

HELPING KEEP EMPLOYEES WELL AND ENGAGED AT WORK

by teaching teams better self-management and
by coaching leaders to better lead their teams





76% of employees experiencing stress

The Workplace Health Report showed that 76% of professionals in the UK are currently experiencing moderate to high levels of stress. With 33% of these individuals reporting an impact to their productivity.

18.6 working days lost PER employee

The Health and Safety Executive reported an average of 18.6 days lost per employee struggling with mental health. Prior to the coronavirus pandemic, working days lost per worker due to self-reported work-related illness or injury had been broadly flat. This current rate is higher than the 2018/19 pre-coronavirus levels.



1 in 10 employees wanting to leave their role

Recent reports* claim that 1 in 10 employees want to leave their job due to stress and to replace a salaried employee it can cost, on average, between 6-9 months' salary. This covers recruitment costs, training expenses relating to the new employee and salary.

Workforce in Crisis

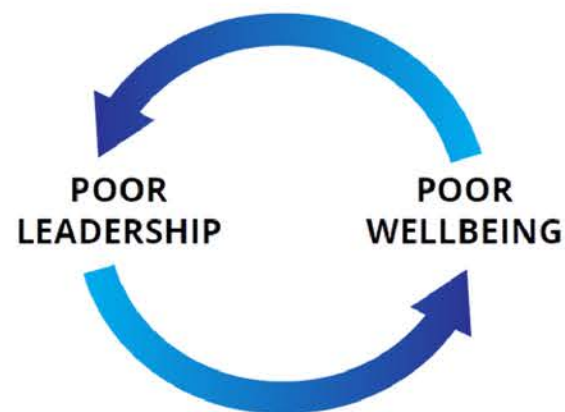
Poor wellbeing and poor leadership is costing your business money.

Record levels of stress and burnout are leading to **unhappy, disengaged and unproductive teams.**

Leaders are overwhelmed with resource constraints and a lack of ability in dealing with poor mental health.

The result? Loss of working days. Loss of staff. Loss of money.

Poor wellbeing and poor leadership are inextricably linked.



Well meaning wellbeing initiatives only serve as a **sticking plaster to a much wider problem.**

Employees need to learn how to **self-manage and self-regulate better.**

Leaders need to **learn how to lead more effectively** by creating a **psychologically safe and inclusive environment** for their teams.



Why Mental Wealth?

Employee mental health is integral to productivity and staff retention. Investing in your team's *mental wealth* can pay dividends. Our signature Mental Wealth program is based on these 6 pillars which together, deliver a **more resilient workforce and a more dynamic Leadership Team**, leading to **happier and engaged** employees.



Raising Awareness

Educate your teams and normalise ill mental health without stigma or judgement so that employees speak up instead of waiting until they are too sick to work.



Knowledge

Increase awareness on how to deal with mental health in the workplace by teaching your teams how to spot early warning signs and teaching line managers what their role is.



Self Management

Help your teams to manage their stress better to prevent burnout and absence by learning better self-regulation and healthier coping methods.



Culture

Re-engage your workforce by creating a happier and healthier workplace culture, with employee wellbeing at its core and with senior leaders leading by example.



Leadership

Boost your productivity and staff retention by coaching your leaders to lead more effectively, creating a trusting and psychologically safe environment for their teams.



Healthy Practices

Attract new talent and reduce churn by demonstrating that employee wellbeing is not just a tick box exercise but is a focal point of your organisation.

The Mental Wealth Program

The Mental Wealth Program helps to equip your employees and leaders with essential leadership and wellbeing skills through the following:



Wellbeing & Engagement Audit

Get a status check of your current employee wellbeing and engagement through an anonymised audit and survey. This will serve as our 'baseline' for comparison. The audit covers mental, physical and emotional wellbeing, personal development and engagement.



Leadership Coaching for SLT

Unlimited 90 day executive leadership coaching for each member of the Senior Leadership Team focusing on self-leadership, team management, culture and creating a happy and engaged team by building a psychologically safe and trusting environment.



Team Coaching Sessions

Helping the Senior Leadership Team to embed their learnings and to improve culture and team engagement through a series of group coaching sessions with their teams, focusing on aligning team priorities and 360 feedback.



The Mental Wealth Program

Lead Well Live Well Training

Our 4 part signature self leadership training is delivered to all employees. It teaches self management, self regulation and better emotional intelligence to boost employee wellbeing. Each participant leaves with their own individualised plan for better mental health and more effective coping mechanisms.

Mental Health Awareness Training

This training helps to remove the stigma and judgement surrounding mental health from your workplace and is delivered to all employees. We help to normalise ill mental health, making it easier for employees to speak up and be open and to help everyone understand how to spot the early warning signs and what to do next.

Wellbeing Consultation

We help your team to implement wellbeing initiatives as identified by the wellbeing audit. Helping you to demonstrate your organisation's commitment to employee wellbeing and that it is not just a tick box exercise. Including senior leadership input.



Our Purpose

The Mental Wealth Academy's mission is to **help save lives and help keep people at work**. Through early intervention and training/coaching on self-leadership and wellbeing; equipping employees with essential skills that help them to self-manage and self-regulate better and enabling leaders to better manage their teams, thereby **preventing mental illness and absence**.

A 2020 Deloitte study found that investment in workplace wellbeing on average, brings **a return of about £5 for every £1 spent. This increases to £6 for early intervention work.**

Harpreet Chana - CEO

Harpreet Chana is a former national level pharmacist turned Global Executive Leadership and Mental Wellbeing Coach, **who suffered with chronic stress and burnout herself in a senior demanding role.**

After turning her life around with the help of an amazing mindset coach, Harpreet retrained as a Certified Professional Coach (CPC) in 2018 and decided to dedicate her life to **helping other professionals from succumbing** to the same type of illness that she did.



Testimonials

I only wish I had more time with Harpreet. She is a fantastic coach – instilling confidence, providing practical advice and processes that have changed the way I do my work. I am forever grateful to her.

Senior Sales Executive -
Professional Services Sector

Harpreet's training is a must for everyone to give you and your team a new perspective, a focus on positive strategies, self-leadership and learning about yourselves to help maintain good mental wellbeing!

A totally worthwhile investment.

Managing Director, Pharmacy Group

Harpreet was so wonderful that we have asked her back again and again. She provides invaluable coping strategies to show up as a leader while maintaining optimal mental wellbeing. Harpreet's trainings will undoubtedly empower you and your team to foster a culture of wellbeing.

Director of Coaching, Executive Education Sector

THANK YOU

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