INNERFIT



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OUR MISSION: HELPING PEOPLE & ORGANISATIONS FEEL WELL & WORK WELL

The future of your business starts with your people.

At Innerfit, we help people and organisations feel well and work well - common sense, but not common practice.

Wherever you sit on the culture spectrum – from toxic to healthy – we are here to help. We will work with you to develop leaders, support people to be at their best, and shift your organisation's culture.

Using data at the heart of our approach, we have designed a number of leadership journeys to deliver targeted results. They boost performance and the health or happiness of your people.

With our team of experts, we help you target toxic behaviours and enable people engagement, resilient results and a culture you can be proud of.



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PROCESS JOURNEYS

PROCESS

JOURNEYS

People

One of the biggest mistakes a human can make is to fail to see the perspective of others. That is why we want to see the world from your perspective.

Our process starts with you. We listen to where you are right now, and to where you want to be in the future. We work with you to assess and identify toxic behaviours. We create opportunities for your leaders and people to continually learn, implement and sustain healthy behaviours. Then, and only then, do we recommend a path forward.



Leader

The people who shape and shift the culture in practice, for better or worse

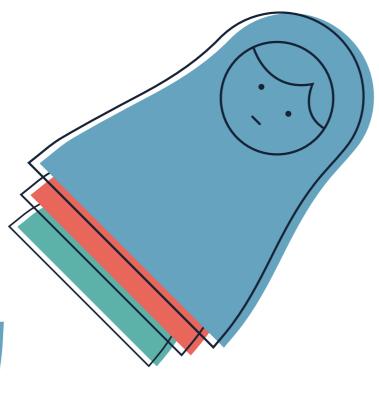
People Everyone in the organisation who live and breath the culture day-in-day-out

ORGANISATIONAL CULTURE

Results

You deserve results. At Innerfit, we share qualitative and quantitative results to prove the impact we have had for your organisation.

We work with organisations to target support in the most relevant areas and get the best results possible.





CULTURAL ARCHITECT



Shape



Shift



LEADER



Fundamentals



Mental Health



Trust & Belonging



Beliefs & Behaviours



Performance



Senior Leaders



PEOPLE



Mental Health



Mental Fitness



Resilience



Refresh



Energize



Inclusion



Parenting



Team Building



Physical



MHFA

CULTURAL ARCHITECT JOURNEYS CULTURAL ARCHITECT JOURNEYS

CULTURAL ARCHITECT



Leading the way on wellbeing can be tough. At Innerfit, we put **Cultural Architects - the people driving wellbeing forwards for** their team or organisation - at the heart of our approach.

Wellbeing strategy, tracking results and getting leadership buy-in are spoken about a lot. But for all the talk, it can be hard to turn ideas into action within your own organisation. The reality is that many Cultural Architects sacrifice their own wellbeing to try and drive change, only to be frustrated by a lack of engagement and limited results.

At Innerfit, we put Cultural Architects at the heart of our approach. We give you practical support to turn ideas into action.

and include a blend of group workshops, tools and resources:







of managers are confident to have sensitive discussions on mental health and signpost staff to of help (CIPD 2020)



of leaders are unsure how to create strong team spirit virtually (Microsoft 2020)



of employees will look elsewhere if company culture deteriorates (Glassdoor 2019)



average cost of mental health p/employee (Deloitte 2020)



of organisations do not have a standalone well-being strategy in support of their wider organisation strategy (CIPD 2020)



of organisations critically assesses the quality of wellbeing outcomes (CIPD 2020)

LEADER JOURNEYS LEADER JOURNEYS

LEADER



Leaders are people too. They are under pressure and have never been more important. Yet many are not bought in to wellbeing, and many more do not know how to lead a healthy team.

