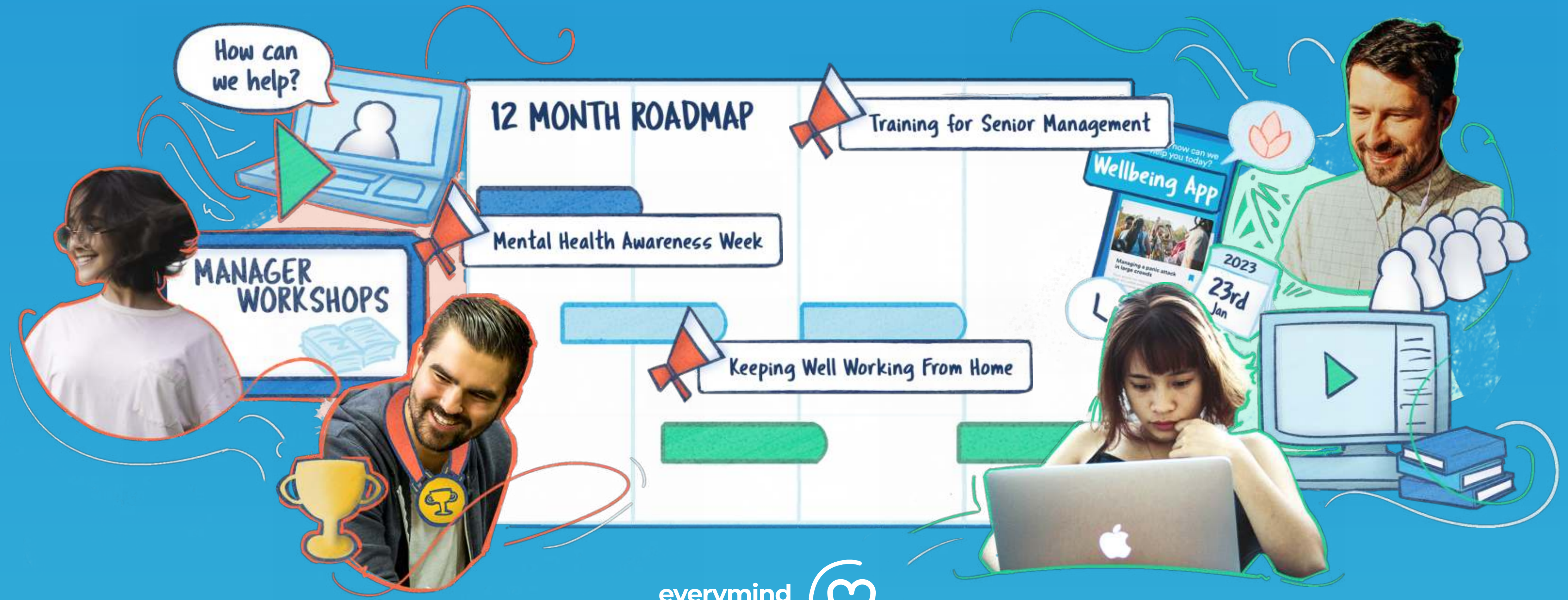



EXPLORING THE PARTNERSHIP



OUR MISSION



*We want to reinvent the way that
organisations approach **MENTAL WELLBEING** 
in the workplace.*

Read our
Founder's story



Our Founder's story

At the age of 18, Paul tragically lost his dad to suicide. After years of struggling with grief, depression, and anxiety, Paul opened up about his dad's story and his own mental health journey.

Through these personal experiences, Paul found purpose in his adversity. Raising awareness and normalising the mental health conversation became Paul's mission. After personally speaking at a number of organisations, it became clear that there wasn't a proactive solution to supporting employee wellbeing.

What started as an idea on a notepad, driven by personal loss, is now Everymind at Work, [a mental wellbeing partner supporting hundreds of organisations](#) in their fight against mental health stigma.


"My dad suffered in silence - his loss is something that will forever impact me."





THE REALITY

We all have mental health

 We know the impact mental health challenges can have in the workplace. When employees are signed off work due to mental health, it can leave tasks undone, causing additional stress for team members. When managers fail to support team wellbeing, it can lead to performance and retention issues. And when leaders deny the importance of mental health, it can damage company culture and create stigma. Mental health and wellbeing isn't a benefit or a 'nice to have', it's a must have.

We've been silently calling for a new approach, where we can **proactively support employees** and help prevent as many individuals as possible from reaching crisis stage.

WHAT WE KNOW



Businesses are spending more than ever on wellbeing, yet outcomes aren't improving.

Let us
tell you why



Wrong spend. Wrong approach.

Businesses are currently spending most of their resource on reactive mental health solutions and adopting a 'one size fits all' approach to improving employee wellbeing.

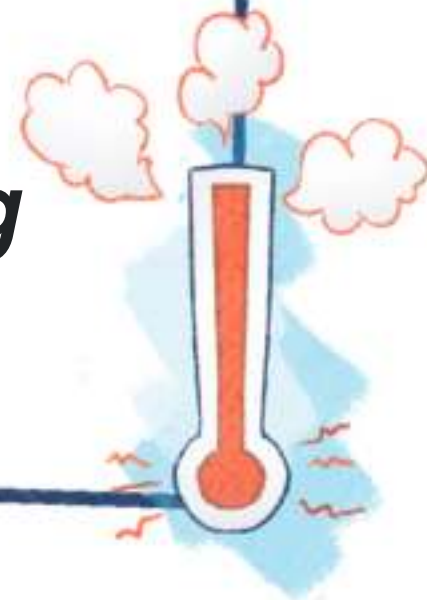
And despite **Deloitte's efforts** to quantify the cost of poor mental health to employers (at £56bn), it's impossible to calculate the true cost of stress-related absences, avoidable health and safety risks, recruitment and retention challenges, as well as the impact on company culture and productivity. These are what we call the "unmeasurables".

The reality is... it's an even bigger number.



*The **reactive way** of dealing with mental health & wellbeing*

*Waiting for individuals to reach crisis **BEFORE** taking action*



HR supporting wellbeing on their own



Relying on EAPs and reward programmes



Taking a 'one size fits all approach' to wellbeing



Guessing at what your employees need



Choosing to run 'one-off' wellbeing initiatives



WHAT WE DO



***We transform your organisation
from 'reactive' to 'proactive'***



Our approach

Broken into 3 pillars, our approach ensures proactive support is at the heart of your wellbeing strategy.



PROACTIVE

Promote focuses on reducing mental health stigma in the workplace and increasing awareness to help employees feel more comfortable opening up about their mental health.

Provide focuses on educating and upskilling employees with tools to help them better manage their own mental health and wellbeing, as well supporting their colleagues.

REACTIVE

Protect focuses on the support provided to those at crisis stage and traditionally where businesses have invested (such as through Employee Assistance Programs or counselling).

WHERE DO WE START?

everymind
at work



A glimpse into what we do

We offer a sliding scale of support to help you shift into a proactive business, this includes:



It doesn't stop there either, we also offer wellbeing coaching programmes, in-person talks and additional additional workshops...

Who we've helped

wagamama

Lookers



Superdry®

Wates

RANGEmaster
UNRIVALLED PERFORMANCE

your
COOP

Aldermore

M&S
BANK

brother
at your side

Julius Bär

Velocity Global™

accenture

BCG

Quorn™

Helping a range of businesses take a proactive approach to workplace wellbeing

What our customers are saying

“

Everymind at Work's person-centered approach was a huge sell for us. The best thing is the people that work for them! Plus the easy-to-use app with engaging content and support is relevant, fresh and simple to use.



Kelly Osborne
Head of Health & Wellbeing

Wates

“

I was really sold by the roadmap and wellbeing calendar that supports workplace mental health. This means we're able to support HR's workload so that we don't miss out on important mental health days throughout the year that are crucial.



Cheryl Earle
Head of Human Resources



“

Jess and Paul's sessions were brilliant and the response we had was outstanding. More employees have been opening up and talking with us; the feedback we got was amazing and took us by surprise.



