



Workplace Wellbeing, Mental Health & Productivity Training

Visit Our Website
www.kaleidoscopeplus.org.uk



Our Charity

At The Kaleidoscope Plus Group, our goal is to champion mental health and wellbeing, driving real change and providing crucial mental health support services to the community, wherever they are needed.

Established in 1973 in Sandwell, we have almost five decades of experience in providing mental health and wellbeing support to thousands of people and businesses across the UK. Our dedicated staff are constantly striving to support those who need our help with a range of mental health services.

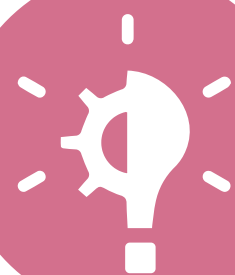
We are constantly striving to provide a holistic approach to mental health services, ensuring support reaches those who need it most, no matter who or where they are.

Monica Shafaq

CEO Of Kaleidoscope Plus Group



Mission & Aims



Our Mission

To assist those experiencing poor emotional well-being in remaining well by providing holistic and inclusive support that leads to a more fulfilling life. Raising awareness of emotional wellbeing, encouraging people to seek help, and promoting self-care to prevent emotional wellbeing from deteriorating.



Our Aims

We are dedicated to promoting independence, supporting inclusion and ensuring community integration. We regularly hold events and campaigns to raise awareness for mental healthcare.

At #TeamKPG, we're committed to using our voice and the voices of our dedicated ambassadors and partners to normalise self-care, challenge stigmas, and promote a positive opinion of mental health and wellbeing. We're aware of the barriers that many groups face and aim to make accessing support easier for men, BAME, and LGBTQ+ individuals



Our Training Team



We have developed one of the most experienced and highly motivated training teams in the UK with extensive experience in working with organisations of all sizes, providing wellbeing, mental health workplace and productivity solutions.



Faye Brecknock
Head of Operations

Faye has over 15 years in health and social care. Working for an emotional health charity gives her the opportunity to champion change across England working with organisations and communities. She delivers CPD courses to workplaces, including the MHFA programme and host events across the county to champion change. She leads KPG's operational activities



Vicki Fox
Training & Community
Engagement Manager

Vicki has been in the care profession for 32 years, starting her career in nursing and has worked with people with learning disabilities, physical and mental health. In management roles, instrumental in developing new services, achieved my 'Preparing to Teach in Lifelong Learning Sector' (PTLLS) and is a qualified MHFA Instructor delivering and developing courses for over 13 years.



Lisa Hartland
Training & Community
Engagement Officer

Lisa has worked in Education since 2000. She holds a teaching 'Certificate in Further Education', TDLB Assessors Award, an NVQ Level 3 Diploma in Customer Service and is an Approved Mental Health First Aid Trainer. She is experienced in working with a diverse range of people providing support, mentoring, and helping people to achieve their own personal goals



Welcome to Workplace Wellbeing

KPG's new service is the result of 50 years clinical experience of working with people, communities, and workplaces.

Our Workplace Wellbeing Programme connects responsible organisations with the not-for-profit sector by mobilising know-how and learning to deliver long-term productivity and measurable results that benefit both your organisation and your employees.

Our Pathways are tailored to your specific needs and goals for your workplace and employees. Working with KPG, we will put you on the right wellness paths and provide you with the best evaluation methods to ensure that your workplace wellness strategy is implemented and productivity is thriving.

We can help any organisation, regardless of size, sector or industry, improve employee wellbeing. Years of experience and data analysis have taught us that preventing illness is more cost-effective than treating it. We know that investing in one's own wellbeing generates a 200% ROI in terms of reduced sick leave, increased productivity, and morale.

Because every workplace and individual is unique and should be treated as such, the core of our module-based programme is designed to be flexible to meet the needs of your organisation while adhering to the six pillars of wellbeing, ensuring you get the most out of your employees.



