



thriving

We'd love to help you build a
Wellbeing Champion
Network of shining stars.

Create a **thriving** wellbeing culture.
Inspire and support your colleagues to be happier, healthier,
and more holistically successful with **Wellbeing Champions**.



Wellbeing Champions

You can navigate the post-pandemic perfect storm the smart way, by creating and nurturing your very own network of culture carriers to help create a healthy workplace culture.

Develop a network of Wellbeing Champions to steer your organisation to be... healthier, happier, and holistically successful.

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“The feedback from the sessions run by all the **thriving** Champions has been incredible, it’s made a big difference quickly to the culture within Consulting, supporting individuals and teams to thrive. The **thriving** coaching model is excellent.”

Tony Burton, **thriving Champion & Partner at Deloitte Consulting UK**



Make thriving contagious with Wellbeing Champions

Why the need for Champions?

We find ourselves in the post-pandemic perfect storm, facing increased workloads, hemorrhaging talent, and a competitive job market. You can navigate these difficult circumstances the smart way, by creating and nurturing your very own network of culture carriers to help create a healthy workplace culture.

Webinars, workshops, and programmes are wonderful tools, but what happens once they end? To maximise the impact and return on investment of wellbeing initiatives, and create systemic and sustainable change, organisations need advocates for wellbeing to help them create and sustain a **thriving** wellbeing culture.

What's the challenge?

Champion Networks can be tricky to set up, and even more challenging to maintain. Most companies already have some form of Wellbeing Champions (usually as Mental Health First Aiders), but keeping them active and enthusiastic often proves to be time-consuming and complex.

How do you ensure your Champions have the tools they need to shine? What do you need to do to help them feel appreciated and supported? What development do they need to feel confident and competent?

How can thriving make it easier for you?

Most organisations agree that Champion Networks are a fantastic idea, but are

“Champions coach colleagues to look after their own wellbeing. They empower them.”



discouraged by the time and resources that it takes to set them up. With the right partner, however, you can make the process simple, effective, and headache-free.

We can help you set up your Champion Network, as well as develop and execute a plan to keep your Champions engaged over months and years. Our wide range of top tier resources, vast experience, and always-there support helps you create and maintain a radiating, **thriving** Champion Network.

Our philosophy

We believe prevention is better than cure.

Of course, it's important to have support for colleagues when they are in crisis, and most organisations have excellent EAPs in place. While it's crucial to set up 'cure' systems, we believe the focus now needs to shift to being more proactive - which is where Champion Networks fit in perfectly.

Champions coach colleagues to look after their own wellbeing. They empower them. They help them to shift how they think, feel and most importantly behave to boost their mood, energy and wellbeing.

Outcomes

Benefit from having a **thriving** network of Champions who are inspired to help you achieve your wellbeing goals, increasing engagement, maintaining retention, and keeping your culture shining bright.

thriving can:

- ✓ Help you establish and grow your own Champion Network from scratch
- ✓ Help you engage and develop existing Champion Networks (including up-skilling Mental Health First Aiders) to meet the evolving wellbeing needs of their colleagues

The proven **thriving** impact

Many people see wellbeing as the 'soft' side of a business, but the impact of our **thriving** programmes show measurable results that have helped our clients achieve their business objectives. Here are some of our most recent outcomes:

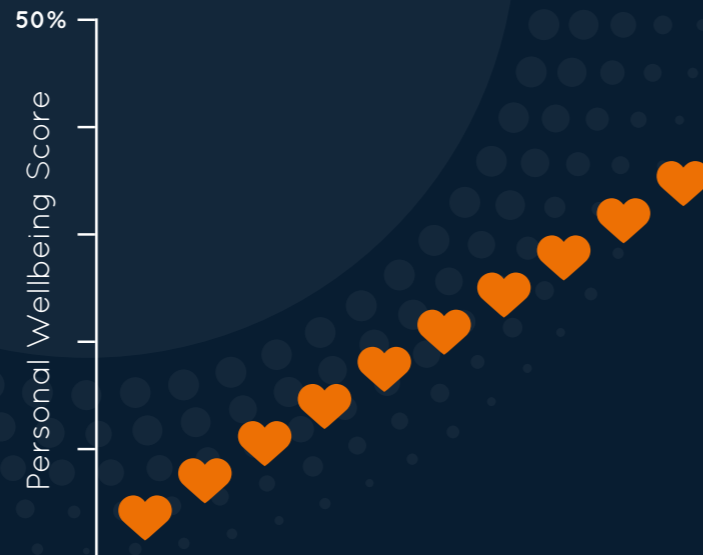


80%

Feel more engaged

40%

Uplift in personal wellbeing score **(Barclaycard)**



60%

Feel more connected to other colleagues



95%

of colleagues signed up and completed the programme **(Deloitte)**



60%

Better able to manage personal stress



97%

Said they'd recommend the programme **(Deloitte)**



Here's how **thriving** can help your Champion Network shine brighter.