Joanne Aldridge
Head of Franchise

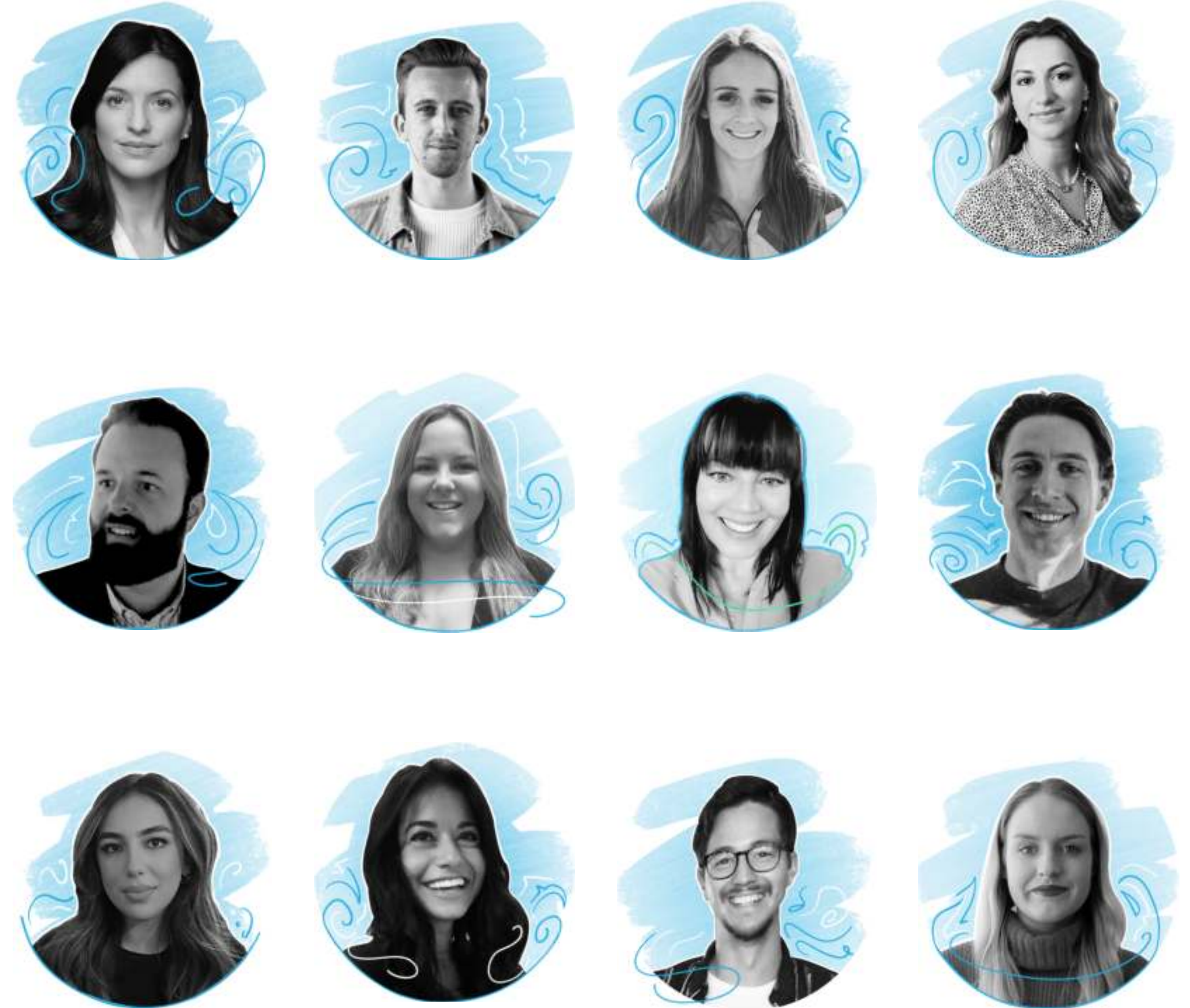
THE
HOLIDAY
FRANCHISE
COMPANY

***Real people.
Real stories.
Real passion.***

We're with you every step of the way.

Our personal experiences and expertise in mental health have enabled us to develop a unique approach to workplace wellbeing.

Each member of our team is dedicated to supporting the wellbeing of your employees, including yours. Our goal is to **reinvent the way businesses approach mental health in the workplace**, ensuring that no one is left unsupported, and that proactive support is at the heart of your business.



OUR PARTNERSHIP

ALL THE WAYS
WE CAN HELP



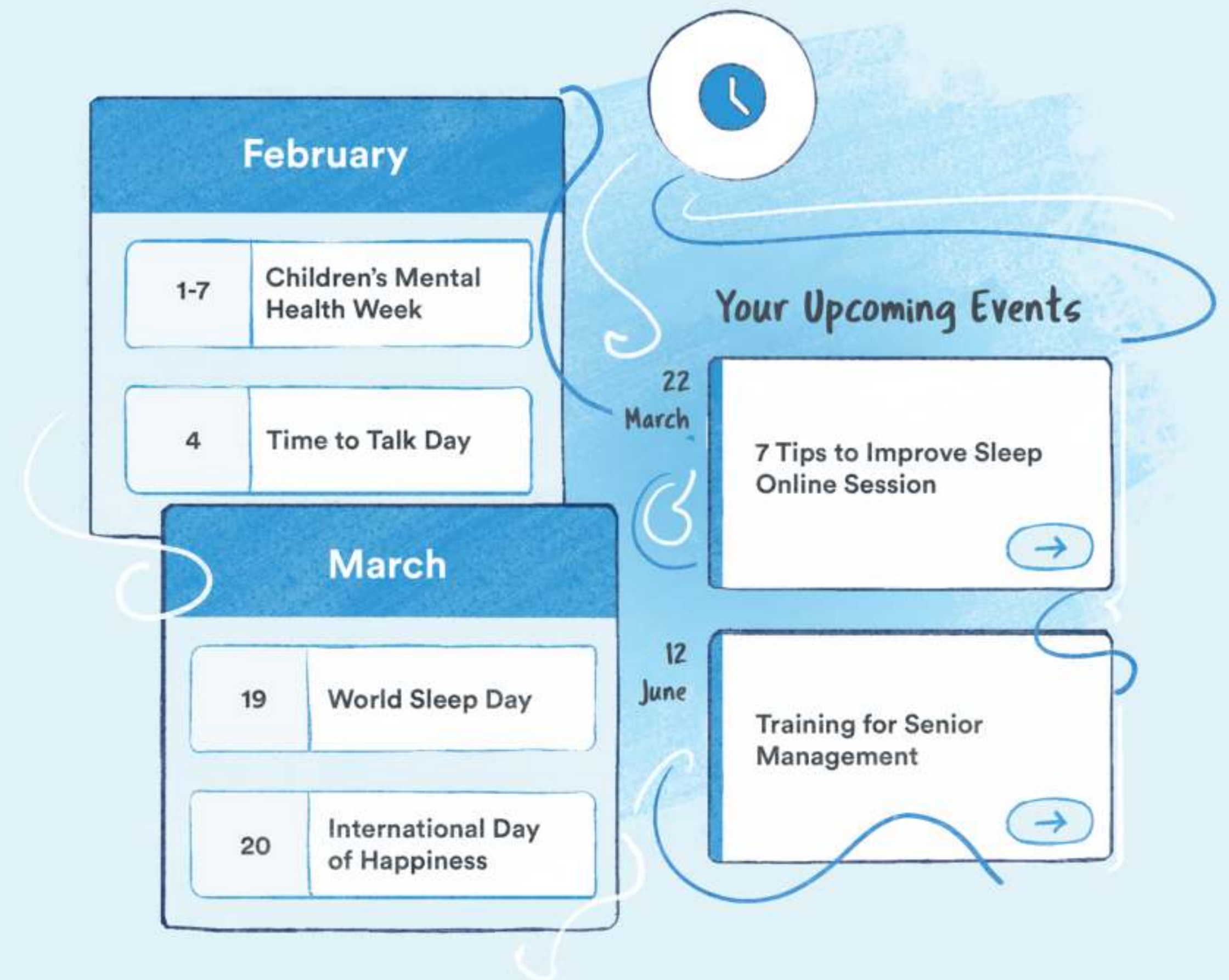
everymind
at work



Never worry about a wellbeing initiative again

As the foundation of our proactive approach, we can support you with **over 25 wellbeing awareness dates in the calendar**. This includes ready-to-go campaigns and clinically backed wellbeing resources. In short, we ensure that you have wellbeing initiatives covered for the entire year so that you can deliver proactive support to your employees all year round.

We take care of everything - from creating the content to providing you with the communications to share with your employees - giving you complete peace of mind."



WELLBEING WEBINARS

Heartfelt storytelling is our superpower

Our wellbeing webinars truly stand out because they're **shaped by personal experiences**. This approach allows us to better connect with employees, resulting in higher engagement. Plus, through anonymous polling during the session we're able to uncover insights around how your employees are feeling.

Don't worry, we won't add work to your 'to-do' list. We take care of everything, from hosting the session to providing comms and sharing our insights with you.

Upcoming webinars

13
May

Keeping Well Whilst
Working from Home

11am - 12pm



23
August

Managing Stress &
A Heavy Workload

1pm - 2pm



WELLBEING BUSINESS CONSULTANT

Helping you, every step of the way...

Our Wellbeing Business Consultants are super approachable and they 'get' what you're up against when it comes to improving wellbeing.

They'll support you in many different ways - from **providing strategic guidance** to **sharing additional wellbeing resources** - all to help ensure your wellbeing approach lands successfully. Having built successful wellbeing programmes across a number of large organisations, you'll get peace of mind that you have the right support behind you.



Avid runner

Jo McDonnell

Wellbeing Business Consultant



It's incredibly rewarding to see more businesses looking to improve the wellbeing of their employees. I'm very proud to be on that journey with my clients and it's truly heart-warming when I see the positive impact we're delivering together.



Sourdough enthusiast

Kezia Luckett

Wellbeing Business Consultant



The influence that businesses can have on employees wellbeing, not only leaves a positive impact on the individuals themselves but all they come into contact with. I am excited to see how together we can change the lives of many.

EVERYMIND CHAMPIONS COURSE

Helping you identify and activate your Champions

Creating Champions is crucial to improving wellbeing across your business. **These are employees who are passionate about mental health and wellbeing**, helping you to break down stigma and ensure you're not the only one promoting wellbeing in the business.

Explore **our free online Everymind Champion Course** to learn more and share it with your employees. We believe the sooner, the better! Wellbeing can no longer solely sit on the shoulders of the HR and People function - your Champions are a vital network that supports you.