These Leader Journeys, made up of Workshops and 1-1s, are designed to help. Each concludes with an action-oriented workshop designed to sustain success:

8	Senior Leaders	Fundamentals {	Mental Health	Trust & Belonging Performance Beliefs & Behaviours
	You, Your Team & Culture Set Boundaries & Empower Your People Not Your Usual Leadership Let's Talk Mental Health Choose Your Words Carefully	You, Your Team & Wellbeing A Manager's Guide to Mental Health Healthy Boundaries You, Your Team & Digital Behaviours Sustain Success	A Manager's Guide to Mental Health Conversations for Mental Health Mental Health in a Hybrid World Beating Burnout Practice Conversations Sustain Success	Trust & Communication Be Human & Dissolve Conflict Normalise Difference & Thrive Practice Conversations Choose Your Words Carefully Not Your Usual Lead for Health and High Performance Lead for Health and High Performance Habit Clinic Communicate with Impact Leading in an Optimal State Conversations Conversations Conversations for Wellbeing Sustain Success
	Result: Leaders have the core skills & knowledge needed create a healthy team	Result: Leaders have the core skills & knowledge needed create a healthy team	Result: Leaders feel confident and capable leading on mental health	Result: Leaders embrace diversity and bring the team together Result: Leaders know how to build and sustain a the team together Result: Leaders know how to to positively shape and shift the culture

LEADER JOURNEYS LEADER JOURNEYS

LEADER



Unsure where to start?

Out of 5 (where 5 = high), score your leaders on the extent to which they:



Fundamentals

- Role model good behaviours on wellbeing
- Encourage a good work-life balance
- Have set a clear vision for team wellbeing and a roadmap to get there

Mental Health

- Feel comfortable talking about mental health
- Know where to sign-post teammates for help and support (e.g. EAP)
- Have a Wellbeing Action Plan in place with each of their teammates



Trust & Belonging

- Value the opinions of others
- Support a diverse and inclusive culture where teammates feel equal
- Ensure teammates have someone they can talk to openly and honestly



Performance

- Set clear work expectations
- Create a psychologically safe place to work where people can say 'no'
- Regularly include wellbeing in 1-1s

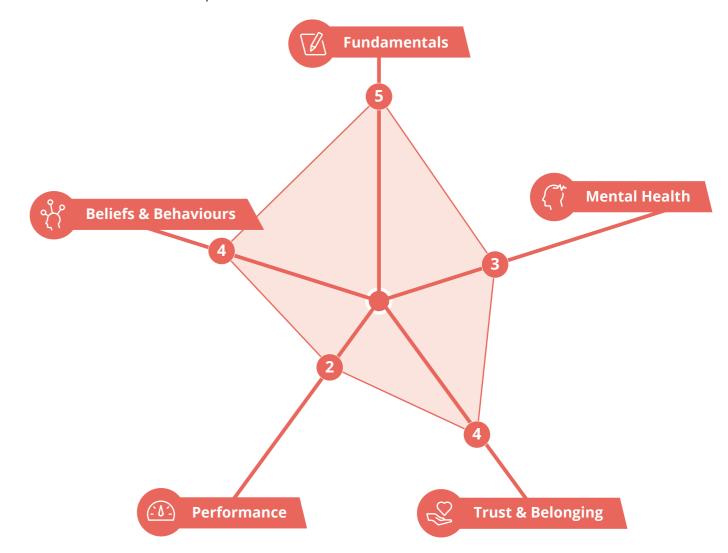


Beliefs & Behaviours

- Demonstrate an interest in the personal well-being of teammates
- Care about their teammates as people
- Attend and promote wellbeing initiatives within the organisation

Example Benchmark

Identifying where leaders are today helps inform the training you offer tomorrow. In this example, having scored a group of leaders across the 5 areas and 15 questions, it is clear that training in Mental Health and Performance would be of particular benefit to these leaders.



PEOPLE JOURNEYS

PEOPLE JOURNEYS

PEOPLE



Constantly evolving, diverse in nature. The needs of your People will never stand still. The support you offer must reflect that.