If you need your Champion Network set up from scratch...

thriving can help you draw a road map and get leadership buy-in. We support you to:

- ✓ Define the scope of your Champion Network (such as size, impact, expected outcomes/roles)
- ✓ Support Champions to continue to meet the evolving wellbeing needs of colleagues
- ✓ Keep Champions feeling valued and engaged
- ✓ Design a road map - a clearly defined Champion Network strategy
- ✓ Get leadership buy in
- ✓ Select and train Champions to train and coach their colleagues



If you already have a Champion Network...

Then you already know what a huge asset they can be to enhance your wellbeing strategy - and also how difficult it is to keep your Champions motivated and engaged. We support you to:

- ✓ Make your Champions feel appreciated, energised and motivated
- ✓ Develop your network (including up-skilling Mental Health First Aiders) with a range of coaching and training skills to meet the evolving wellbeing needs of their colleagues
- ✓ Help you expand your wellbeing network & supercharge its effectiveness

Our **thriving** portfolio includes a range of workshops and programmes that can help your network shine brighter, for longer. While you can mix and match, we've found that the Champion Networks that get support in different forms are also the ones that are most engaged, effective, and offer the highest return on investment over time.





Here's how we can help you revive your Champion Network and help it shine brighter than ever:

1) Train the Trainer Programmes

You know that story about teaching someone how to fish? This is a prime example of how giving your team the right tools can pay dividends. Rather than you having to set up training programmes with an external provider, which can get costly, we can train your Champions to run resilience and wellbeing workshops.

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The cost savings of a train the trainer model can be as much as **70% over hiring in external facilitators. But the real benefit is in the cultural impact which is felt for years.**

We can coach your Champions to become comfortable and confident delivering our content. Each session is different, as the Champion shares their own personal experience and makes the content their own. In our experience, this gives you a much better return on your investment.

The cost savings of a train the trainer model can be as much



Case study: How we are supporting our clients: Train the Trainer

Deloitte Consulting UK (current programme)
Train the Trainer Model & Digital Platform
Trained **thriving** champions to run virtual **thriving** workshops to support colleagues to bounce back from the challenge of Covid quickly.

"I volunteered to become a **thriving** champion because I wanted to support our people during these challenging times to bounce back quickly and grow. The **thriving** coaching model is excellent, it helps people to find their own intrinsic motivation and customise a personal plan to be at their best. The feedback from the sessions run by all the **thriving** champions has been incredible, it's made a big difference quickly to the culture within Consulting, supporting individuals and teams to thrive.

For me personally, attending and delivering the **thriving** training really opened my eyes to what was impacting on my wellbeing and enabled me to put some actions in place that have really helped me feel in control and much more able to cope in my day to day work."

Tony Burton Partner, Deloitte Consulting UK

"I found the session BRILLIANT! Great balance of group work, video and personal reflection time. I fed back to our Partner, and Consulting People and Purpose Lead that it's a must for everyone, especially in these times."

"Really like the coaching approach and coming up with my own solutions, sometimes in sessions like this I feel like I'm being talked at or told what to do."

"It rekindled the fire in me!"

"The light bulb moment for me was realising that too much of something that is normally helpful to my performance becomes a sabotage."



Case study: How we are supporting our clients: Well-being culture change



barclaycard

Designed well-being program for 1500 colleagues across UK, US and India.
Run engaging UK launch for 700 colleagues.
Coached senior leadership how to build a healthy well-being culture.
Trained to **thriving** in champions to run group coaching sessions and follow up booster sessions to support colleagues during a very stressful time.
Impact 40% improvement in colleague well-being scores.

I love that **thriving** has given our colleagues a common language and framework which allows open conversations and enables peers and leaders to provide the right levels of support or guidance at the right time.

Nicole Olbe Managing Director, Partnerships, Barclaycard

I suffer from two chronic medical conditions both of which cause pain discomfort and fatigue. **thriving** cemented in my mind the level of ownership I have over my own well-being. A year down the line **thriving** has changed my way of thinking for the better.

Anthony Warner Senior Learning Advisor, Barclays

thriving was a complete lightbulb moment for me. I was doing nothing to look after myself, based on the assumption that it would require a massive time investment and a good deal of personal pain.

I learned that small changes make a massive difference. The result is I have reduced my weight by three stone and cut my Axa health age by 13 years. At 53 I have never felt better!

Lorraine Boot Head of Sales Optimisation, Barclays

2) Coach Training

We train your Champions to become **thriving** coaches, to support their colleagues to be happier, healthier & holistically successful. This training complements Mental Health First Aid training which is excellent at supporting those in crisis. Coaching is more about prevention than cure; it supports Champions to help their colleagues to proactively look after their wellbeing.

