

Performing with Compassion Units, standalone webinars and workshops

Leadership, management and corporate culture series		
Workshop/webinar title	Session content	Duration
Compassionate management	Managing staff with compassion and deeper understanding - Dealing with conflict with compassion and healthy boundaries - Addressing employees' wellbeing, concerns, conflict, performance & absence issues with compassion - Encouraging participation, delegation, constructive feedback, mentoring and coaching - Collaborating with compassion and kindness - Flexibility and reasonable adjustments - Using the Stress Management Competency Indicator framework as a tool for management development	Half day
Building a culture of engagement, purpose & community – part 1	- Community Building and collaborative creativity - Creating the workplace you want rather than problem solving - The joy of pre-mortems - Rebalancing power dynamics: transforming 'us & them' to 'we' culture...and 'shop floor' expertise vs 'top-down' management	2 hours
Building a culture of engagement, purpose & community – part 2	- Building trust and loyalty with a culture of equality, fairness, inclusive participation and open & honest communication - Boosting employee engagement through purpose, meaning, trust, empowerment, conscious presence, respect and gratitude - Compassionate and inclusive HR and wellbeing policies – managing absenteeism, presenteeism, returns to work and reasonable adjustments - Thriving through awareness: nurturing individuals' needs and learning for life	2 hours
Psychological safety in the workplace	- Replacing bullying and the language of judgement & blame with responsibility & inclusion	60

Mental health and wellbeing series		
Workshop/webinar title	Session content	Duration
Workplace mental health – part 1	<ul style="list-style-type: none"> - What is mental health? What is mental illness? - The impact of language, stigma and bullying...and treating others with respect, inclusiveness and dignity - An introduction to some common mental health issues - Remote working: how to spot the early signs and symptoms of common mental health issues - How to have a conversation about mental health with your staff...and how to support them - Self-care for managers and staff 	Half day
Workplace mental health – part 2	<p>Part 2 builds upon the content of part 1. We also explore:</p> <ul style="list-style-type: none"> - Championing positive mental health through workplace culture, autonomy and advocacy events - Strategies to enhance your interpersonal skills such as non-judgemental listening and communication - WRAPs, signposting and other tools to help recovery - Case studies – fictional and/or from your experience 	Half day
Staff wellbeing – the pandemic and working from home	<p>Taking an holistic approach to working from home & home schooling, this session provides tips on monitoring, managing and promoting positive wellbeing during the pandemic and beyond:</p> <ul style="list-style-type: none"> - Stay HEALTHY (mental, physical, emotional & spiritual balance) - Stay PRODUCTIVE (engaged and efficient working & schooling) - Stay mindfully CONNECTED (colleagues, family, media & communication) - Stay COMPASSIONATE (relationships & boundaries) - 5 Ways To Wellbeing - 10 Keys to Happier Living - How to visit the ‘four rooms’ of the mental, emotional, spiritual and physical realms to stay connected with ourselves, offering care for our holistic wellbeing. 	90
Stress, productivity and perfectionism	<ul style="list-style-type: none"> - The Stress Container and un/helpful coping strategies - Stress, autonomy and empowerment - Workplace Pressure Support Plans and flexible working - Promoting and protecting employee mental wellbeing using frameworks such as the HSE’s Management Standards for work-related stress - What is perfectionism and where does it come from? When can perfectionism be useful and when is it harmful? How to overcome perfectionism and achieve a healthier balance in the workplace and other settings. 	90

Workplace Mental Health First Aid		
Workshop/webinar title	Session content	Duration
The benefits of investing in Mental Health First Aid	Early intervention to boost wellbeing, awareness, compassion and profit	90
Mental Health Aware: half-day MHFA England course	This introductory 4-hour session raises awareness of what mental health is, how to challenge the stigma around it, a basic knowledge of some common mental health issues and how to support people who are experiencing a mental health issue, plus an introduction to looking after your own wellbeing.	Half-day
Mental Health Champion: 1-day MHFA England course	This one-day course qualifies you as an MHFA Champion. It will give you an understanding of common mental health issues and an ability to spot the signs of mental ill health, the confidence to advocate for mental health awareness and skills to support positive wellbeing.	1 day
Mental Health First Aider: 2-day MHFA England course	<p>This in-depth course qualifies you as a Mental Health First Aider. <i>The online version of the consists of four x 3 hour live training sessions, plus four x 1-2 hours of individual learning for all delegates to complete before each live training session.</i></p> <p>This thorough training, which is licensed by the Royal Society of Public Health, will give you:</p> <ul style="list-style-type: none"> - An in-depth understanding of mental health and the factors that can affect wellbeing - Practical skills to spot the triggers and signs of mental health issues - Confidence to step in, reassure and support a person in distress - Enhanced interpersonal skills such as non-judgemental listening and communication - Tools to help someone recover their health by guiding them to appropriate further support - An understanding of how to tackle stigma in the world around you and how to support positive wellbeing for yourself and others. 	2 days