The Six Pillars of Wellbeing



Meaningful
Activity



Stress
Management



Exercise



Helping
Others



Sleep

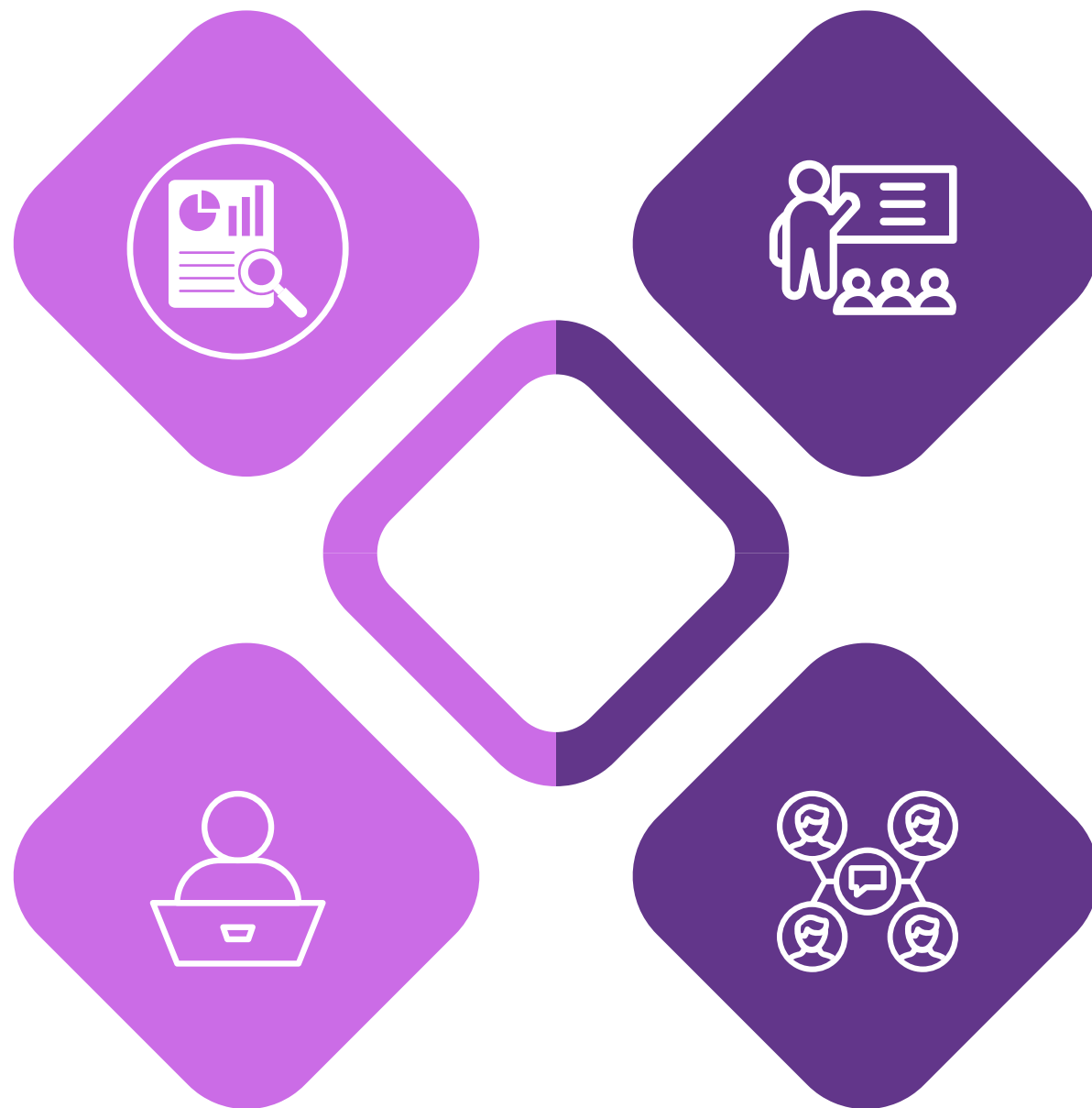


Social
Connections

Our training partnership programme will enable you to promote a happier, healthier workforce, thereby promoting organisational wellbeing and support increasing productivity



Our Programme will provide....



Needs Exploration

A complimentary, no obligation first meeting where we will explore your needs and listen to your goals for staff wellbeing to assess the appropriate potential material and course refinements needed to meet the profile of your organisation.

Manageable Outcomes

Upon commitment to the programme, we establish realistic timeframes, set manageable outcomes and goals and set review points to ensure the course content remains relevant to your changing organisational needs.

Our promise to you

- 50 years of clinical experience. We know what good mental health looks like
- No judgment and will be led by your needs, ambitions and goals
- We are on your side and will never pressure you to go down a road you are not comfortable with

Evaluation

Once delivery is complete we provide a final assessments outcome report to evaluate and collate data, outcomes and feedback, which will feed into the next stage of your organisational development.

Ongoing Commitment

To support and maintain our commitment as your wellbeing partner, we work with you to implement the next stage of your development, so you know you are staying on the right track.

KPG Certification



Workplace Wellbeing Training Programme

Our workplace wellbeing modules have five individual elements and can be delivered at a time, place and date that suits you. Often if you have a group of learners, in-house training may be more cost-effective.

