

Wellbeing at Work



It's more than personal responsibility

Professionals are experiencing more stress than ever before. 24/7 connectivity, increased work-life blur, and the secondary trauma of social upheaval are among the anxieties that are wreaking havoc on workers' wellbeing.

So, it is not enough to tell employees to make good choices. Your work culture must meet them halfway.

What We Offer

We coach for preventative measures and mindset shifts around improving wellbeing. Our programs address the systemic, cultural, and individual contributors to mental wellness. We engage managers around the practical how-to of leading with mindfulness towards wellbeing. Simultaneously, we're building employees' ability in self-efficacy and advocacy for their wellbeing needs.

Wellbeing Coaching

It takes courage for employees to ask for what they need at work. But when a person feels overwhelmed and is not sure what to even ask for, the situation can feel hopeless. Coaching helps employees reduce the risk of over taxing their psychological, emotional, social, and physical health. Our coaching-led approach helps people uncover healthy perspectives and take bold steps towards reclaiming their wellbeing.

Coaching for Leaders

When leaders show humility, curiosity, empathy, and a bias towards staff empowerment, employees are more likely to be engaged and desire to contribute to a high-performing inclusive culture. Coaching helps leaders make purposeful and well-informed choices that challenge them to consider how their choices affect the wellbeing of their team. Leaders who role model wellbeing can influence positive cultural change company wide.

Resilience Circles

Our coach-led, cohort-based model facilitates safe spaces for courageous conversations where colleagues can talk openly on topics focused specifically on wellbeing. This allows individuals to create new awareness and receive encouragement knowing that they are not struggling alone. Participants inspire one another with innovative ideas for improving wellbeing and resilience, and the coach creates commitments for accountability within the group.

The ROI on Your Investment in Wellbeing

Talking Talent helps shift mindsets around wellbeing, creating workplaces where employees are empowered to choose healthy and happy. **Companies that invest in employee wellbeing are 4x less likely to lose talent, and they are 50% more creative and innovative!** And when employees feel like their needs matter, it inspires a greater sense of connection at work.

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What Makes Us Different?

LEARN – AMPLIFY - SUSTAIN

Our programs are designed using our differentiated Learn, Amplify, Sustain model. This blended approach is most effective in creating transformational personal change. Adding one-to-one coaching and coach-facilitated group sessions is a way for attendees to reflect and build upon their learning experiences and enhance accountability. Ongoing accountability leads to more sustainable performance and inclusive cultures all around.

How our programs are creating sustainable change:

- **Focus on EQ (Emotional Intelligence)**
We develop emotional intelligence, helping professionals to be more self-aware and empowered to take action for themselves and others.
- **Data driven** We run focus groups



and surveys to understand a team's current wellbeing challenges. Then, customized solutions are designed to address development needs.

- **Coaching-led** Programs are coaching-led. That means we lead by "talking together" not "talking to."
- **Systemic** Programs engage managers around the ROI

and the practical how-to of leading wellbeing.

- **Three-pronged approach**
Individual (self-care), Team (other-care), Business (champion)
- **Making the Connection**
Our programs reinforce the connection between wellbeing, engagement, retention, growth, authentic relationships, and greater inclusion.

Work With Us

For over 15 years, Talking Talent has been global leaders in coaching organizations through culture change. We can empower your professionals, giving them strategies and resources for building wellbeing, resilience, and leadership skills, supporting you in creating a workplace where everyone thrives.

Traditional employee wellbeing initiatives tend to focus on one-off wellness interventions for individuals. Talking Talent recognizes wellbeing as a shared responsibility, with individuals, managers, and business leaders all taking part in meeting and advocating for each other's needs.

Our belief is that wellbeing should be recognized as a core leadership

competency, and we're ready to help you execute a robust plan of action for engaging your organization in prioritizing wellbeing.

We provide scalable, hands-on support for establishing self-renewal skills that rejuvenate sustainable performance for leaders and their teams.

Let's Talk

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Talking Talent
Building an inclusive world