

INNERFIT



**FEEL WELL  
WORK WELL**

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

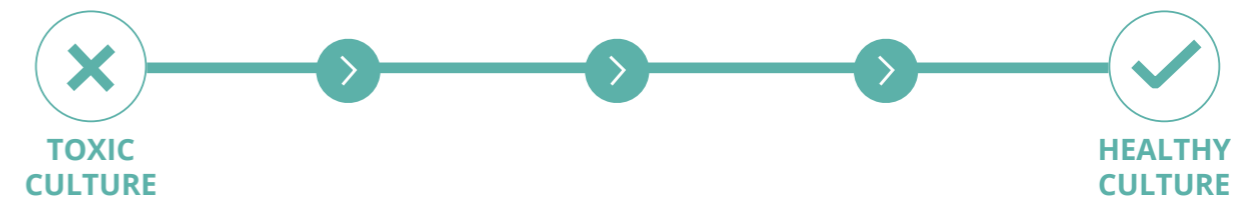
### The future of your business starts with your people.

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.



# PROCESS

## People

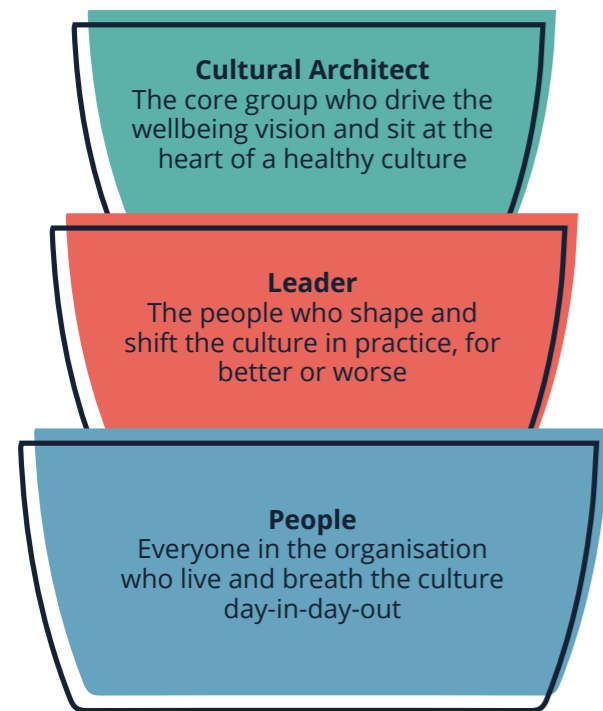
One of the biggest mistakes a human can make is to fail to see the perspective of others. That is why we want to see the world from your perspective.

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.

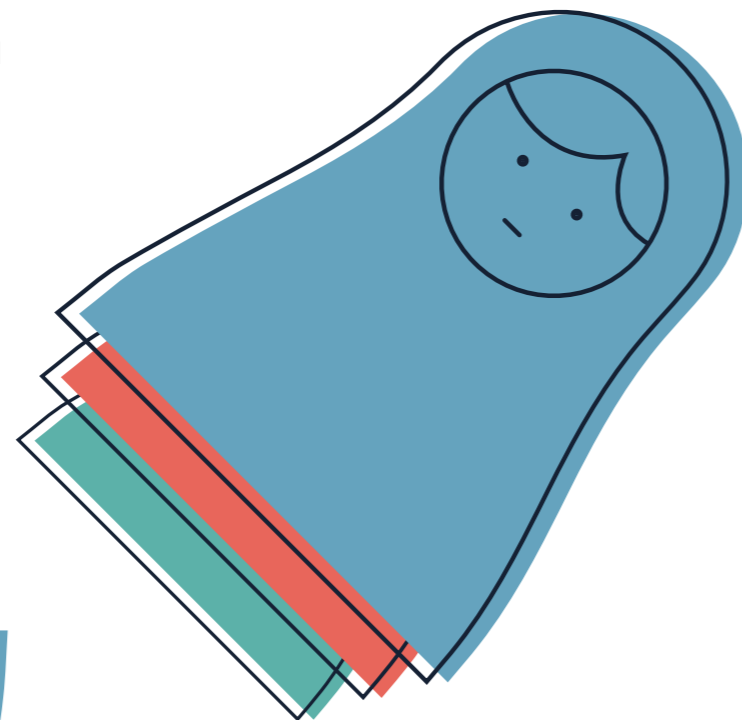
## Results

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.