We can work with you to tailor our courses to match your needs, initial assessment is of free of charge and our courses can be delivered online or face-to-face.

Courses are mostly one-day or half-day sessions, but we can be flexible with the timings and our training is delivered by CPT accredited professional experts.



Defining Your Wellbeing Goals

Assessment to determine where you currently are on your employee wellbeing journey and, more importantly, where you want to be.



Employee Engagement & Support

Understanding how to engage employees with the wellbeing strategy and overcoming barriers to engagement



Wellbeing Workplace Culture

The pillars of workplace wellbeing and exploring ways on how you can prioritise employee wellbeing



Measuring Impact & Productivity

Measuring the impact of employee wellbeing on resilience, engagement, higher performance and productivity



Implementing a wellbeing strategy

Key elements for an effective wellbeing strategy based on the areas you can make an impact

Workplace Wellbeing Programme



| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 |
|----------------------|---|--|--|--|--|
| Subject | Defining Your Wellbeing Goals | Employee Engagement & Support | Wellbeing Workplace Culture | Measuring Impact & Productivity | Implementing a wellbeing strategy |
| Summary | Assessment to determine where you currently are on your employee wellbeing journey and, more importantly, where you want to be. | Understanding how to engage employees with the wellbeing strategy and overcoming barriers to engagement | The pillars of workplace wellbeing and exploring ways on how you can prioritise employee wellbeing | Measuring the impact of employee wellbeing on resilience, engagement, higher performance and productivity | Key elements for an effective wellbeing strategy based on the areas you can make an impact |
| Covering | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Do you have an employee wellbeing strategy and policies in place? Do you have a wellbeing incentive programme to support your employees? Do you have effective support measures in place to assess levels of employee wellbeing? Do you offer your employees a variety of tools to boost their wellbeing? Do you have employee benefits but poor uptake making them unsustainable? | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Helping employees to understand the wider wellbeing strategy Empowering senior leaders to understand the impact of workplace wellbeing and champion it Training Managers in wellbeing and performance Identifying trends around work-related stress & causes of poor health are monitored Tailored practices and activities to suit individuals Methods to ensure senior leadership buy-in Overcoming the fear that colleagues/managers will perceive it as work avoidance Gaining employee engagement with wellbeing events | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Emotional wellbeing: creating an environment where people can be themselves Social wellbeing: promoting collaboration, connection and relationship building. Financial wellbeing; Reducing the stigma around money and providing education, and support to help with finance management Physical wellbeing: Supporting and empowering employees in making positive physical health choices Digital wellbeing: creating an environment where tech is there to improve how we work and ensures everyone has the tech they need | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Employee ability to plan and strategise Employee to focus on tasks and time management Employee to prioritise tasks Employee to achieve consistency in work Tracking progress and measuring KPI's Analysing data around absenteeism, leavers, etc Using the logic model to measure successful outcomes Putting people at the heart of your 'People Policy' | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Identify your wellbeing priorities which align with your organisation's overall strategies and business plans. How to best engage with employees in all stages of the development of the strategy Integrating your employee wellbeing strategy into your organisation Integrating a wellbeing strategy into the culture and overall strategy of the organisation. How to engage and retain employees in your wellbeing strategy |
| Duration | 2 Hour Intro/Assessment | 1 Day | 1 Day | 1 Day | 1 Day |
| Delegate Level | Mid to Senior Level | Mid to Senior Level | Mid to Senior Level | Mid to Senior Level | Mid to Senior Level |
| Delegates per course | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people |

