

Leaders | Reach Wellbeing Foundation Masterclass

# Leading, working and living for wellbeing – the key to sustainable productivity and success

This masterclass program is designed for:

- Executives and professionals interested in developing enhanced wellbeing for themselves, their people and their organisations
- Senior managers for whom leading teams of people to deliver results in a sustainable way is a key requirement
- Anyone with responsibility for developing and implementing the strategy for employee mental health and wellbeing
- Anyone with responsibility for leadership development, diversity and inclusion or talent development
- Any senior executive or leader who has (or will) complete the GLWS (Global Leadership Wellbeing Survey) and would like to extend their development.

In this course you will learn:

- What wellbeing is and why it is so critical for sustainable productivity and business performance.
- The latest research evidence, helping you see wellbeing as a strategic business imperative.
- Advanced concepts, knowledge and ideas that will enable you to lead the development of your organisation's approach to empowering individuals, teams and businesses to thrive by enabling better wellbeing for all.

- How to analyse and work with your organisation or team’s unique mental health and wellbeing needs, in ways that are constructive, proactive and value-adding to productivity and performance.
- How to reflect on your own wellbeing and wellbeing shadow as a professional in the workplace.

## And the end result?

You will be equipped with the practical knowledge, frameworks and tools to confidently improve the way you lead for better employee wellbeing, both in the present and as a roadmap for the future.

	By the end of the Lesson, you will:	How is the lesson structured?
<b>LESSON 1</b> What is wellbeing?	<ul style="list-style-type: none"> <li>Know what is meant by ‘wellbeing’</li> <li>Understand the resources and demands model of balance and wellbeing</li> <li>Be aware of the relationships and distinctions between wellbeing, wellness, resilience and mental health</li> <li>Appreciate the workplace wellbeing continuum</li> </ul>	<b>Topic 1:</b> What is wellbeing? <b>Topic 2:</b> The resources and demands model of wellbeing <b>Topic 3:</b> Wellbeing and mental health <b>Topic 4:</b> The workplace wellbeing continuum <b>Quiz:</b> Multiple choice questions
<b>LESSON 2</b> The case for wellbeing in organisations	<ul style="list-style-type: none"> <li>Understand the impact of the VUCA disrupted world on wellbeing</li> <li>Realise how wellbeing impacts individual and organisational productivity and performance</li> <li>Recognise how leader wellbeing impacts on organisational outcomes</li> </ul>	<b>Topic 1:</b> Impact of the VUCA world on wellbeing <b>Material:</b> GLWS State of Workplace Wellbeing Report <b>Topic 2:</b> Wellbeing and performance - the case for wellbeing in organisations <b>Topic 3:</b> The drivers for change in wellbeing

	<ul style="list-style-type: none"> <li>▪ Appreciate the top down and bottom up drivers for change in how organisations prioritise wellbeing</li> <li>▪ Appreciate wellbeing as a complex adaptive leadership challenge</li> </ul>	<p>Topic 4: Wellbeing as a complex adaptive leadership challenge</p> <p><b>Quiz:</b> Qualitative - Understanding and reflection questions</p> <p><b>Material:</b> Building economically and socially thriving organisations</p>
<p><b>LESSON 3</b></p> <p>A framework for wellbeing</p>	<ul style="list-style-type: none"> <li>▪ Be aware of the key factors that contribute to wellbeing, in relation to both working well and living well (the GLWS Framework)</li> <li>▪ Have reviewed your own current state and level of wellbeing against the GLWS Framework</li> </ul>	<p><b>Topic 1:</b> The GLWS framework</p> <p><b>Material:</b> The GLWS framework</p> <p><b>Assignment:</b> How is your wellbeing right now?</p> <p><b>Material:</b> Is being a leader beneficial or detrimental to your wellbeing?</p> <p><b>Material:</b> Press here for a wellbeing reset</p> <p><b>Material:</b> Gender and Wellbeing</p>
<p><b>LESSON 4</b></p> <p>A leader's accountability for wellbeing</p>	<ul style="list-style-type: none"> <li>▪ Be aware of the external factors impacting on wellbeing</li> <li>▪ Appreciate the different accountabilities for wellbeing in an organisational context</li> <li>▪ Understand the key behaviours underpinning leadership wellbeing as a capability and have assessed yourself against these</li> <li>▪ Realise the ripple impact of your leadership wellbeing shadow and the importance of becoming a wellbeing role model</li> <li>▪ Have reflected on your leadership wellbeing shadow</li> </ul>	<p><b>Topic 1:</b> Factors impacting wellbeing</p> <p><b>Topic 2:</b> Who is accountable for wellbeing?</p> <p><b>Material:</b> Making sure wellbeing gets a seat at the table</p> <p><b>Topic 3:</b> Wellbeing as a leadership capability and skillset</p> <p><b>Assignment:</b> Enabling wellbeing – how's your leadership capability?</p> <p><b>Material:</b> Leadership as Wellbeing Capability</p> <p><b>Topic 4:</b> Your leadership wellbeing shadow</p> <p><b>Assignment:</b> Your leadership wellbeing shadow</p> <p><b>Material:</b> The dark wellbeing shadow of nightmare leaders</p>
<p><b>LESSON 5</b></p> <p>Building a culture of sustainable</p>	<ul style="list-style-type: none"> <li>▪ Be able to spot the signs of low wellbeing and mental ill-health</li> <li>▪ Recognise how to mitigate the risk of burnout and help prevent poor wellbeing in high pressure environments</li> </ul>	<p><b>Topic 1:</b> Spotting the signs of low wellbeing and burnout</p> <p><b>Topic 2:</b> Building your team's wellbeing</p> <p><b>Topic 3:</b> Talking About wellbeing</p>

<p>performance through wellbeing</p>	<ul style="list-style-type: none"> <li>▪ Have learnt eight tips for building a resilient, sustainable, engaged high-performance team culture using better wellbeing and mental health practices</li> <li>▪ Understand the six questions to ask your people about their wellbeing</li> <li>▪ Know how to hold a supportive wellbeing conversation without being intrusive</li> <li>▪ Know the four steps to take to ensure leader-led wellbeing sticks</li> </ul>	<p>Material: Being supportive and not intrusive</p> <p><b>Topic 4:</b> Spotting the signs of low wellbeing</p> <p><b>Quiz:</b> Qualitative and Multiple Choice (topics 1-3)</p> <p><b>Topic 4:</b> Ensuring wellbeing sticks – Learn it, Live it, Lead it, Embed it</p> <p><b>Quiz:</b> Reflections on your wellbeing leadership</p>
<p>Final steps</p>	<ul style="list-style-type: none"> <li>▪ Have developed your Leadership Wellbeing Action Plan using the GLWS 'Learn, Live, Lead and Embed' approach to enable better wellbeing as a leader</li> </ul>	<p><b>Assignment:</b> Leadership wellbeing action plan</p>