ORGANISATIONAL CULTURE



# JOURNEYS



## 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

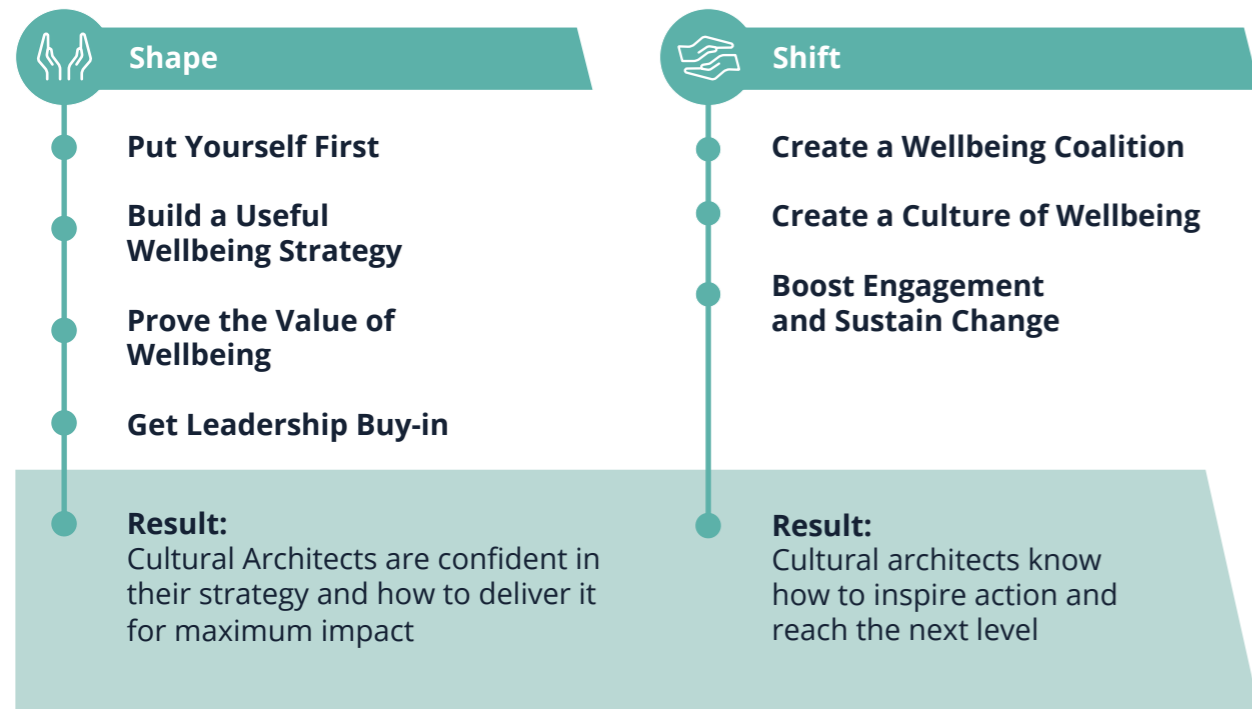


Leading the way on wellbeing can be tough. At Innerfit, we put Cultural Architects – the people driving wellbeing forwards for their team or organisation – at the heart of our approach.

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.