Workplace Mental Health Programme



| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 |
|----------------------|--|---|--|--|---|
| Subject | Mental Health Awareness | Managing Depression | Coping with Anxiety | Building Emotional Resilience | Managing Workplace Stress |
| Summary | This session will outline what mental ill health is, exploring common mental health illnesses and disorders and how these affect a person. We will identify the signs and symptoms in the workplace and how to offer support. | This session provides you with information about the symptoms of low mood/depression, suggestions of managing your response and ways to reduce its impact. | This session will help you to understand what anxiety is, what causes it and what keeps it going, enabling you to recognise whether you may be experiencing any symptoms. You will identify ways to understand, manage or overcome your anxiety and discover a range of beneficial coping strategies. | This session will help you to understand what emotional resilience is, the factors involved and how we can find ways to look after our own wellbeing and build up our own resilience. | This session provides you with information about the signs and symptoms of stress as well as anxiety, suggestions of managing your response and ways to reduce its negative impact |
| Covering | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understand the difference between wellbeing and ill being. • Identify common mental health illnesses and disorders. • Know how to offer support and guide a person to appropriate help. | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understand the difference between low mood and depression. • Recognise the physical, emotional and psychological effects of depression and possible triggers • Identify and learn constructive coping strategies for depression. | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understanding how anxiety affects us • Describe the key signs and symptoms of anxiety and identify how a anxiety disorder differs from simply feeling low or down and the impact it can have • Identify constructive coping strategies for anxiety. | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understand what we mean by 'Emotional Resilience' • Explore the Mental Health Continuum and Stress Container • Identify practical interventions to build resilience | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Identify possible triggers for stress and anxiety • Identify the physical, emotional and psychological effects of stress • Assess how our lifestyle can influence our wellbeing and adopt constructive responses to stress and anxiety |
| Duration | Half Day | Half Day | Half Day | Half Day | Half Day |
| Delegate Level | All Levels | All Levels | All Levels | All Levels | All Levels |
| Delegates per course | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people |

Workplace Personal Development Programme



| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 |
|----------------------|---|--|---|---|---|
| Subject | Confidence and Self-Esteem Building | Embracing Joy and Happiness | Sleep Hygiene and Relaxation | Managing Frustration and Anger | Stress Awareness and Self-management |
| Summary | Provides you with information around confidence and self-esteem and will provide you with suggestions of increasing your confidence and self-esteem. | Provides you with information on the emotions of Joy and Happiness, identifying ways we can aim to improve our own time in order to enjoy different activities. | This session provides you with information around sleep hygiene and relaxation. We will focus on self-help techniques which should contribute to a better night's sleep, as well as identifying ways to relax and unwind. | This session provides you with information about the symptoms of anger, suggestions of managing your response and ways to reduce every its impact. | Provides a greater understanding of what stress is, how it impacts you and what you can be done to reduce work-related stress |
| Covering | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understand what confidence is, self-esteem and its importance • Acknowledge your own strengths, skills and qualities • Identify the areas you would like more confidence methods to help you with this | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Recognise what brings joy to our lives • Understand the physical, emotional and psychological effects of joy and happiness • Identify how we spend the most time, planning to ensure we are including Joyful activities and understand Gratitude and its importance | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Identify what can cause sleep problems and the impact of insufficient sleep • Recognise reasons for unhelpful thinking around sleep • Learn self-help techniques for sleep and create a sleep routine <p>Relaxation:</p> <ul style="list-style-type: none"> • Understand the benefits of relaxation • Learn how to switch off • Identify some relaxation techniques | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understand the emotion 'anger' • Recognise the physical, emotional and psychological triggers and effects of anger • Evaluate current anger management techniques and how to respond | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Define the most common signs and symptoms of stress • Understand how stress can affect us mentally, physically and our behaviour • Identify coping strategies to reduce and manage our stress levels |
| Duration | Half Day | Half Day | Half Day | Half Day | Half Day |
| Delegate Level | All Levels | All Levels | All Levels | All Levels | All Levels |
| Delegates per course | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people |

Workplace Productivity Programme



| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 |
|----------------------|--|---|---|---|--|
| Subject | Challenging Unhelpful Thinking | Wellbeing in the Workplace – Preventing ‘Staff Burnout’ | Prioritising your time effectively | Effective Communication and Assertiveness | The Six Ways to Wellbeing in the Workplace |
| Summary | This session provides you with information about the way we think and how it can affect our behaviour. We will focus on positive thinking patterns and put them into practice. | This course will encourage the employer and employee to recognise the causes of workplace burnout, identify symptoms and examine the impact it can have on your mental health and wellbeing. You will be encouraged and supported to design your own ‘Personal Battle plan’, identifying coping strategies and positive ways towards a healthy work-life balance. | This course will give the employee effective strategies to prioritise tasks and create a healthier work life balance. You will recognise which tasks need your immediate attention, while learning how to effectively schedule non urgent, yet important tasks. | Provides information on effective ways of communication and listening skills. It also includes information on how important our body language is in communication. The session also provides information on how to be assertive correctly and the importance of being assertive. | This course will outline the six ways to wellbeing and how employees can incorporate the framework in to their daily lives. This wellbeing framework can be adapted to all workplaces to create a happier, healthier workforce. |
| Covering | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Develop a basic understanding of the link between thoughts, feelings and behaviour Recognise how some patterns of thinking are unhelpful, leading to emotions and actions that are not in our best interests Identify your own unhelpful thinking habits, considering the alternative, more beneficial responses and how you can practice these | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Recognise the signs and symptoms of staff burnout Identify coping strategies as an employer and employee Create your own ‘Personal Battle plan’ to move forward This course is unique as it is for both staff and managers to work together How we manage workplace stress | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Recognise your current working style. Learn how to manage interruptions, while remaining positive and professional Complete a personal priority matrix, that can be used on a weekly basis | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Identify effective communication methods and the importance of positive body language Understand active listening and its significance, examining problem-solving towards barriers to communication Differentiate passive, aggressive and assertive communication styles and understand the benefits of being assertive and learning to say ‘no’ | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Define wellbeing and how it differs from ill-being Explore the five ways to wellbeing and identify the benefits Learn the importance of self-care and how this practice can help us become more productive in our roles |
| Duration | Half Day | Half Day | Half Day | Half Day | Half Day |
| Delegate Level | All Levels | All Levels | All Levels | All Levels | All Levels |
| Delegates per course | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people |