Mindset series

Workshop/webinar title	Session content	Duration
Defeating Negative Thoughts	<p>We all experience negative thoughts. These can hold us back personally, blocking us from achieving our goals and finding inner peace. They can also negatively impact our relationships – judgement, blame, assumptions and entrenched thinking may result in unnecessary relational strains.</p> <p>In this interactive session, we use a simple but very powerful practice to defeat negative thoughts. It is based upon The Work of Byron Katie ©, which has transformed the lives of countless people around the world. The skills taught in this webinar can help us to remain alert to stressful thoughts – the ones that cause us anger, sadness and frustration – and also question them such that they lose their power over us, resulting in inner freedom and peace.</p> <p>In this session, one or more participant(s) are invited to undertake a live ‘enquiry’. Our skilled facilitator will guide the participant(s) to explore, question and turnaround the negative thought that has been causing them stress.</p>	90
Overcoming unhelpful thinking habits	<p>Many of us experience unhelpful thinking habits (cognitive distortions). We explore common examples including:</p> <ul style="list-style-type: none"> - Catastrophising, all or nothing / black and white thinking, over-generalising, labelling and mislabelling, blaming ourselves and others, ‘should’ beliefs and statements, negative filtering and confirmation bias, unhelpful assumptions and impulsive conclusions, behaviours driven by the need for external validation or self-worth, emotionally-driven ‘false-truths’. <p>We explore simple techniques that are commonly employed in Cognitive Behaviour Therapy, which can help us to overcome our unhelpful thinking habits. Employing delegates’ personal examples (if required), we learn how to identify, build awareness around, challenge and replace our unhelpful thinking habits with more positive, balanced and empowering thoughts and behaviours.</p>	90
Using ‘Fear Setting’ to understand what has blocked us from achieving our goals	<p>Defining our goals allows us to establish the steps needed to achieve our aims...but we may find ourselves failing to achieve those goals. In this session, we focus on defining our <i>fears</i>, which allows us to strategically establish:</p> <ul style="list-style-type: none"> - What may have prevented us from achieving some of our goals in the past - Possible obstacles that may steer us off course on the road to personal development - The true cost of our failures to work effectively towards achieving our goals 	60
Beating negative behaviour patterns - the cycle of transformation	<p>We all have unhelpful behaviour patterns that hold us back in our relationships with ourselves and others, our careers, or wellbeing and in other spheres of our life. Why do we keep repeating these unhelpful behaviours and how can the Cycle of Transformation help us embed new, more positive behaviours?</p> <p>In this interactive session, we explore the four simple and powerful steps to recognise our unhelpful patterns and transform these into empowering, positive new behaviours.</p>	90
Using the Four Elements model to achieve goals	<p>We each have a combination of Earth, Water, Fire and Air elemental qualities within us, usually tending towards one or two of these elements. Troublesome areas of our lives can be linked to us not having manifested the necessary elemental qualities to resolve these issues.</p> <p>In this session we explore the Four Elements model of personal qualities, how to unlock those qualities that we are not manifesting and how to develop a balance of all four elements in order to achieve goals and move forward in our lives.</p>	90
The benefits of gratitude and recognition practices	<p>Research shows that practising gratitude has a significant impact on our wellbeing, positively influencing our mood, mindset, compassion, relationships, motivation and mental health.</p> <p>In this session, we bring our attention to all of the things within us and around us that we can be grateful for. We explore daily ways of expressing our gratitude, recognising the kindness and efforts of others and the mutual rewards of this beautiful, connecting practice.</p>	60