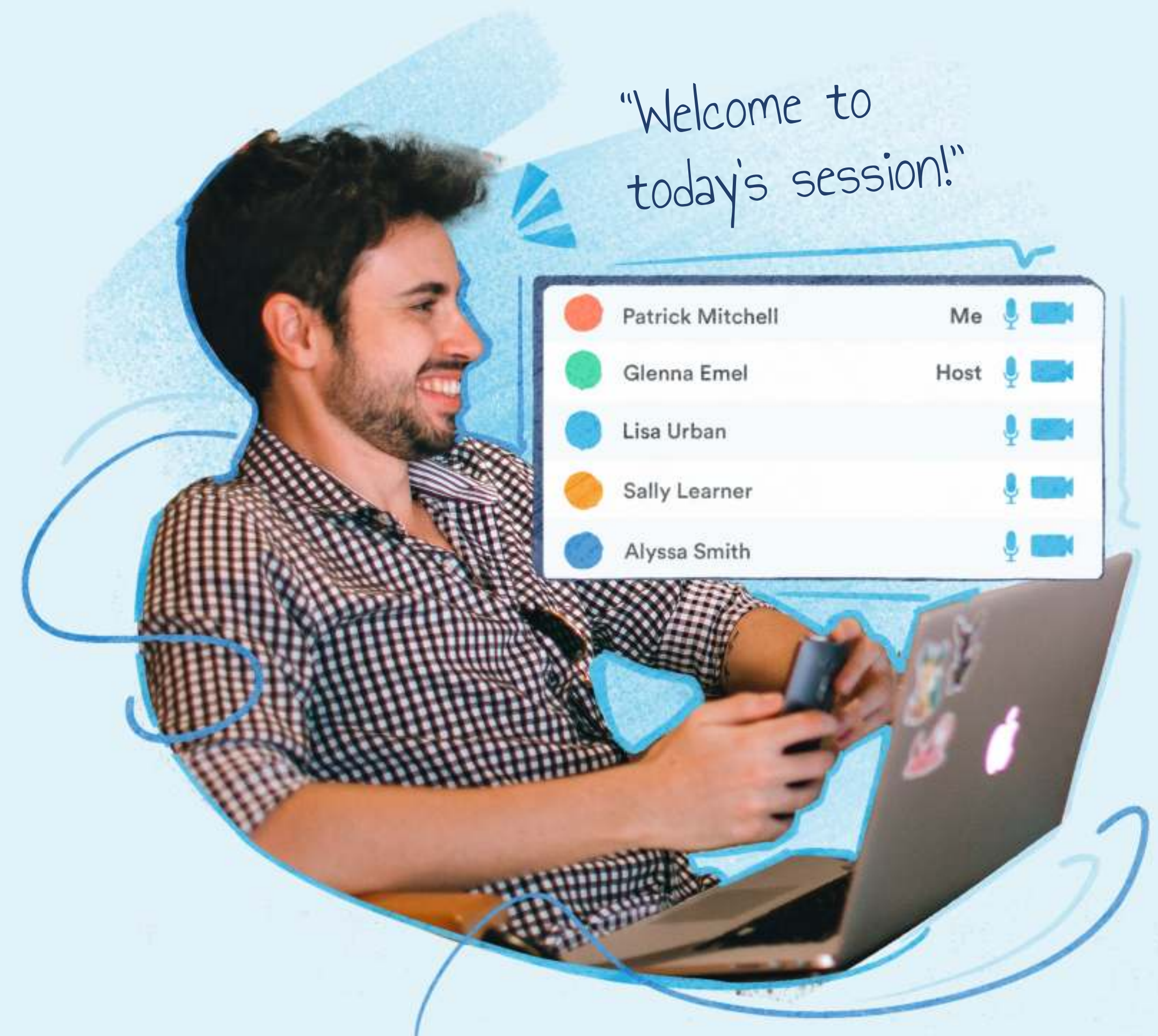
VIRTUAL WORKSHOPS

Virtual workshops that actually... work

There's concrete evidence to show that mental health training is beneficial for both employees and businesses. However... most workshops fall short of their promises.

We decided enough was enough and designed a series of effective and engaging sessions that deliver real skills to your people.

We offer workshops for several key areas, including manager training, resilience training, and Champion training - all of which are reviewed by our Head of Psychology and practicing Clinical Psychologist, Lauren Callaghan.



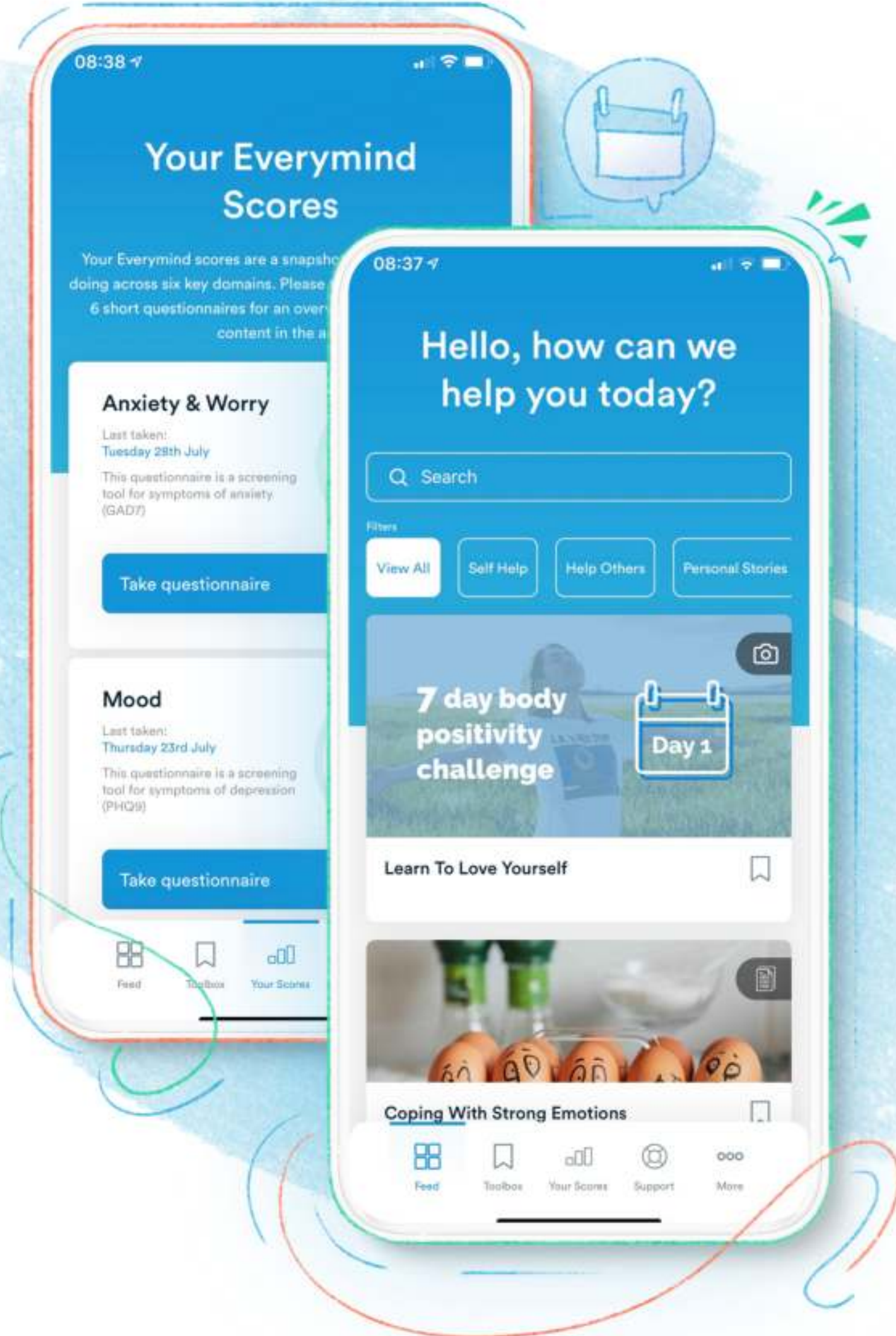
All workshop are evidence-based and backed by our Head of Psychology

THE EVERYMIND WELLBEING APP

A wellbeing companion, in employees pockets.

More than just a mindfulness app, we help employees better understand their mental health through **clinically-backed Everymind questionnaires**, signposting them to the most effective support in that moment.

Through the app, your employees have on-demand access to hundreds of videos, articles and podcasts covering every area of mental wellbeing. Plus, they're able to find relevant support quickly as their wellbeing needs evolve and change over time.

