



Talking **Talent**

Brilliance in Diversity



Enhance wellbeing and watch your business boom

Wellbeing is a strategic business issue. We're all experiencing more strain than ever. Stress, burnout and emotional exhaustion prevail across most organisations, yet being out of balance can have such a profoundly negative impact both at home and work. We also know that employee's subjective wellbeing is significantly affected in times of higher uncertainty such as organisational change.

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Talking Talent's 2017 research revealed that over half (57%) of all professionals feel worn out by the environment in which they work. In this country, there are 488,000 cases of work related stress every year, equating to 11.7 million days lost. PWC also reported that sick days cost UK organisations nearly £29 billion a year.

Senior leaders and working parents face a unique set of challenges that threaten their wellbeing. Figures show 1 in 10 UK women are on the brink of burnout, and in the US, women report higher stress levels than men. In the UK our research tells us that middle managers and working dads are increasingly feeling the pinch.

Focusing on wellbeing has been proven to drive sustained performance in senior leaders and their teams, as well as creating an organisational culture where everyone is more engaged, productive and able to sustain performance.

Putting wellbeing, balance and resilience front and centre to the strategic aims of organisations builds resilience and productivity, sustainably achieving better business outcomes through high performance.

WELLBEING COACHING

Talking Talent supports organisations to establish a proactive, tailored and preventative approach to wellbeing. We work with individuals and organisations to create coaching-led interventions based on a diagnostic framework specifically tailored to a leadership audience. These interventions are designed to enhance wellbeing, identify unique issues and provide tools to deliver lasting change.

Our wellbeing coaching programmes also focus on periods of uncertainty, such as organisational change, providing a positive focus and enabling individuals to take charge of the change affecting them and perform under pressure.

UNDERSTANDING YOUR ORGANISATION'S REAL NEED: TALKING TALENT AND MEWS

To design the most appropriate and timely intervention for an individual, department, peer group or create an organisation-wide wellbeing strategy, it's important to fully understand wellbeing levels in the present moment.

Talking Talent partners with MEWS (The Managerial and Executive Wellbeing Survey) to undertake an initial diagnostic survey. MEWS is a new way to measure and understand wellbeing designed exclusively for more senior company members. It's a credible, engaging tool for driving enhanced wellbeing and Talking Talent is the first organisation to pioneer its use in the UK and US in relation to gender-led initiatives.

Drawing from cutting-edge research and first-hand insights into the stresses and strains of senior leaders, the MEWS survey explores the aspects of work and life that have the most impact on wellbeing. MEWS is delivered via an accessible, best-practice, secure online platform, and is supported by hands-on, deeply knowledgeable, specialist coaches.

"Improved performance. Greater engagement. A retained, diverse talent pool. Reduced absenteeism and burnout. A responsible and compassionate culture. These are just some of the results our clients see when working with Talking Talent to enhance wellbeing."



HOW IT WORKS

1:1 Coaching: Talking Talent introduces MEWS to a particular 1:1 coaching programme when the coach or coachee identifies a need to involve Wellbeing, whether it's Working Parents, Women's Leadership or Executive. It would typically form the basis of one of the sessions.

Senior Leadership: Talking Talent's Wellbeing programme can be performed across the senior leadership team to act as positive reinforcement and be a proactive tool to identify particular areas of risk to the individual and business continuity. An individual report is produced and followed up, with several face-to-face coaching sessions.

Consulting Session: Talking Talent can also run consultative group sessions across a team, function or an area known to have wellbeing issues. A collective report highlighting key trends, strengths, weaknesses, similarities and differences will be produced and followed by a group coaching programme to design and action a strategy for enhancing wellbeing.

Our wellbeing programme has also been scaled down and is present in all Talking Talents coaching programmes, including working parents, women's leadership and executive coaching.

BENEFITS

Wellbeing is central to achieving the strategic aims of both organisations and individuals by:

- Driving sustained performance in individuals including working parents and their teams
- Enhancing productivity, engagement and retention
- Reducing absenteeism, burnout and the damaging impacts of 'presenteeism' (a fairly recent workplace term, coined to highlight the negative aspect of over-attendance at work)
- Highlighting potential flight risks to ensure business continuity
- Creating positive action to tackle the debilitating impact of mental ill health
- Enhancing a responsible and compassionate organisational culture



OUR CLIENT SERVICES TEAM

Beginning brand new company initiatives like coaching can seem daunting, but our vastly experienced client services team acts as an extension of your HR team. They smoothly handle the day-to-day running of all coaching programmes, logistics and communications.

Our clients often seem surprised by the standout quality of this one-on-one support – and our strong programme management. They cite our ability to think creatively around their specific needs, while turning those creative ideas into a successful and efficient programme, as one of the attributes they value most.

“We are all facing an unprecedented pace of change as modern life continues to travel at breakneck speed. So, adopting and adapting are crucial qualities for commercial success. All types of organisation need to place new importance on the all-around wellbeing of their people, by investing in workplace initiatives such as coaching and other forms of support. This research can really help us better understand a new source of competitive advantage. People really are the most valuable asset for any organisation.”

Sally Evans, Diversity & Inclusion and Employee Wellbeing Consultant at PwC



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