These People Journeys, made mostly of Talks and 1-1s, are designed to help:

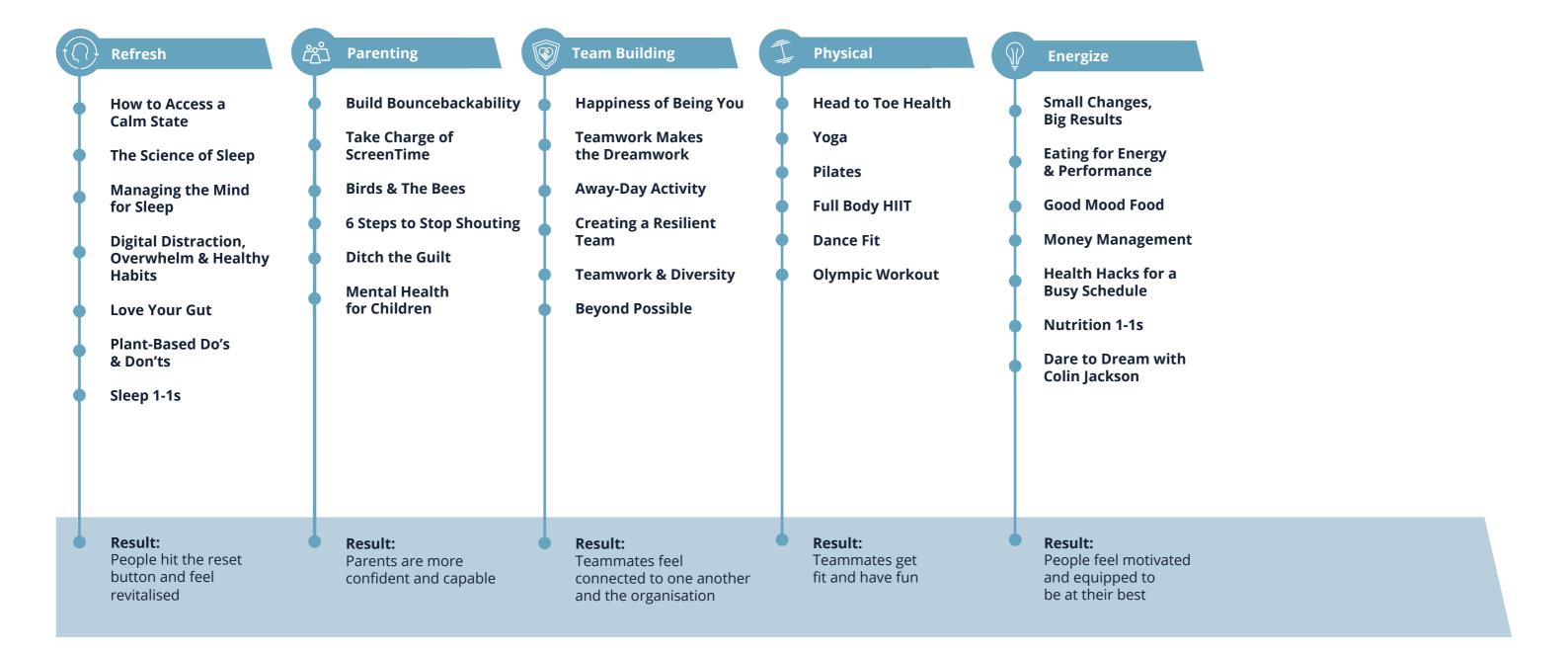
De-stress & Manage Your Emotions Beating Burnout A Physio's Guide to Mental Health World Records & Working with Mental Health 1-1 Counselling Men's Mental Health Mental Health & Being Yourself	Movement and Mental Fitness Good Mood Food Manage the Mind for Sleep Setbacks, Success & Seeing things Differently 1-1 Counselling	Olympic Failure to Strictly Champion CRASH vs COACH Embrace Change Make Space for Healthy Habits Performing Under Pressure The Speech That Cost £500 Million	Normalise Difference & Thrive Break Down the Barriers (Panel) LGBTQ+ Within the World of Rugby Appreciating Neurodiversity Imposter Syndrome Turn the Tables on Menopause Women's Empowerment with Kelly Holmes	MHFA Certification Embedding MHFA Sustaining Culture Case Studies Ongoing Group Support & 1-1s 1/2 Day Refresher
Result: People feel supported and better equipped to manage their mental wellbeing	Result: People are inspired and empowered to reach their potential	Result: People know how to come through adversity	Result: Teammates value diversity & act inclusively	Result: MHFA'ers are trained and embedded within the organisation

PEOPLE JOURNEYS

PEOPLE JOURNEYS

PEOPLE





WORKSHOPS & TALKS
MHFA & MORE

WORKSHOPS & TALKS

MHFA & MORE

Learn. Implement. Sustain.