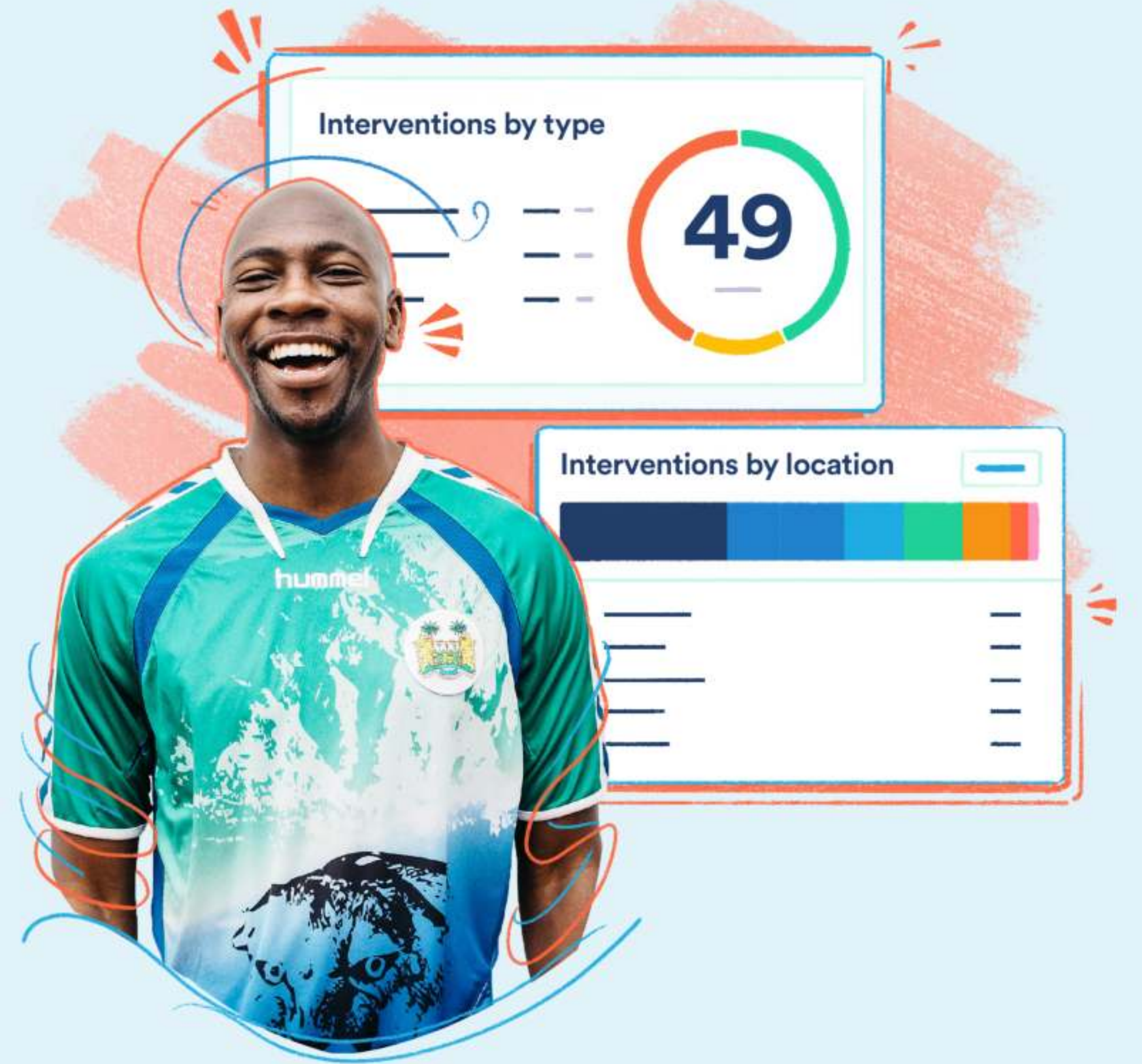


EVERYMIND CONVERSATIONS PLATFORM

Empower, motivate and support your MHFAs & Champions

Our simple-to-use **Conversations Platform** gives your MHFAs and Champions a place to **anonymously log the mental health conversations they're having**, helping you uncover insights into the challenges your employees are facing. You'll also get access to your own business Dashboard view, helping you **monitor utilisation, impact and uncover who's driving most conversations**.

We believe there's never been a better time to wrap more support under your MHFAs and Champions.



GROUP SUPERVISION

Yes, that
includes you.

Remember, your ‘supporters’ also need support.

Our virtual supervision sessions are designed to provide guidance, support and reassurance to your MHFAs and Champions, **ensuring there is ongoing support for those who are supporting others**. These sessions also provide a space for individuals to learn and ask questions, helping them be more effective in their roles.

Led by a qualified counsellor trained in running group supervision, this is the best way to **bring your network together, provide support and share ideas collaboratively**.

