



Haptivate



# **Wellbeing skills training for managers**

Lead a healthy, happy  
and productive team

**Harness the latest neuroscience to help your people feel and perform at their best.**

## **Wellbeing Skills Training for Managers**

Up-skill your managers to proactively monitor, support and cultivate the wellbeing and resilience of their teams.





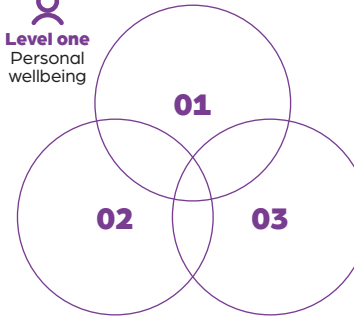
Enable your managers with a fully research-backed blueprint for building successful teams.

Haptivate's manager training curriculum blends the latest scientific research with best practices drawn from leading organisations.

We'll equip your managers to enhance team culture and performance, with tailored modules focused on improving their personal wellbeing and the wellbeing of their team members.

## Curriculum overview

  
**Level one**  
Personal wellbeing

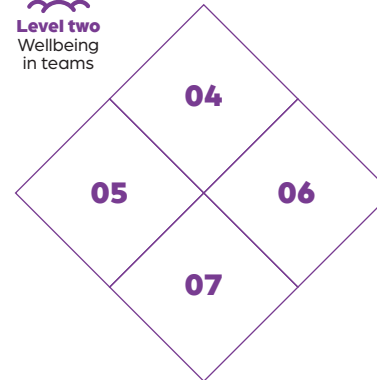


**01**  
Understanding wellbeing at work

**02**  
Stress management & resilience

**03**  
Developing healthy routines

  
**Level two**  
Wellbeing in teams



**04**  
Supporting team wellbeing

**05**  
The science of motivation & productivity

**06**  
Positive communication

**07**  
Cultivating positive team dynamics

# Personal wellbeing

Before you can successfully support others, you must first develop the skills and knowledge to properly support your own wellbeing.

## Understanding wellbeing at work

01



This module provides a foundational awareness of wellbeing at work and practical ways to manage it.



### Delegates will develop an understanding of:

Definitions, models and measurement of wellbeing at work at an individual and strategic level

Key drivers of personal wellbeing at work and at home

Practical self-care techniques to boost mood when we're feeling low

Accessing resources and support when you are struggling with wellbeing

Providing support to others with their wellbeing.

### What are the benefits?

- ⊕ Create a common understanding and language around wellbeing at work
- ⊕ Encourage a more open and proactive stance on wellbeing at work
- ⊕ Equip staff to take practical steps to support wellbeing for themselves and others
- ⊕ Increase readiness to respond to wellbeing issues as they arise.

## Stress management & resilience

This module explores the biology and psychology of stress, burnout and resilience.

02



### Delegates will develop an understanding of:

The ways stress affects both the brain and body

How to identify and manage sources of stress and work and at home

How to use mindful relaxation and meditation to soothe stress

Reframing stress to improve motivation and productivity

Cultivating a resilient mindset and lifestyle

#### What are the benefits?

- ⊕ Identify and manage stress proactively
- ⊕ Get tools to feel immediately calmer and more focussed at stressful times
- ⊕ Turn stress from a productivity-drain into a source of motivation
- ⊕ Take control of stress with a stress management action plan



## Building healthy routines

This module explores the concept of Wellbeing by Design – how to create a lifestyle that supports your personal happiness and wellbeing.

03



### Delegates will develop an understanding of:

Key factors that impact our resilience and energy levels

The science of habit formation and how to make a routine stick

Simple evidence-based habits and rituals that have been shown to improve wellbeing

Setting boundaries and creating space in your routine for self-care

Creating accountability and supporting each other to prioritise wellbeing

Designing your own personal self-care plan

#### What are the benefits?

- ⊕ Develop structured plans to promote wellbeing in the long-term
- ⊕ Delegates come away with a tailored plan of specific actions to improve their wellbeing
- ⊕ Reduce susceptibility to stress, boost resilience and job satisfaction
- ⊕ Make simple changes that yield significant benefits to wellbeing



# Wellbeing in teams

Discover everything you need to tackle stress, burnout and conflict while driving higher levels of job satisfaction, engagement and productivity.

## Supporting team wellbeing

This module equips your leaders with the skills, tools and resources to continuously improve wellbeing across their teams. In addition to interactive training, your managers will receive a Wellbeing Toolkit document for easy reference.



### Delegates will develop an understanding of:

Common wellbeing at work issues and how they can impact team performance

How to identify the signs of stress and other wellbeing issues within a team

Methods for checking in with the team about their wellbeing on an individual and a group basis

How to use the Wellbeing Toolkit to offer support and signposting for common wellbeing issues

Creating routines within your team to monitor and improve wellbeing on an ongoing basis



### What are the benefits?

- ⊕ Integrate the improvement of staff wellbeing into day-to-day team operations
- ⊕ Enable your managers with practical tools to support team wellbeing with confidence
- ⊕ Proactively target and address wellbeing as a drain on productivity and morale
- ⊕ Take a preventative approach to addressing burnout, job dissatisfaction and absenteeism

## The science of motivation & productivity

05



This module interactively explores key concepts from the growing neuroscientific research into the areas of motivation and productivity.

