined curriculum.

#MentalHealthChampions

Other training themes include:

- Mental Health Awareness
- Understanding others: human development, threat and performance
- Getting the best out of your people: Supporting managers to have good, supportive performance conversations
- Developing Individual/Team Resilience & Psychological Safety
- Leading with compassion to enable people to Perform Well®
- Managing transitions

What is a Mental Health Champion?

A Mental Health Champion has undergone additional skills training to help promote positive mental wellbeing within their environment.
KEEP IN TOUCH

Changing Minds provide comprehensive psychological services to enable people to Perform Well. We work with individuals, teams, and systems to both enhance performance and support wellbeing.

© Changing Minds 2022
enquiries@changingmindsuk.com
www.changingmindsuk.com
01925 483069
19 Wilson Patten St
Warrington
WA1 1PG