Both Cultural Architect Journeys are recommended for 3-10 people and include a blend of group workshops, tools and resources:



# 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:



# LEADER



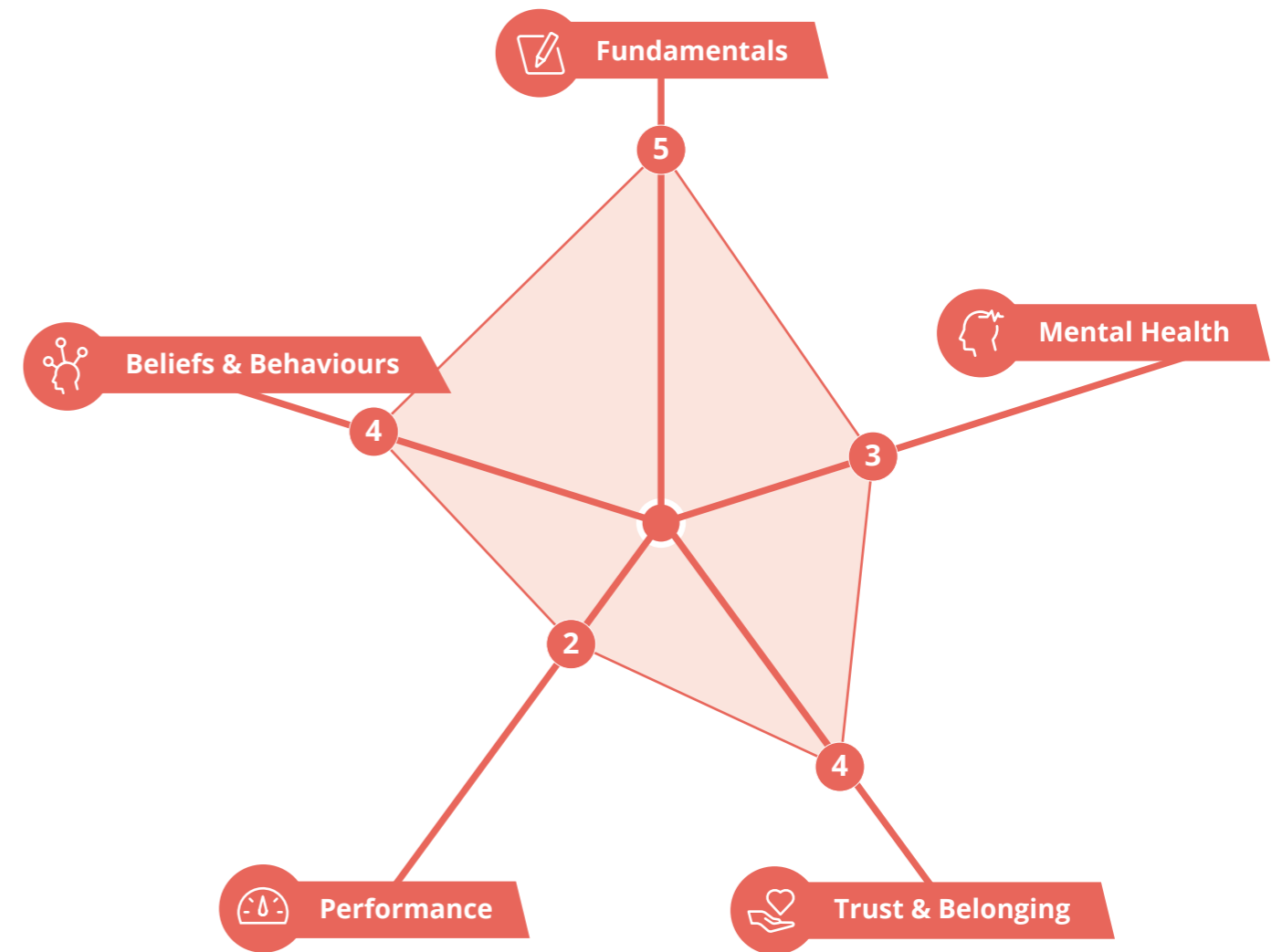
## Unsure where to start?

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.