Relationships and communication series		
Workshop/webinar title	Session content	Duration
Resilience & overcoming 'limbic hijacks': neurological tips to respond rather than react	<p>Have you ever reacted emotionally to something another person has said or done...and later regretted your impulsive and damaging reaction? You are not alone! Our limbic system is held in the oldest part of our neural circuitry, known as the 'reptilian' brain. This was designed to be activated when we sense danger, keeping early humans safe from the threat of predators and rival tribes.</p> <p>In the modern world, we very rarely find ourselves in life-threatening situations, but our fight-flight-freeze response (or "I want/I need/get me this now!") is often activated in relationships. This overrides the most-recently evolved parts of the brain; stress takes over and we enter a 'limbic hijack' – this makes it very hard to listen with empathy and respond with calmness, objectivity and compassion.</p> <p>In this session, we explore:</p> <ul style="list-style-type: none"> - What are limbic hijacks and why do they happen? - What gets in the way of us listening to, connecting with and understanding others? - How can we reconnect to our natural state of empathy so that we can better understand others, respond to them with calmness, objectivity and compassion and nurture respectful, balanced, productive, resilient relationships? 	90
Non-Violent Communication © – meeting needs with compassion	How can we deal with conflict in a compassionate way? Using the simple but powerful four-step process of Non-Violent Communication ©, we learn how to connect with and honour the needs of ourselves and others, producing peaceful outcomes that make life more wonderful.	90
Compassionate, open communication and psychological safety in the workplace	<ul style="list-style-type: none"> - The importance of connecting mindfully, speaking openly and active listening with empathy - Replacing bullying, stigma and the language of judgement & blame with responsibility & inclusion - Non-judgemental listening and communication skills - Receptive presence & compassionate listening - Simple strategies to improve communication 	Half day
Effective parent-child communication strategies	<p>How we communicate with our children has great power. What we say to them and how we say it becomes their inner voice and has an enormous impact on their sense of self.</p> <p>In this session, we offer a range of simple and effective ways to transform how we communicate with our children and young people. We learn how to use empowering, positive and accepting language and how to practise active listening in order to build a stronger, more respectful relationship with our young people, whilst empowering them to boost their self-esteem and confidence.</p>	60
Overcoming damaging transference in relationships	<p>Transference is a universal phenomenon whereby the past is present in our relationships. It occurs when we unconsciously redirect emotions that we originally felt in a former relationship (for example, with our parents or a former romantic partners) onto someone in our present reality.</p> <p>When we are caught in transference, we cannot clearly see our present reality. Fear often grips us even though there is no immediate threat. Our attention is focused onto the negative, often resulting in inappropriate emotional reactivity such as anger or defensiveness, which can be very damaging for our relationships.</p> <p>In this interactive session, we:</p> <ul style="list-style-type: none"> - Explore how and why transference occurs - Develop the awareness to notice when we are in transference <p>Learn how to exit the trance of transference so we can respond to our current situation with mindful presence</p>	90

Mindfulness series – resilience, anxiety, stress and difficult emotions		
Workshop/webinar title	Session content	Duration
Dealing with difficult emotions and conflict with mindfulness and compassion	<p>When we experience difficult feelings like anger, fear and anxiety, we can become emotionally dysregulated and jump into blame. This often creates external and internal conflict, negatively impact our wellbeing and that of those around us.</p> <p>In this session, we explore the four-step RAIN technique, which is a simple yet powerful practice to connect us to ourselves and one another using mindfulness and compassion.</p>	90
Mindfulness, resilience, anxiety and equanimity in uncertain times	<ul style="list-style-type: none"> - Building resilience when faced with challenges - Controlling the controllable - Responding rather than reacting - Mindful acceptance and equanimity - Dealing with anxiety and uncertainty in challenging times 	90
Grounding and calming for anxiety and stress	<p>Today's world brings many potential stresses and sources of anxiety. In this short webinar, we:</p> <ul style="list-style-type: none"> - Identify some of the sources of stress and anxiety - Explore six pathways to calm: visual, auditory, movement, tactile, olfactory and behavioural - Learn mindful breathing practices - Enjoy a grounding, calming meditation and/or visualisation <p>This session provides practical tools to combat anxiety and stress, helping us to return to a state of peaceful equilibrium.</p>	45
Introduction to mindfulness and meditation	A range of interactive webinars using mindfulness, visualisations, breathing practices and meditations, with a variety of outcomes.	60
Acceptance and equanimity		45
Accessing your power		45
Collaborating with compassion and kindness		45
Family mindfulness and meditation series	A series of family-friendly mindfulness and meditation sessions to bring awareness, presence, gratitude, resilience, acceptance and peace to our family units and beyond. These sessions can be tailored to fit the age of the children.	60
Other webinars/workshops		
Grief and loss	<p>We all face grief and loss, not just in respect of the death of loved ones, but also around loss of freedoms, our youth or health, jobs, relationships, opportunities, homes and more. The pressures and restrictions of the pandemic have brought much grief and loss for many, including complex grief.</p> <p>In this session, we explore ways to deal with these challenges personally and how we can approach others' grief with compassion.</p>	90