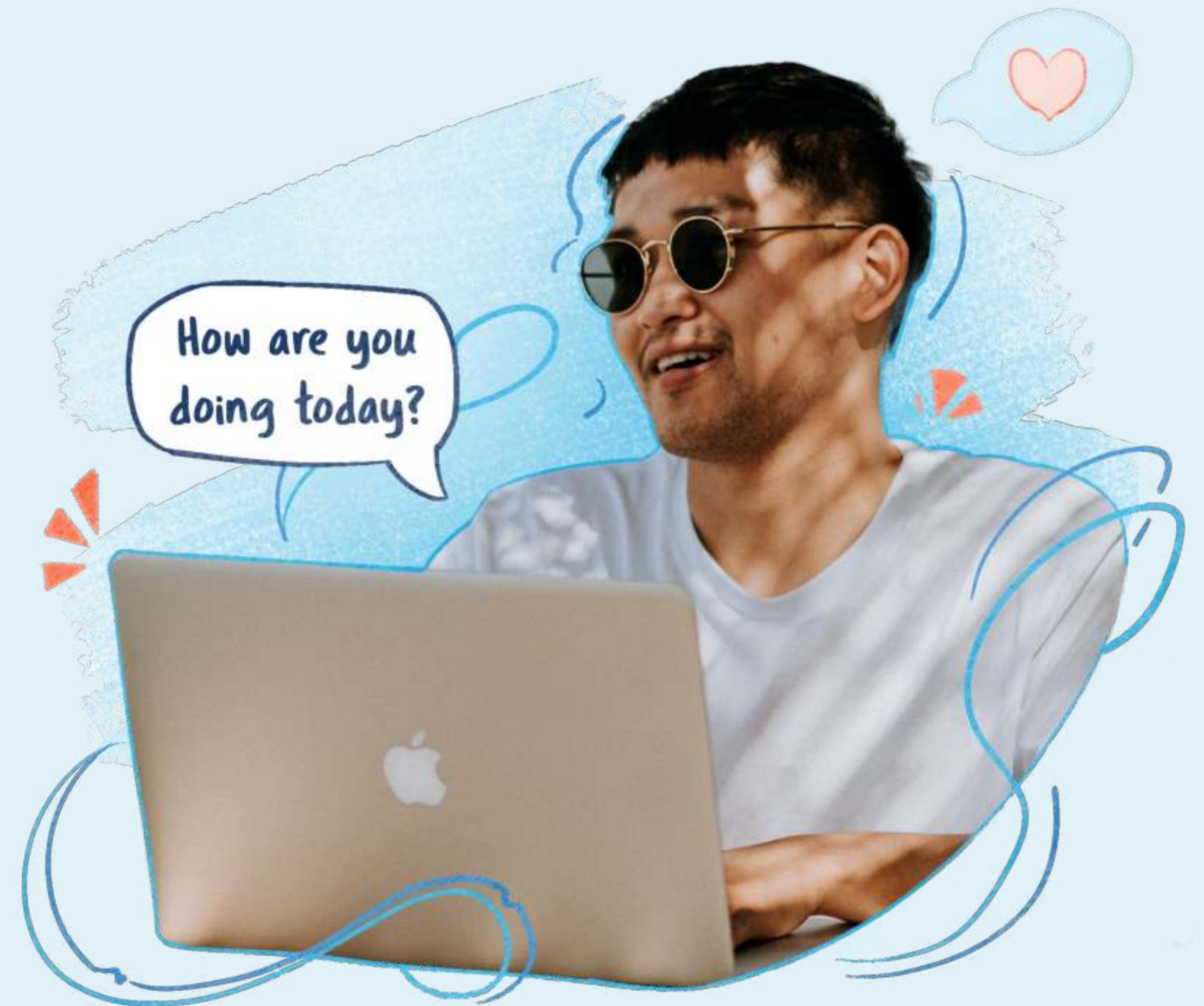


ON-DEMAND SUPPORT

On-demand support, for those crucial moments

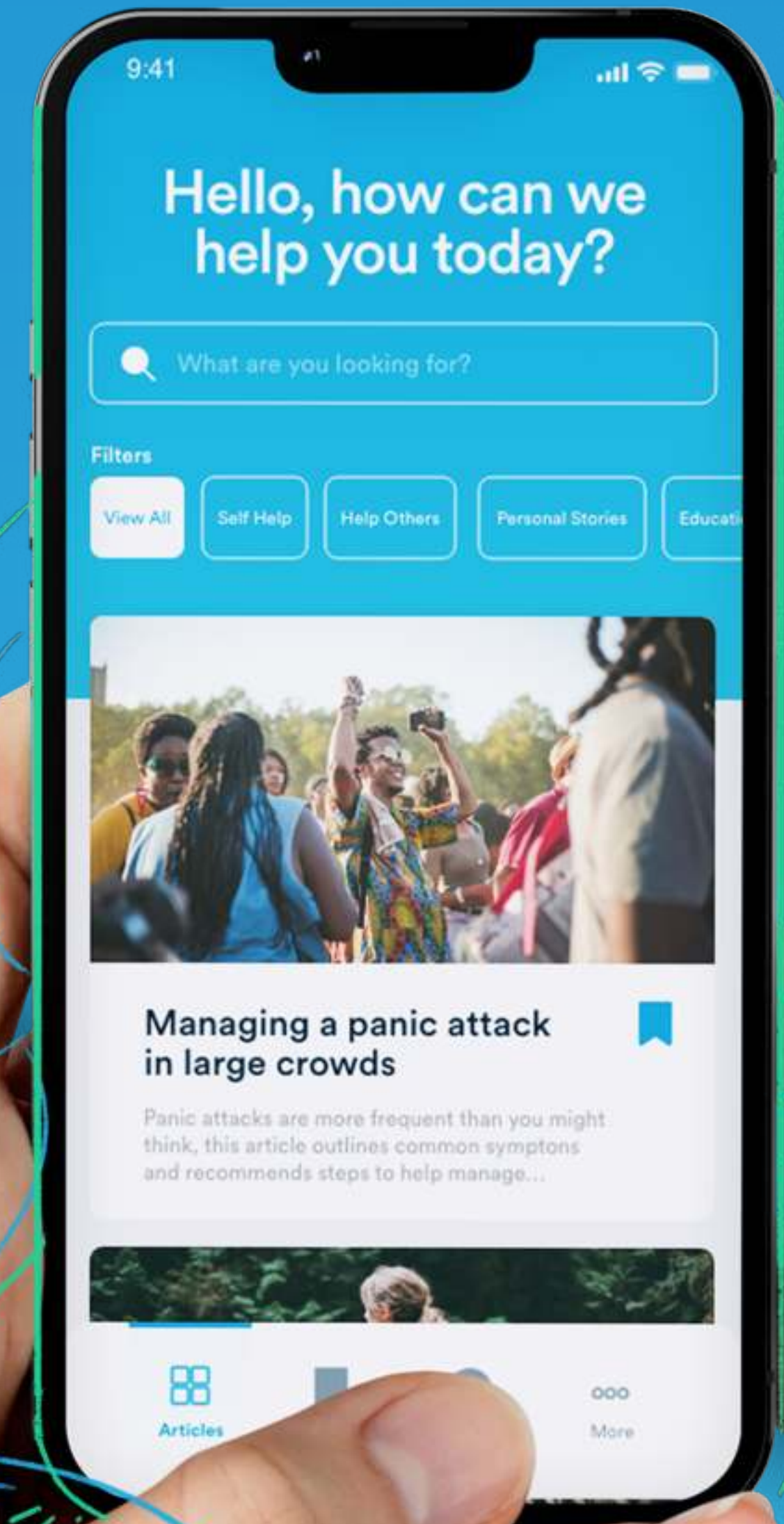
MHFAs and Champions often face situations where they don't know who to turn to for support, whether it's before or after a difficult conversation. The truth is that they require specialised support, or otherwise may pose an additional risk to the business.

Our **clinically supervised support line**, available to your MHFAs and Champions, can help overcome this challenge by providing on-demand support for any of the difficulties they may face in their role.



THE EVERYMIND WELLBEING APP

everymind
at work

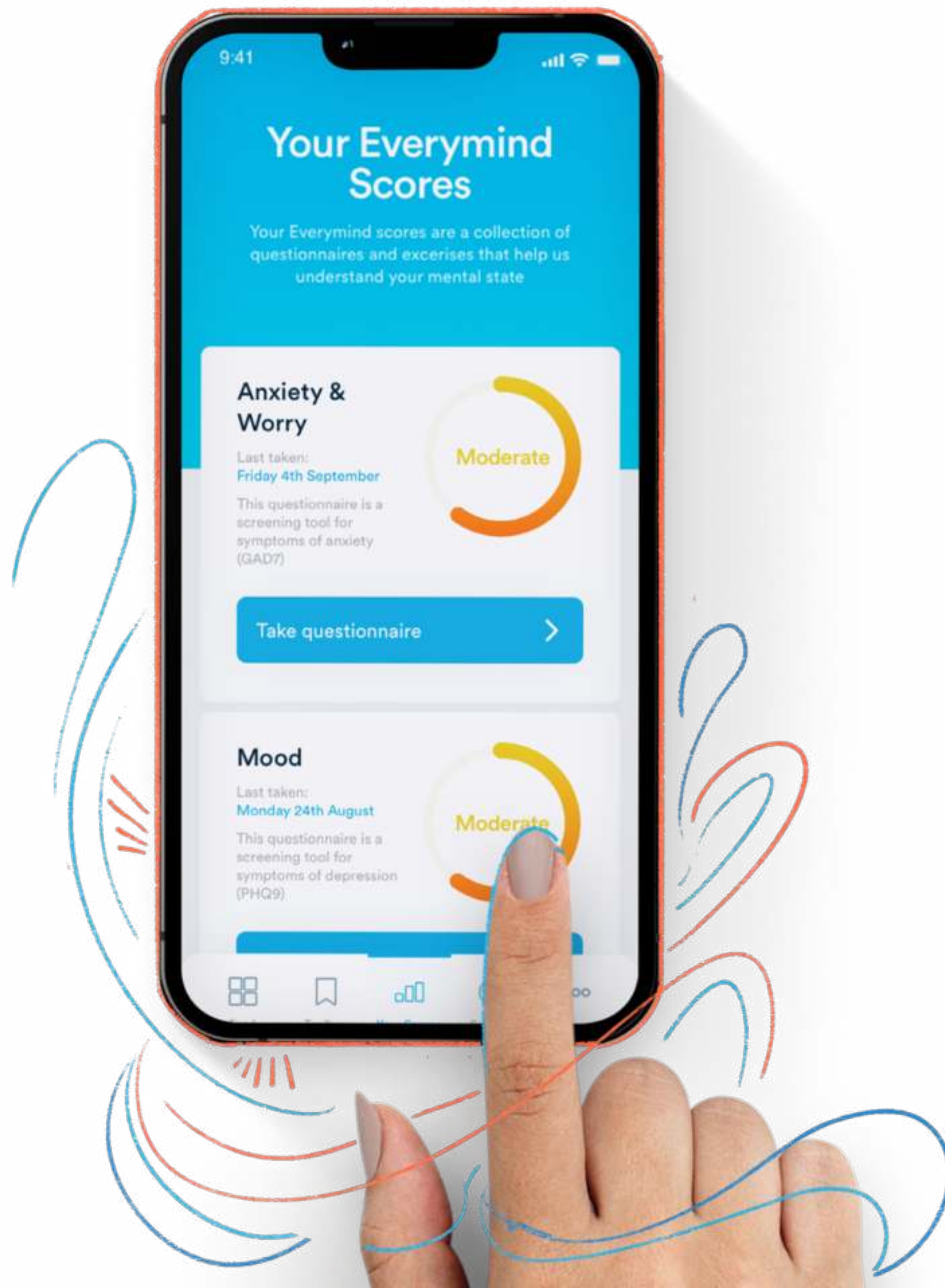


Wellbeing support in employees' pockets 24/7

Give your employees on-demand access to a **vast library of mental health and wellbeing resources and support**. You'll find articles, podcasts and videos covering a wide range of topics including personal mental health stories, stress reduction exercises, meditations, yoga and much more.

Our app is designed to show personalised content to your employees based on their interests and needs, avoiding a 'one size fits all' approach.





EVERYMIND SCORES

to help employees better understand their wellbeing

Our wellbeing questionnaires have been designed to **help employees better understand and improve their wellbeing**, focused on 6 key areas of wellbeing: Anxiety & Worry, Mood, Lifestyle, Self Belief, Connections, Work.

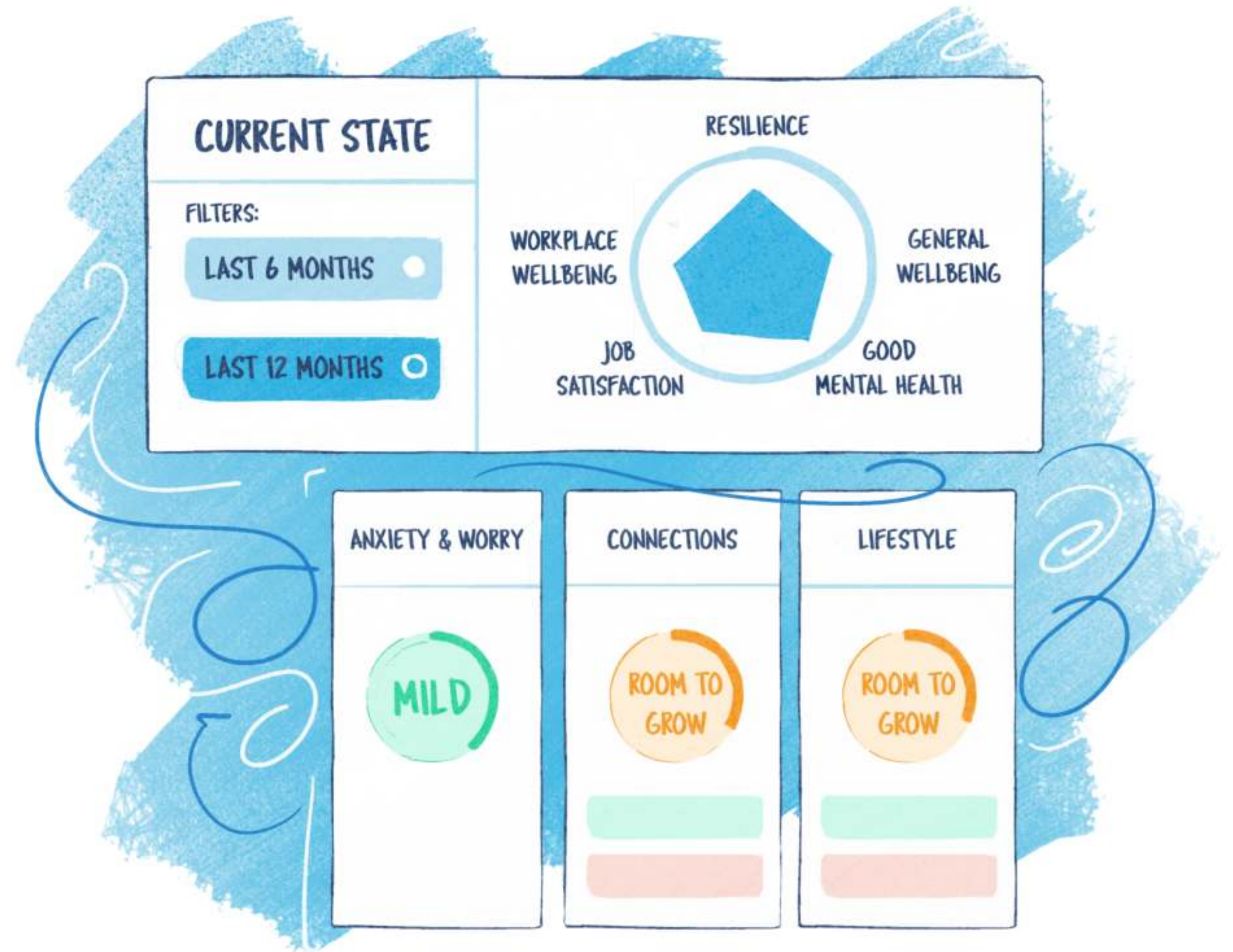
Our wellbeing questionnaires were **designed by practicing Clinical Psychologist** and Head of Psychology at Everymind at Work, Lauren Callaghan.