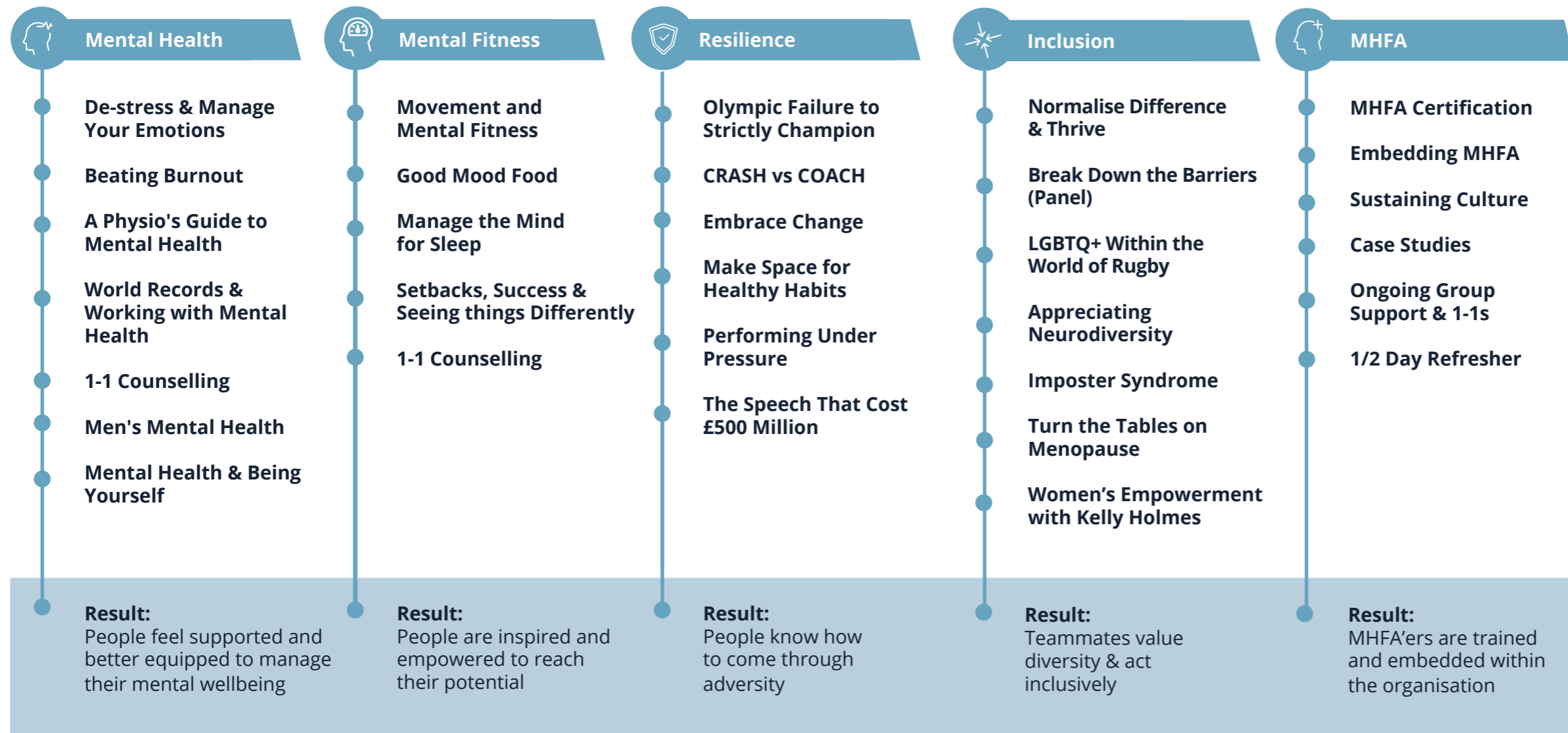


# PEOPLE

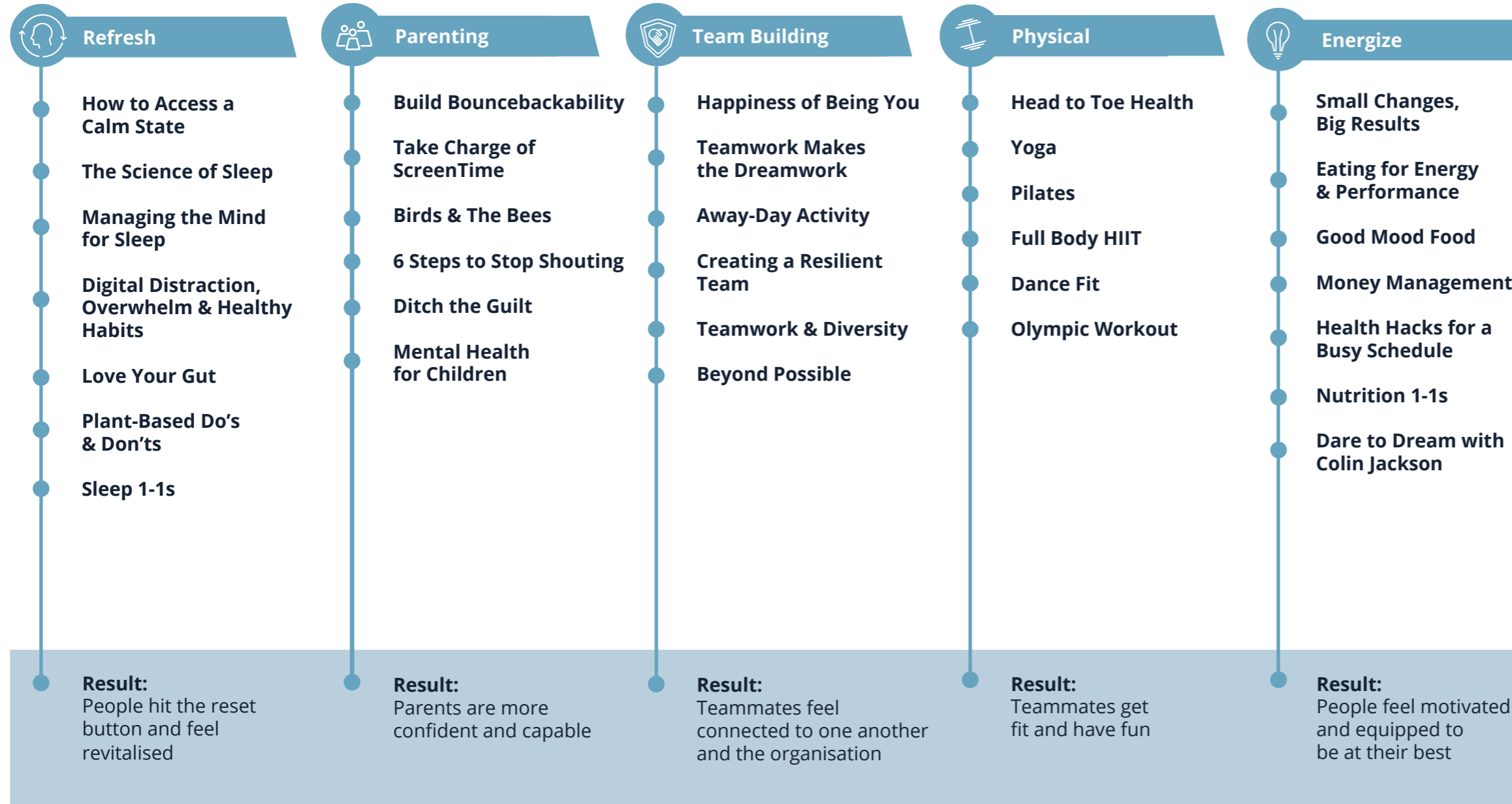


Constantly evolving, diverse in nature. The needs of your People will never stand still. The support you offer must reflect that.

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



# PEOPLE







# WORKSHOPS & TALKS

## 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
	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 & MORE

 **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.

 **1-1s**

**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

## Impact of MHFA Training



In confidence



In knowledge



Overall instructor rating

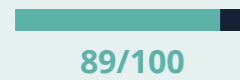


Likelihood of recommending the course

## You, Your Team & Wellbeing Leadership Training



Score for "I found the facilitator engaging"



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)



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**



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)



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

## 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



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