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3) Digital Platform Access

People can get very busy - that's true in every organisation. And while many people would love to attend wellbeing programmes, the reality is that many won't be able to because of large workloads and time restrictions. This is why we've created a Digital Platform that hosts our best knowledge, which can be accessed in an agile way, any time, any place.

Our **thriving** Digital Platform is an online, interactive coaching programme which supports individuals to be healthier, happier and more fulfilled across all areas of their lives. We train **thriving** Digital Champions in ninja communication skills giving them everything they need to promote your **thriving** programme, sparking curiosity and encouraging colleagues to benefit from their coaching.

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Case study: How we are supporting our clients: Deloitte India Digital platform

D Rollout using bespoke **thriving** digital platform in India to allow agile access any time any place to support team to build resilience. Trained and supported **thriving** digital champions to support colleagues.

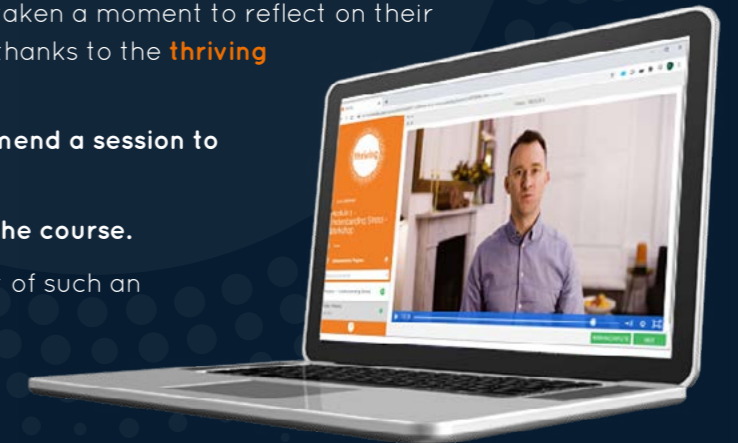
The response to the **thriving** program was staggering, the feedback was unlike any other course: people were so thrilled to be able to have a session in work to help them learn how to improve how they were in life, and turn they could see that effect in work. It really was an incredible win-win in all areas. They felt invested in and for some they commented on the fact that it had changed their life as they had never taken a moment to reflect on their needs or have the tools to help them but thanks to the **thriving** program - they did.

97% of attendees said they would recommend a session to others!

95% of people signed up and completed the course.

“Personally, it was life changing to be part of such an inspirational and impactful initiative.”

Anita Sandeman
Director Deloitte LLP



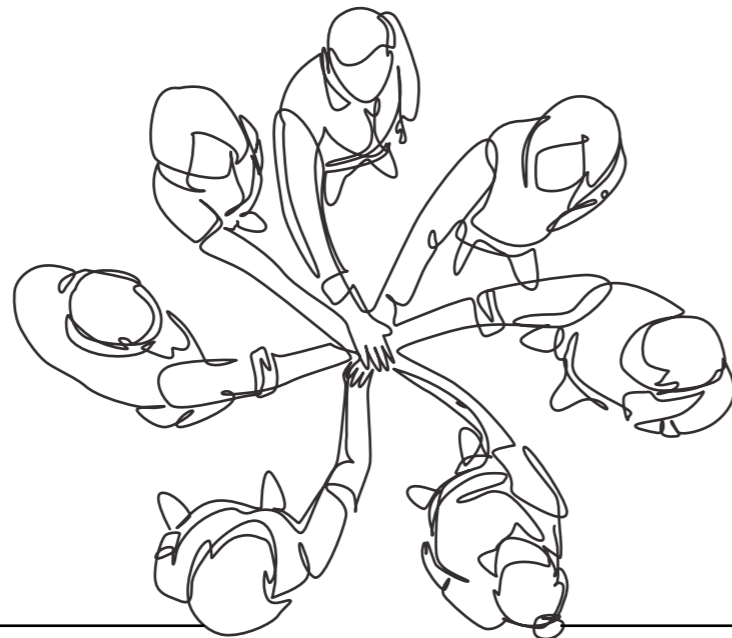


Continued Development

Champions are often doing their role from the side of their desk with a lot of competing demands on their time and energy. In our experience, the key to sustaining a stellar Champion Network is making sure they feel invested in, valued and making sure they have the tools they need to have a positive impact.

Developing Champions so they have current relevant skills to help their colleagues is key to the success of the network. We've developed a new offering called **thrivinars** to train Champions to support colleagues with their changing wellbeing needs.

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Build a brilliant wellbeing culture - make a start today.

One person can make a difference. But the impact of several people working together towards the same goal can make wellbeing contagious.

Whether you're already inspired and excited to start developing your Champion Network, or want to chat details, facts, and numbers, we'd love to talk.



Please feel free to get in touch directly with Mark Mulligan, founder of **thriving**, at mark@thriving.london

We'd love to help you feel more supported, confident, and even more proud of your wellbeing strategy.