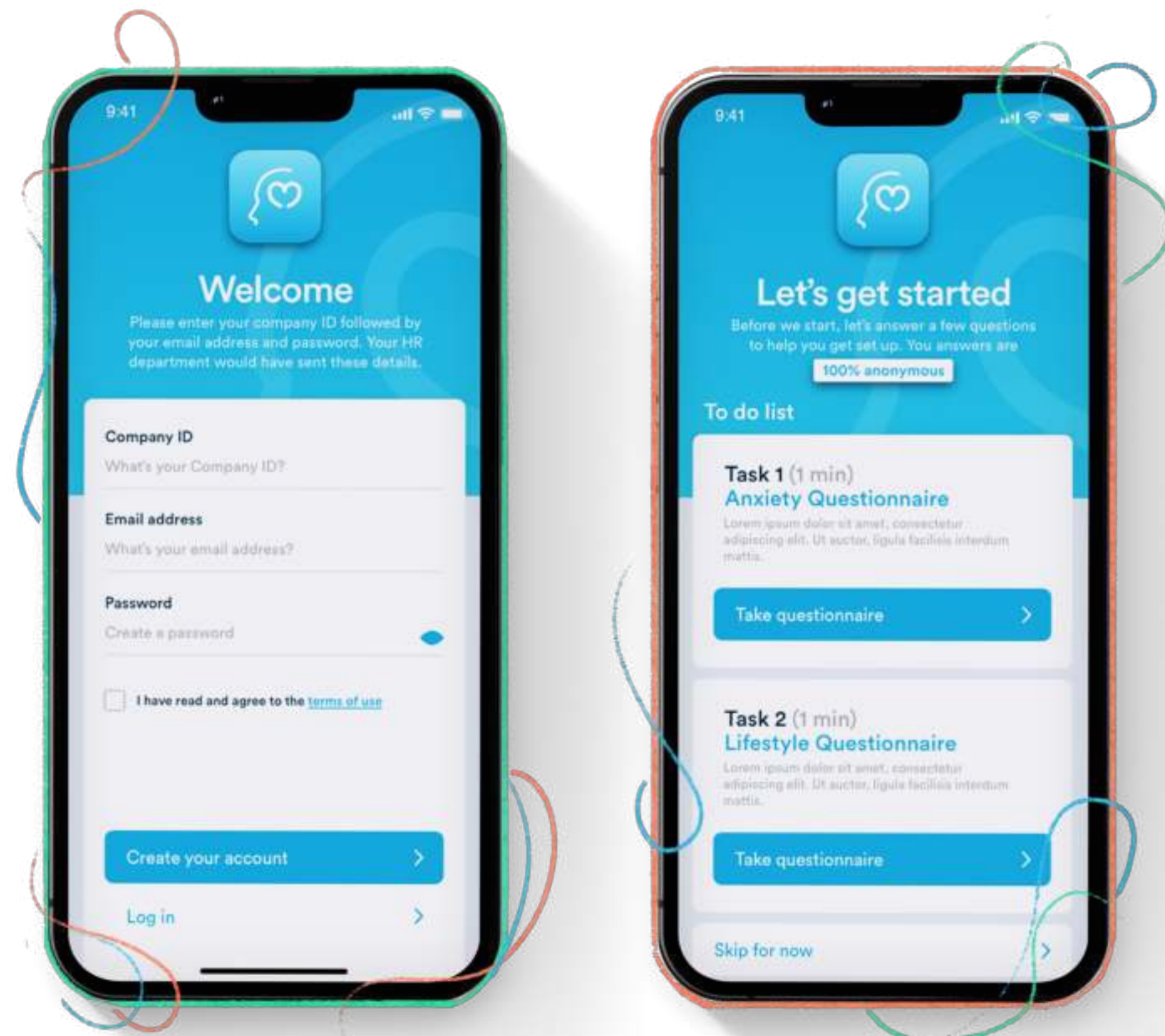
Employee wellbeing insights from you

HR DASHBOARD

When employees complete their Everymind wellbeing questionnaires, the data is anonymously fed back to a HR dashboard. From here, you can **track the collective wellbeing of your business and identify areas for improvement!**

Our platform also provides insights on how you compare with other businesses using our platform, so you can benchmark your progress and make data-driven decisions to improve the wellbeing of your workforce.





Easy setup and onboard to help **DRIVE ENGAGEMENT**

We want individuals to feel like they can instantly find the support they want, that's why we made signing up as simple as possible.

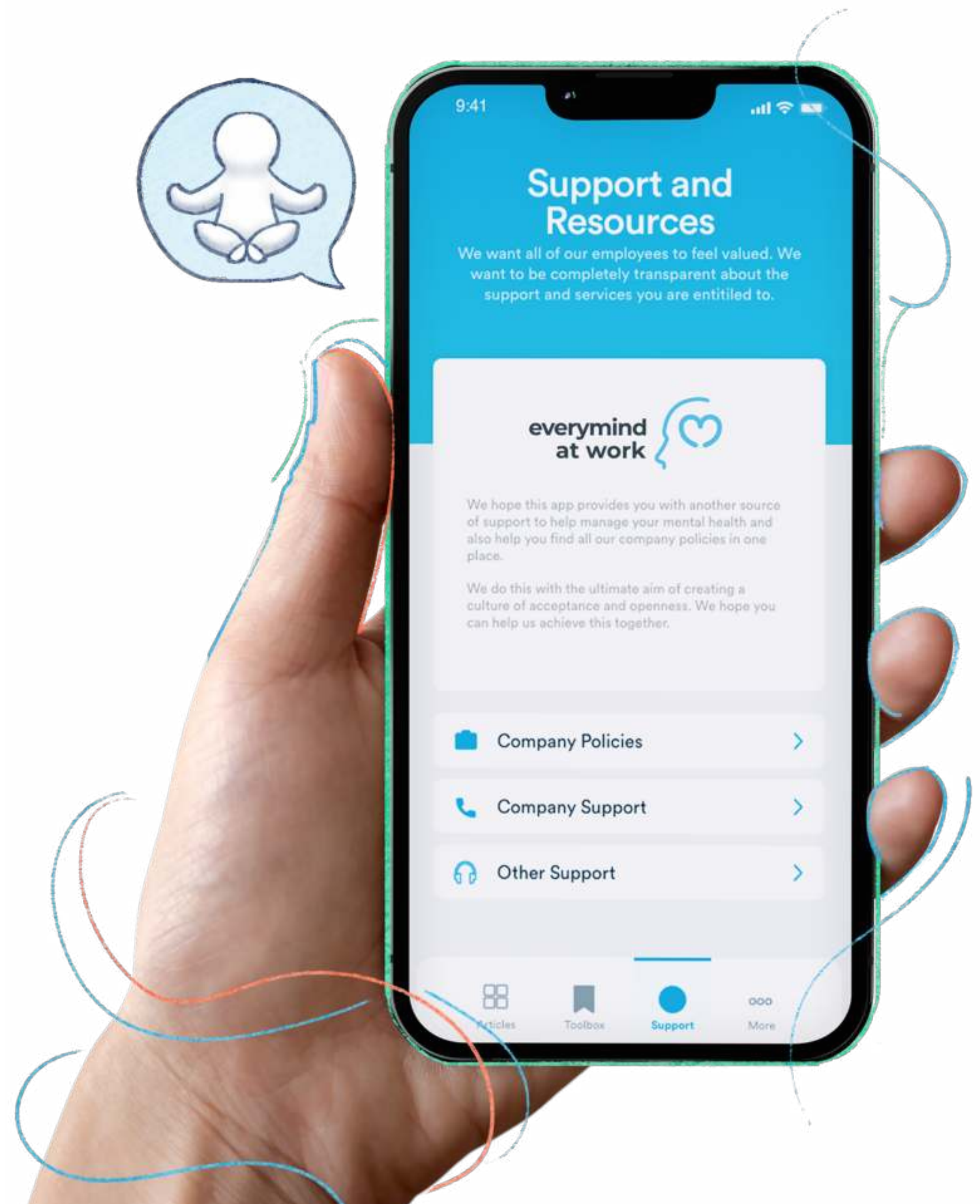
In 3 simple steps your employees will be able to access our full library of wellbeing content, our wellbeing questionnaires and signposting support. To help drive engagement from launch, we run a kickoff webinar with your employees to ensure onboarding is as smooth as possible!