Workplace Personal Awareness Programme



| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 |
|----------------------|--|---|--|---|---|
| Subject | Menopause Awareness | Mental Health Awareness in Children | Disability Awareness and Inclusion | Gender Equality Awareness | LGBT+ Awareness |
| Summary | This course will give you a better understanding of menopause and encourage ideas on how best to support yourself and others. You will consider the impact that menopause can have on a person and the people who surround them, identifying the physical, emotional, and psychological effects. Learning constructive ways to improve wellbeing and where to seek support and guidance. | This session will benefit anyone looking to learn more about mental health in young people. You will gain a better understanding of the common mental health issues and disorders that can affect young people, enabling you to look out for possible signs and symptoms. | This session will provide delegates with an awareness of the challenges people with disabilities face in the workplace. The aim of this course is to educate employees on how barriers can be removed to create an equitable workplace, where difference is celebrated. This training can lead to increased customer service, encourage workplace disclosures and comply with legal requirements | This session will provide employees with the skills and knowledge to understand and promote gender equality. The aim of this course is for delegates to understand personal behaviours and how these can impact the workplace. The training can lead to concrete actions such as developing a gender policy and undertaking a gender analysis. | This session is designed to give employees a deeper understanding of the issues facing LGBT+ workers. The aim of this course is to widen delegates knowledge of gender identity and sexual orientation. This training can lead to people who identify as LGBT+ having greater job satisfaction, higher levels of productivity and improved relationships with colleagues |
| Covering | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Understand what we mean by the term 'menopause' and its different stages Identify signs and symptoms, to recognise the physical, emotional, and psychological effects and the impact they can have Learn constructive ways to look after your wellbeing | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Identify the term 'mental health and common mental health conditions, such as 'stress, anxiety, depression and suicide Acknowledge the impact of social media on child mental health Identify coping strategies and mechanisms to support a child with their mental health | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Explore the importance of diversity and inclusion. Discuss and learn the difference between neurodiversity, mental health, sensory impairments, and limited mobility. Identify how to create an accessible workplace where everyone is valued and included | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Explore the differences in roles and relations between women and men in the workplace Increase employee knowledge and feel confident discussing gender Discuss unconscious bias and acknowledge our own frame of reference in relation to gender disparity | <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> Know the definition of sexual identity and the correct usage of words, such as queer, pan-sexual etc... Learn how to appropriately challenge homophobic, biphobia and transphobic language Explore how we can create a more inclusive workplace, where people can bring their whole self, absent of fear |
| Duration | Half Day | Half Day | <p>Dignity at Work Module</p> <p>(These modules form part of one programme and can be delivered as a Full Day course or three focused Half Day Courses)</p> | | |
| Delegate Level | All Levels | All Levels | All Levels | All Levels | All Levels |
| Delegates per course | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people | Min 6 – Max 16 people |

Pricing



Pricing – Workplace Wellbeing programme

The initial Workplace Assessment session in the Wellbeing Training Programme is free. The standard course costs from **£250 plus VAT per person**. Organisations that book all 4 modules to be taken within 12 months, can receive a discounted rate of £850 per person + VAT. The cost of online courses can be reduced by 10%.

Pricing – Mental Health & Personal Development Courses

Individual CPD-accredited courses start at £165 plus VAT per person. A 10% per person discount is available to organisations that book all modules in each pathway taken within 12 months. For groups of 16 or more, additional discounts are available. The cost of online courses can be reduced by 10%.

Contact Us

Our amazing team of specially trained wellbeing and mental health workers are here for you. Whether you're enquiring about your business, your organisation, yourself or your loved one, we can help.



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