Learning practical skills alongside teammates can help provide the inspiration and motivation needed to implement newfound knowledge. But it is not enough to simply give people the information. That is why our talks and workshops are designed to be action-oriented, inclusive and engaging.

	Workshops	Talks	
	Interactive and collaborative training to encourage audience participation and learning	Informative and engaging session to share knowledge and inspire action	
	Available virtually	Available virtually	
دُمْنَ	Available in person	Available in person	
	90-180 minutes	30-45 minutes	
	Handouts provided	Handouts provided	
+	Up to 20 people	Up to 100 people	



MHFA

Mental Health First Aid

Through a mix of group activities, presentations and discussions, Mental Health First Aid (MHFA) training teaches people how to identify, understand and help someone who may be experiencing a mental health issue. At Innerfit, our MHFA Journey ensures this is more than a 'box ticked' by truly helping embed your newly trained MHFAers.



Practice Conversations

Practice makes perfect.

Putting knowledge into practice can be a daunting prospect, especially when it comes to conversations around mental health and performance. In partnership with e-learning company Practice Room Online (PRO), we offer 1-1 practice conversations to help managers learn by doing in a safe and supportive environment before they go and have a conversation for real.



Group Support & Counselling

Need to talk?

Everybody's experience of life and work is different. Ensuring good mental health in the workplace can require more than an EAP.

Ongoing Group Support for MHFAers, a dedicated Group Programme and 1-1 Therapy can help keep your people safe when they most need it.



Everyone is different.

Whether it be losing weight, improving sleep or boosting their mental health, most people could benefit from very personal support. At Innerfit we offer 1-1 Consultations with:

- Nutritional Therapists
- Personal Trainers
- Counsellors
- Sleep Experts

RESULTS RESULTS

RESULTS

Impact of MHFA Training







In knowledge



Overall instructor rating



Likelihood of recommending the course

You, Your Team & Wellbeing Leadership Training

89/100

Score for "I found the facilitator engaging"

89/100

Score for "I found the facilitator engaging" & "had a strong knowledge of the material"



Sessions with Innerfit are engaging and inclusive. It was great to see structure and tools being shared, supported with their voice of experience to link to practical change."

LUCIE

MATCHES FASHION (HEAD OF LOGISTICS)

MATCHES FASHION



I absolutely love working with you. It's such a collaborative way of doing this and every programme – from Latin America to London – has really delivered the results we were looking for"

CHRISTIAN

DISCOVERY CHANNEL (VP)





I just wanted to drop you a quick note, and share that I have received a lot of positive feedback about today's session! You guys did an awesome job!"

LISA

AWIN (MARKETING DIRECTOR)





The support you have given me over the last year has been incredible. It's not just been the sessions; it's so much more than that"

HARRIET

BRISTOWS (HR ADVISOR & WELLBEING LEAD)

Bristows



It was a great session; I've had some great feedback from the staff. Thanks a million, a great start to the year"

SIMON

DISCOVERY INC. (CTO)





They enabled us to put our foot on the accelerator and offer a huge range of additional support. From day one the team made a huge effort to really dig beneath the surface and understand how our employees were feeling and how they could shape their offer to match our needs, rather than simply providing a tick box programme"

GEORGIE

BLUE SQUARE (L&D CO-ORDINATOR)

blue square

FAQS FAQS

FAQS

Can I have a bespoke Journey?

Yes, 100%! The Journeys are designed based on what we have seen modern organisations need but your people and needs are unique.

Can I have a single Talk or Workshop on its own?

Of course you can. We understand that you may have a Team Event. Wellbeing Day or simply want to address a specific topic. However, Talks and Workshops have the biggest impact when delivered as part of a Journey, so we often recommend taking the approach for maximum results.

Can I have over 20 in a Workshop?

Smaller group sizes helps individuals feel involved and ready to take action. If you are looking to reach as many people as possible, Talks can be delivered to a large audience.

How Does it Work for a Hybrid Workforce?

We allow live streaming of our Talks and collaborate with organisations to deliver content in the most effective way possible for a split team or workforce.

In general, we do not record live events, as this could compromise Innerfit intellectual property and the experience and privacy of attendees.



INNERFIT