*Fully customisable and built to **SUPPORT YOUR BUSINESS***

We don't just slap our logo in the app and call it a day.

We customise the app for every partner we work with, from integrating your own mental health-led stories to tailoring content to your needs.

You can also include important company info, like policies and contact details for HR, Champions, and Mental Health First Aiders. Plus, we send your employees timely reminders and notifications, ensuring they never miss out on the support they need.





All data is encrypted at rest.



We are fully compliant with the EU General Data Protection Regulation (GDPR).



We always ensure only authorised persons have access to the database, this is limited to 3 people.



We have implemented two factor authentication to all systems where sensitive information is stored.

***100% compliant
and secure for***

PEACE OF MIND 

The **protection of employee personal information** is incredibly important to us. We have implemented a number of measures to ensure the safeguarding of all special category data with this in mind.

Our privacy policy, which can be found on our website, provides comprehensive information on how Everymind at Work collects and manages this data.

WELLBEING WEBINARS & VIRTUAL WORKSHOPS



Wellbeing webinars

Led by powerful stories and experiences

Our interactive wellbeing sessions are tailored to your employees and **hosted by credible industry experts**. Throughout each session, we use anonymous polling to spark conversations and gather insights, providing valuable information for your business.

We take care of everything, from hosting the sessions to providing you with comms materials to share with your employees. Plus, we share all of the insights with you! These sessions are **a great way to educate and raise awareness** so employees have more proactive tools to support their mental health and wellbeing.



A glimpse at what we offer

We cover more than 30 different topics across the wellbeing spectrum

Changing Perspectives

An awareness session driven by personal stories, employees will walk away with insights on how to proactively support their mental health, as well as their colleagues.



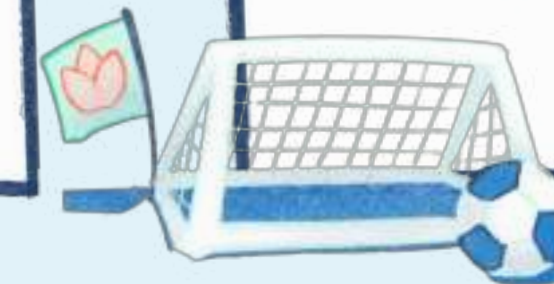
Resilience

In this session, employees learn about the 4 pillar resilience strategy, to help deal with difficult or challenging situations (both inside and outside the workplace).



Goal Setting

Help employees build the right mindset and set goals in a practical way. Goals, big and small, are the stepping-stones to both a happier life and career.



Managing Stress

A session that helps employees to better manage workplace stress by utilising the right interventions and tools.



How to Build Self Esteem

A session that's focused on develop confidence and self-esteem both inside and outside of the workplace.



Financial Wellbeing

Led by financial experts, employees will learn how to take control of finances, budget effectively and plan for the future.



Management training

Providing managers with the effective tools to support both their teams and themselves!

New research has shown that the influence of an employee's manager on their mental health is greater than even that of their therapist or doctor, **with nearly 70% of people reporting this to be the case.** Yep... you read that right. This highlights the crucial role managers play in supporting their team's wellbeing.

We offer both **foundational and advanced manager training workshops**, providing the necessary skills, mindset, and knowledge to build a proactive culture. Our key focus is early intervention, helping to prevent employees from reaching crisis stage.





Part 1: Changing our perspective on mental health (1hr)

- Why stigma still exists and our personal responsibility as a role leader in reducing it
- Moving from a reactive to a proactive approach



Part 2: Spotting the signs that someone needs support (1hr)

- The importance of asking twice and starting safe conversations
- What to do when an employee opens up to you



Part 3: How to manage a crisis situation as a manager (0.5hr)

- Knowing where your responsibility ends and knowing when to sign post
- Managing and improving your own mental health to help you help others

What to expect

We cover everything that's key, **providing your managers with the necessary skills and knowledge** to better support the wellbeing of their team. We'll teach the basics of signposting and help them gain confidence in approach challenging mental health conversations.

The workshops focus on education, but managers will also engage in exercises and activities to help them integrate key skills into their role.

Up to 50 attendees per session

**We recommend between 12 - 16 attendees for stronger engagement and interaction*

Learning outcomes

How to tackle stigma in the workplace

Managers will learn the full impact of mental health stigma and their role in helping to reduce it.

How to approach difficult conversations

Teaching the importance of being proactive and how to approach mental health-led conversations appropriately.

Adopt a framework for supporting others

They'll walk away with knowledge and confidence of how to signpost correctly (Ask, Listen and Signpost model).

The importance of supporting your own wellbeing

Our workshops will also give managers effective tools to ensure they don't neglect their own mental health.

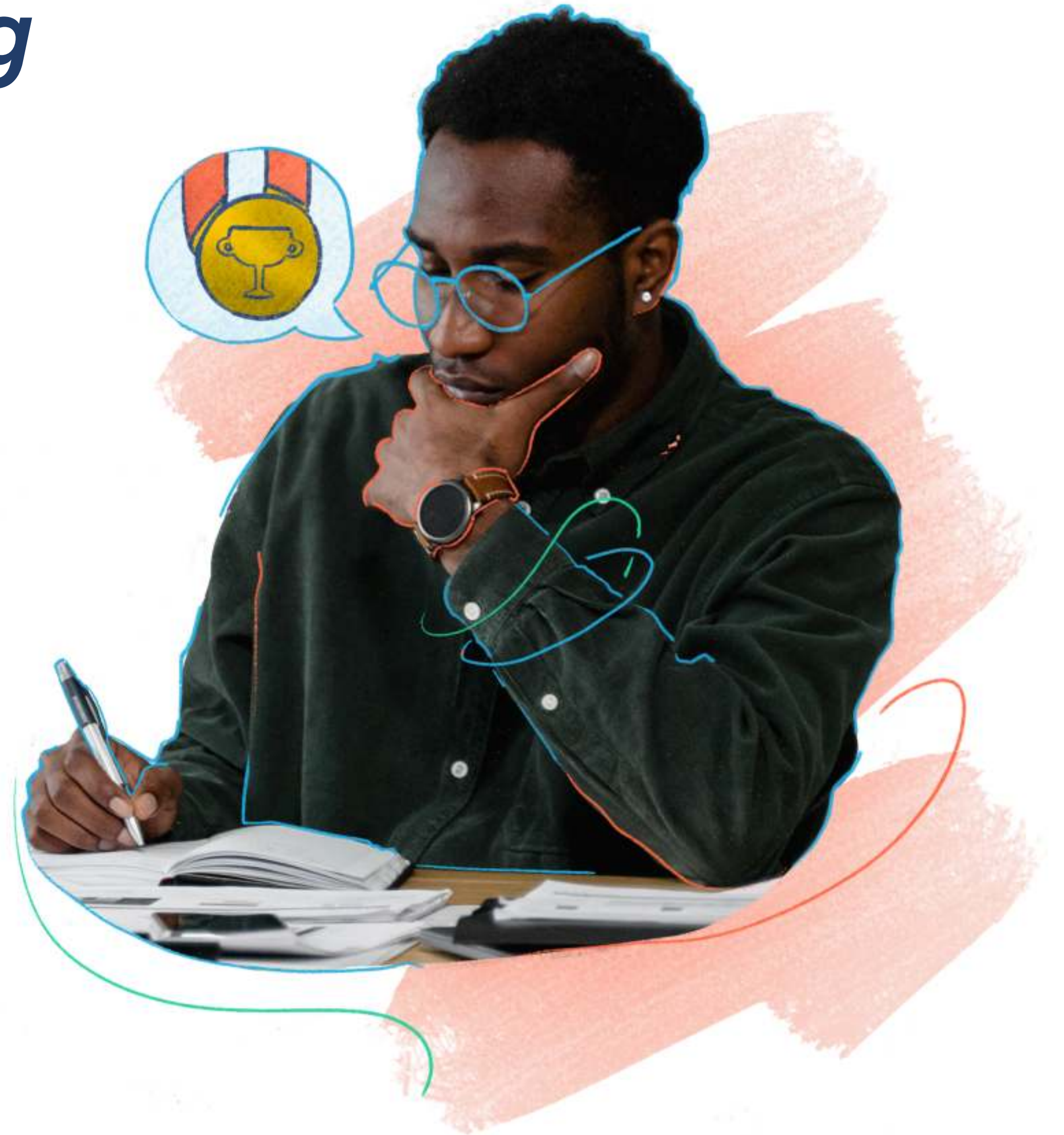


Advanced Champion training

Upskilling and supporting your Champions

This 2-hour workshop is designed for businesses that want to **maximise the potential of their Champions** by helping them understand their role in supporting colleagues and dismantling mental health stigma in the workplace

Champions will also discover their "why" and enhance their self-awareness to recognise their own inherent strengths and limitations. They will also learn how to create a personal wellbeing strategy, giving them the confidence to tackle various mental health scenarios in the workplace.