### Delegates will develop an understanding of:

How the brain's reward pathway operates

The key psychological needs and growth tendencies that drive our motivation and wellbeing

How intrinsic and extrinsic sources of motivation affect wellbeing and happiness

How certain forms of stress actually enable and support productivity

Key theories and models of motivation that can be leveraged during team coaching

Utilising this knowledge to create effective incentives within a team



#### What are the benefits?

- ⊕ Boost motivation at team & individual levels
- ⊕ Enhance engagement and productivity
- ⊕ Create positive momentum within teams
- ⊕ Improve job satisfaction

## Positive communication

06



This workshop equips your managers to communicate with greater sensitivity and authenticity, strengthening working relationships within their teams.

### Delegates will develop an understanding of:

Common emotional triggers and sources of conflict in the workplace

Using mindfulness and compassion techniques to manage our responses to difficult emotions

Navigating difficult conversations, giving feedback and communicating more openly

Practical techniques to facilitate group discussion and build consensus

Improving emotional awareness, sensitivity and resilience

Creating an open culture of transparency around setbacks and difficulties



#### What are the benefits?

- ⊕ Reduce lost productivity due to conflict and/or avoidant behaviour
- ⊕ Build collaborative and constructive working relationships
- ⊕ Strengthen cooperation between different teams and departments
- ⊕ Cultivate a team culture where people feel heard and respected



## Creating positive team dynamics

07



This module explores practical approaches to creating and maintaining a positive and supportive working atmosphere, boosting wellbeing, engagement and productivity.

### Delegates will develop an understanding of:

The importance of psychological safety and its influence upon team performance

Identifying and playing to the unique strengths of your team members

Ways to show appreciation and recognition within your team

Developing a shared understanding of your team values and acting upon them

Cultivating a positive outlook within the team and bouncing back from adversity

### What are the benefits?

- ⊕ Boost productivity by better utilising your team and strengthening collaboration
- ⊕ Develop a sense of team spirit and camaraderie
- ⊕ Enhance job satisfaction and engagement amongst your team members
- ⊕ Cultivate a team culture where people feel safe and valued



## The Wellbeing Toolkit for Managers

All programme delegates will receive a copy of the Haptivate Wellbeing Toolkit for Managers.

This practical reference guide provides easy access to tools, resources and signposting advice to ensure your managers are well equipped to tackle the wellbeing at work challenges that lie ahead.





## What you get

### **An engaging, interactive training programme**

tailored to your needs and led by an experienced facilitator

### **Cutting edge content**

based on the latest scientific research and best practices

### **Explore the benefits**

with hands on interactivity and group exercises

Including:

- Ice-breaker activities
- Exploring reframing techniques in common work scenarios
- Scenario-based roleplay exercises
- Practical communication techniques
- Creating a personal wellbeing action plan
- Brainstorming ways to make your team a happier and more connected group

### **A free digital resource pack**

Including:

- The workshop slides
- A 32 page managers' wellbeing toolkit
- The Haptivate team building app
- List of recommended further reading
- Guided mindfulness audio

I would highly recommend Haptivate to other organisations – their workshops could not be more relevant to what is happening in these uncertain times. We have already booked three more!

Luisa Hinds  
Programme Officer,  
Chevening



## Book now

Empower your people with wellbeing training aligned to your unique goals and team culture.

Our team will help you find the perfect fit.

**Book a free consultation today**

or

**Submit an enquiry form**

# 10 reasons you'll love Haptivate

## **Tailored fit**

We design our workshops to match your culture and help you achieve your unique goals.

## **Inclusive and accessible**

We'll show you how anyone can tap into their own biology to feel happier.

## **Evidence-based approaches**

Discover proven tools based on the latest neuroscientific research.

## **Hands-on and interactive**

Experience for yourself how you can change your neurochemistry to lift your mood.

## **Stress-busting and energising**

We'll show you techniques that will have you feeling re-energized in a matter of minutes.

## **Down-to-earth facilitators**

Our team impart expert knowledge with enthusiasm, humility and humour. No gurus allowed!

## **Cultivate connection**

We create a safe and supportive atmosphere to discuss and explore personal wellbeing.

## **Innovative strategies**

Explore the innovations used by best-in-class organisations to boost wellbeing and productivity.

## **Make it your own**

We'll help you to embed wellbeing best practices into your distinctive organisational culture.

## **Instant impact**

You'll come away with tangible actions you can take for an immediate improvement in wellbeing.

Working with Haptivate helps us to take practical action to address wellbeing. We have seen the benefits of greater understanding, improved communication and collaboration across the organisation.

David Leeves  
Director of Social Mobility, One Housing

One Housing



## **Book now**

We stand behind our workshops with a no questions asked money back guarantee.

Get started with total confidence.

[Book a free consultation today](#)

or [submit an enquiry form](#)

**Harness the science  
of happiness...**

**to help people feel and  
perform at their best.**



**Research shows happy people do better work,**  
boosting your bottom line.

**20%**

more productive

**37%**

higher sales

**34%**

lower staff turnover

**37%**

less sick leave

Make the most of your talent and enhance wellbeing at work with Haptivate workshops, training and consulting, read on to find out more.



## Haptivate

Our mission is to challenge the way people think and feel about work, offering new approaches that are supported by scientific evidence.

We do this by providing training and consulting based on the latest research into productivity, resilience and wellbeing at work.

We help our clients transform their culture, unlocking sustainable productivity and innovation driven by the happiness of their people.



**Rosa Connor**  
Co-founder



**James Pacey**  
Co-founder

**Take your first step  
towards a happier  
workplace...**

Contact us today for advice on how we can help you.

**Book a free consultation**

or

**Submit an enquiry form**



# Haptivate

We believe that everyone has the potential to feel happier. Using the latest research into the science of happiness and wellbeing, we help individuals and organisations to make practical changes to lead happier and more productive working lives.

Every time an organisation works with us, money goes towards projects that teach wellbeing skills to young people and communities.

## Leading organisations partner with Haptivate



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