



# Corporate Wellbeing Programme Overview

## ***Evidence-Based Training to Strengthen Employee Wellbeing and Sustainable Performance***

Modern workplaces demand **adaptability**, emotional **resilience**, and clear **communication**. Without the right skills, employees can experience reduced **focus**, lower **engagement**, and a higher risk of **burnout** — all of which impact organisational **performance**.

Resilient Mind Studios provides **clinically informed, evidence-based** workshops that help employees build the psychological skills needed to **thrive at work**. Grounded in Cognitive Behavioural Therapy (**CBT**), each session offers **practical tools** that support **wellbeing, resilience, communication, and effective decision-making**.

Whether your goal is to **reduce absence, improve team dynamics**, or strengthen **organisational culture**, these workshops provide a **structured, research-driven** approach to supporting your people.

### Do you want to:

- Meet or exceed your legal duties for staff wellbeing?
- Reduce absence and presenteeism linked to mental health?
- Strengthen emotional resilience across teams?
- Improve focus, communication, and decision-making?
- Enhance engagement and workplace culture?
- Support early intervention and proactive wellbeing strategies?
- Demonstrate a clear organisational commitment to staff wellbeing and retention?

**If so, these workshops are designed for you.**



## Why Organisations Invest in This Training

These workshops help leadership teams to:

- Strengthen resilience and emotional regulation
- Improve communication and team dynamics
- Reduce absence and presenteeism
- Support early intervention and prevent escalation
- Enhance workplace culture and psychological safety
- Improve focus, clarity, and decision-making
- Demonstrate a clear commitment to staff wellbeing
- Adhere to legal regulations and guidelines

The training delivers both **immediate practical value** and **long-term organisational benefits**.

## How These Workshops Support Legal Responsibilities

Employers in the UK have a legal duty to protect both the physical and psychological wellbeing of their staff. These workshops help organisations meet those responsibilities in a proactive, supportive, and evidence-based way.

**Health & Safety at Work Act** Employers must take reasonable steps to prevent work-related ill health. How the workshops help: Employees learn practical skills to manage pressure, communicate effectively, and recognise early signs of difficulty — supporting a healthier, safer workplace.

**HSE Stress Risk Management Standards** Businesses must assess and reduce psychosocial risks. How the workshops help: Sessions provide strategies that address common workplace pressures and support a proactive wellbeing plan.

**Equality Act 2010** Mental health conditions may require reasonable adjustments and fair treatment. How the workshops help: Workshops raise awareness, reduce stigma, and promote psychologically safe, inclusive working environments.

**Thriving at Work Standards** Government-endorsed guidance encourages employers to strengthen mental health support. How the workshops help: Sessions create space for reflection, learning, and open dialogue — supporting best-practice wellbeing standards.



## Why CBT? What the Research Shows

**Evidence-based. Practical. Proven.** CBT is one of the most researched and effective approaches for improving resilience, communication, and emotional wellbeing.

**Real tools, not theory.** Employees learn practical strategies they can use immediately — at work and at home.

**Measurable impact.** CBT-based training improves focus, reduces unhelpful thinking patterns, and strengthens emotional regulation.

All workshops are grounded in Cognitive Behavioural Therapy (CBT) — one of the most extensively researched and effective approaches for improving mental wellbeing and performance.

### Specific Evidence

**CBT-based workplace training improves performance and resilience.** Studies in the Journal of Occupational Health Psychology show that CBT-informed training leads to significant improvements in resilience, emotional regulation, and work effectiveness.

**Wellbeing programmes reduce absence and presenteeism.** A review in The Lancet Psychiatry found that structured mental health interventions reduce sickness absence and days lost to mental health-related issues.

**Psychological skills training enhances communication and decision-making.** Research in the Journal of Applied Psychology shows that CBT-based cognitive skills improve clarity, emotional regulation, and interpersonal effectiveness.

**Proactive wellbeing support is more cost-effective than reactive intervention.** A review in Occupational Medicine highlights that early mental health support leads to significant cost savings compared to crisis-only approaches.

**Resilience training supports long-term wellbeing and retention.** Research published in Behaviour Research and Therapy shows that CBT-based resilience programmes lead to sustained improvements in wellbeing and job satisfaction.



## Why Resilient Mind Studios?

**Clinical expertise, not generic training.** Workshops are delivered by a CBT therapist with over a decade of frontline mental health experience and years of delivering evidence-based workplace programmes. — ensuring sessions are safe, accurate, and adaptable to the room.

**Adaptive, responsive facilitation** Because the knowledge goes far beyond the slide deck, sessions are dynamic, engaging, and tailored in real time to the needs of the room.

**Accessible, bespoke wellbeing solutions** Resilient Mind Studios is built on the belief that mental health resilience should be accessible to everyone. Bespoke packages are our speciality — shaped around your culture, pressures, and goals.

## What to Expect from Resilient Mind Studios

Sessions that **adapt** in real time to the needs of each group, offering **interactive, skills-focused learning** grounded in **evidence-based** psychological principles.

Participants engaging with **clear concepts, practical tools, and structured reflection** designed to support performance and wellbeing.

### Participants Will Learn To:

- Understand how thoughts, emotions, and behaviours interact
- Manage pressure and respond to challenges with clarity
- Use simple physiological “micro-reset” techniques
- Strengthen resilience and emotional regulation
- Recognise unhelpful thinking patterns and shift them
- Improve communication and interpersonal effectiveness
- Build healthier belief systems that support long-term wellbeing
- Apply CBT-based tools in real workplace scenarios

Content is suitable for **all roles and sectors** and can be **tailored** to specific teams or industries.



## Workshop Format

All workshops include:

- Evidence-based teaching
- Group discussion
- Real-world workplace scenarios
- Guided CBT exercises
- Personal reflection
- Practical tools and resources to take away

The structure maximises engagement and ensures learning is directly applicable to day-to-day work.

## Outcomes

Participants leave with:

- A personalised wellbeing or resilience plan
- Practical strategies they can implement immediately
- A deeper understanding of how to maintain resilience long-term

This ensures the training has lasting impact beyond the workshop itself.

### Tailored to Your Organisation

All workshops can be tailored to your organisation's needs, with the Workshop Catalogue showcasing formats and approaches that have delivered strong results for clients in the past.