Part 1: Developing self awareness (40 mins)

- Understanding motivations for being a Champion
- Acknowledging strengths and limitations
- How to set firm boundaries



Part 2: How to be an Everymind Champion day-to-day (40 mins)

- Developing a unique strategy to implement in the workplace
- How to effectively tackle mental health stigma and support colleagues



Part 3: Hypothetical scenarios to explore through discussion (40 mins)

- Knowing 'Ask, Listen, Signpost'
- Role playing a number of mental health scenarios to create confidence

What to expect

The workshop has been designed to enhance the knowledge and skills of Champions and **equip them to respond to various mental health scenarios** they may encounter in the workplace. It builds upon the foundation laid in the initial Champion course and provides a deeper understanding of their role.

Champions will also receive ongoing support through monthly resources and challenges to aid them in their role as a mental health advocate.

Up to 30 attendees per session

**We recommend between 12 - 16 attendees for stronger engagement and interaction*

Learning outcomes

Connect Champions to their 'Why'

We help Champions understand their “why”, increasing self-awareness and connecting them to their purpose.

Boost confidence in response to difficult scenarios

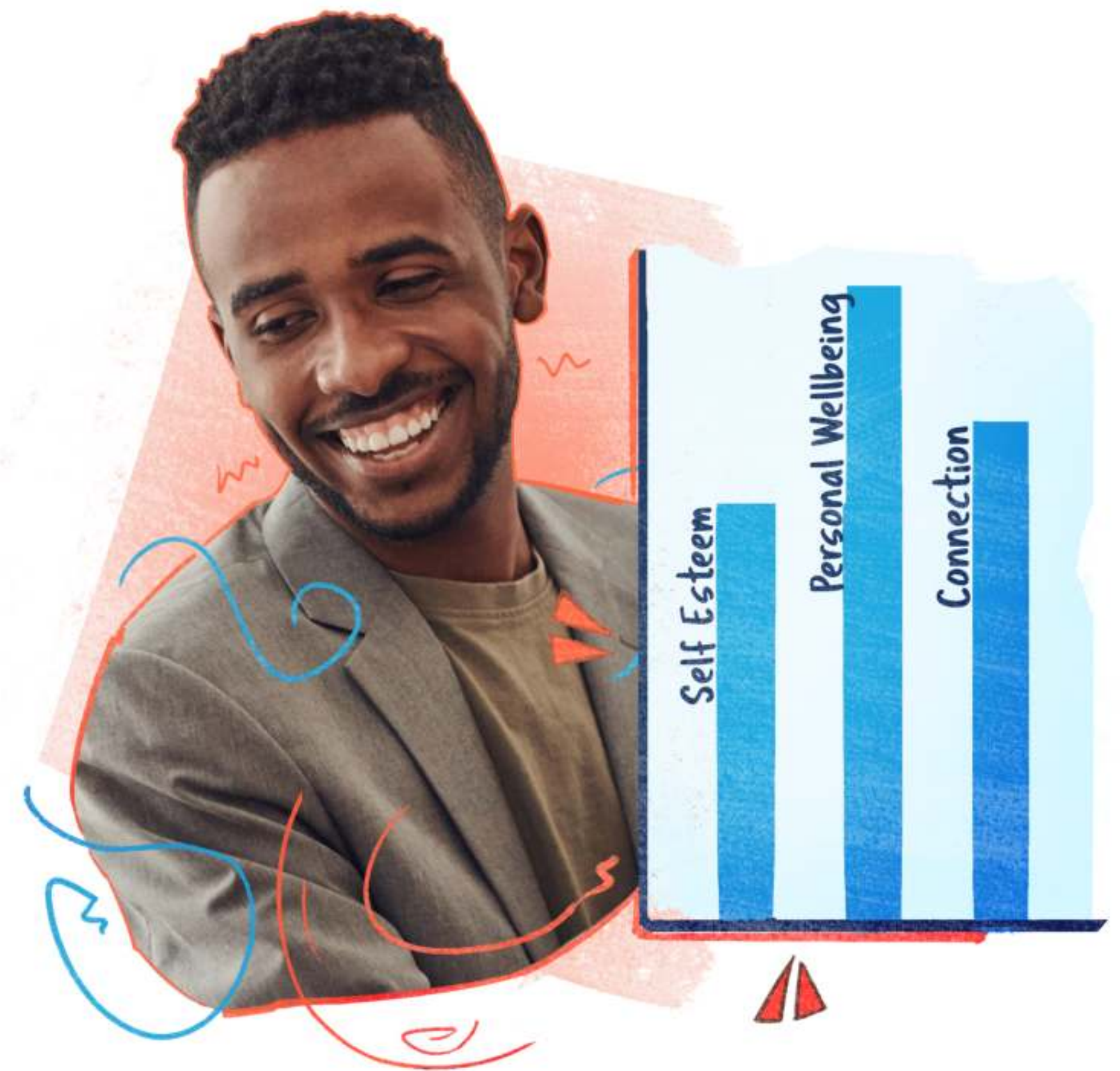
Providing skills so they can better respond to a number of mental health scenarios that could arise.

Understand how to tackle stigma in the workplace

Exploring how to build a personal wellbeing strategy and reduce stigma within the workplace.

Know their strengths and limitations

Help them reflect on the importance of establishing boundaries and supporting their own mental health.



Resilience training

Looking to provide your employees with the tools they need to be more resilient?

Being able to cope better with stress is just one of the major benefits of resilience training. Research has shown that when employees are more resilient, they tend to be **more focused and productive at work**, even when faced with challenging circumstances.

Resilience training helps employees develop a more positive outlook on life and work, which can lead to improved job satisfaction, greater work-life balance, and higher levels of performance.





Part 1: What is resilience and why does it matter? (1hr)

- Definition of resilience
- What does it mean to be resilient?
- Resilience + performance
- The power of vulnerability



Part 2: How can we build better resilience? (1hr)

- Steven Covey - circle of control
- 4 Pillars of resilience
- Creating your resilience toolbox to deal with change



Part 3: How can we help others build resilience? (0.5hr)

- Leading with resilience
- Reflections on teamwork and challenges faced
- Building accountability with resilience development

What to expect

Our 2.5 hour interactive workshop will **equip your employees with tools** that they can implement both personally and professionally.

Participants will walk away with 10 practical exercises, and their own resilience toolbox that will help them to continue developing their resilience.

Up to 50 attendees per session

**We recommend between 12 - 16 attendees for stronger engagement and interaction*

Learning outcomes

Understanding your own resilience and wellbeing

Employees will build self awareness and feel more in control of their reactions to events as they arise.

Avoid overwhelm by developing a positive mindset

Understanding why our natural instinct is to react negatively to particular situations and learn how to develop a positive mindset that's more supportive and helpful.

Adopt resilience strategies that help you bounce back

Employees will away with a series of tools that help them deal with the challenges that life and work can bring.



Advocate training

Unlock the true power of your Champions and create a culture of safety within your business

Based on the BACP framework, our 2-day advocate training program empowers you to facilitate peer-to-peer support, **helping mental health and wellbeing interventions to happen sooner and more effectively.**

The programme will equip your advocates with the skills to initiate, monitor, and engage in conversations around mental health and wellbeing, reducing stigma and creating safer spaces for individuals to talk. Ultimately, this allows everyone to be more proactive and support early intervention.



Day 1

- What is an advocate and their role
- The importance of safe and ethical practice
- Self awareness, boundaries and self-care

Day 2

- Introduction to basic counselling skills
- The role of active listening
- Signposting and next steps

Day 3

- Understanding risk and keeping yourself safe
- Understanding suicide intervention
- Safeguarding at work

Day 4

- Identifying when someone is struggling
- How to proactively open conversations
- How to create a support network

What to expect

Your advocates are often your most passionate and effective MHFAs or Champions. After completing our training **they will be able to confidently conduct an intervention** (also known as a helping conversation) with fellow employees in the form of a helping capacity.

The role of an advocate is to help the person being supported feel heard and validated, but mostly importantly, empowered to then signpost them to the appropriate support.

You can enroll up to 20 individuals per training programme

Advocates in the workplace are becoming incredibly vital, providing front line support to those who are struggling or find it difficult to open up. **The power of being an advocate is that everyone in the conversation is seen as equals, rather than anyone being seen as more of an expert than others.** This helps to break down barriers and stigma, providing a space where individuals can feel accepted, understood and not judged.

Throughout our training programme **we also conduct skill sets practice**, also referred to as 'role play'. This means individuals are able to practice the skill sets they've learned in the theory portion of the training, ensuring they can carry the learnings and integrate them into their role. We strongly advise including check-ins following the programme, ensuring that your advocates are supported with their own mental health and wellbeing across the year.





THANK YOU

*Let's transform workplace mental wellbeing together and
deliver proactive support to your employees.*

everymindatwork.com