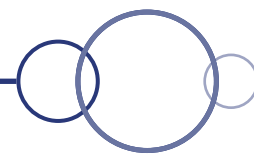


## TRAINING DIRECTORY 2023

For Businesses  
& Organisations



# Supporting Mental Health and Wellbeing within Businesses and Organisations



By applying our psychological knowledge and expertise, we at Psychology Associates can help businesses to flourish and grow into healthy, sustainable organisations.

Through our extensive training and consultation opportunities, we can:

- **Support senior managers to understand and feel more confident supporting team members with mental health difficulties**
- **Help organisations improve the emotional well-being and resiliency of their team members**
- **Upskill managers with having difficult conversations**
- **Find ways to increase motivation and positivity within teams**
- **Help senior managers find ways to manage change without causing distress**

Psychology Associates is a practice of Clinical Psychologists, Therapists and Well-being Practitioners who are highly experienced in delivering thought-provoking, interactive training courses as well as direct therapeutic intervention and group consultation. In 2019, Ofsted awarded our support as 'Outstanding' and noted within their report that 'The agency is staffed by a range of therapists who are highly qualified, skilled and experienced in achieving excellent outcomes'.

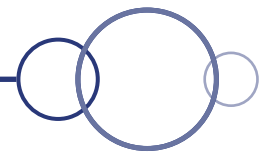
We can support organisations through periods of change and difficulties while promoting positive wellbeing, reducing stress and therefore reducing sick leave and increasing staff retention.

Our team can also provide mental health assessments and make recommendations regarding individual employees as well as providing suitable and evidence based therapeutic support, if required.

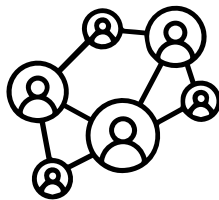
We can provide training events on a broad range of subjects, virtually and face to face, for some of our most popular courses.

For further information about the other support services we can provide to your business or organisation (including individual therapeutic support and assessments), please visit our website <https://www.psychologyassociates.org.uk>

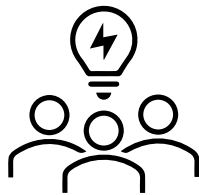
# Why Choose Psychology Associates' Training Events?



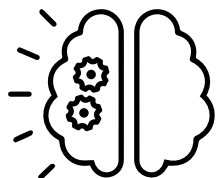
As an outstanding training provider for over 20 years, we are highly experienced and can offer trainings on a wide range of topics.



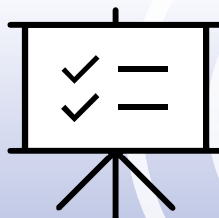
Our multidisciplinary team of clinicians are experts in their fields.



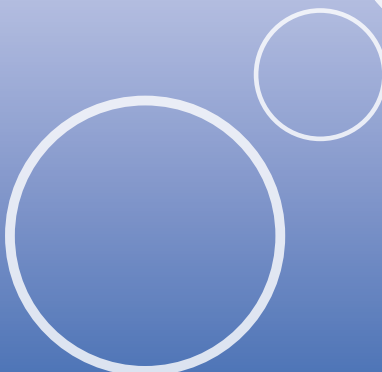
Our trainings are thought-provoking, relevant and draw upon the most up contemporary research and evidence.



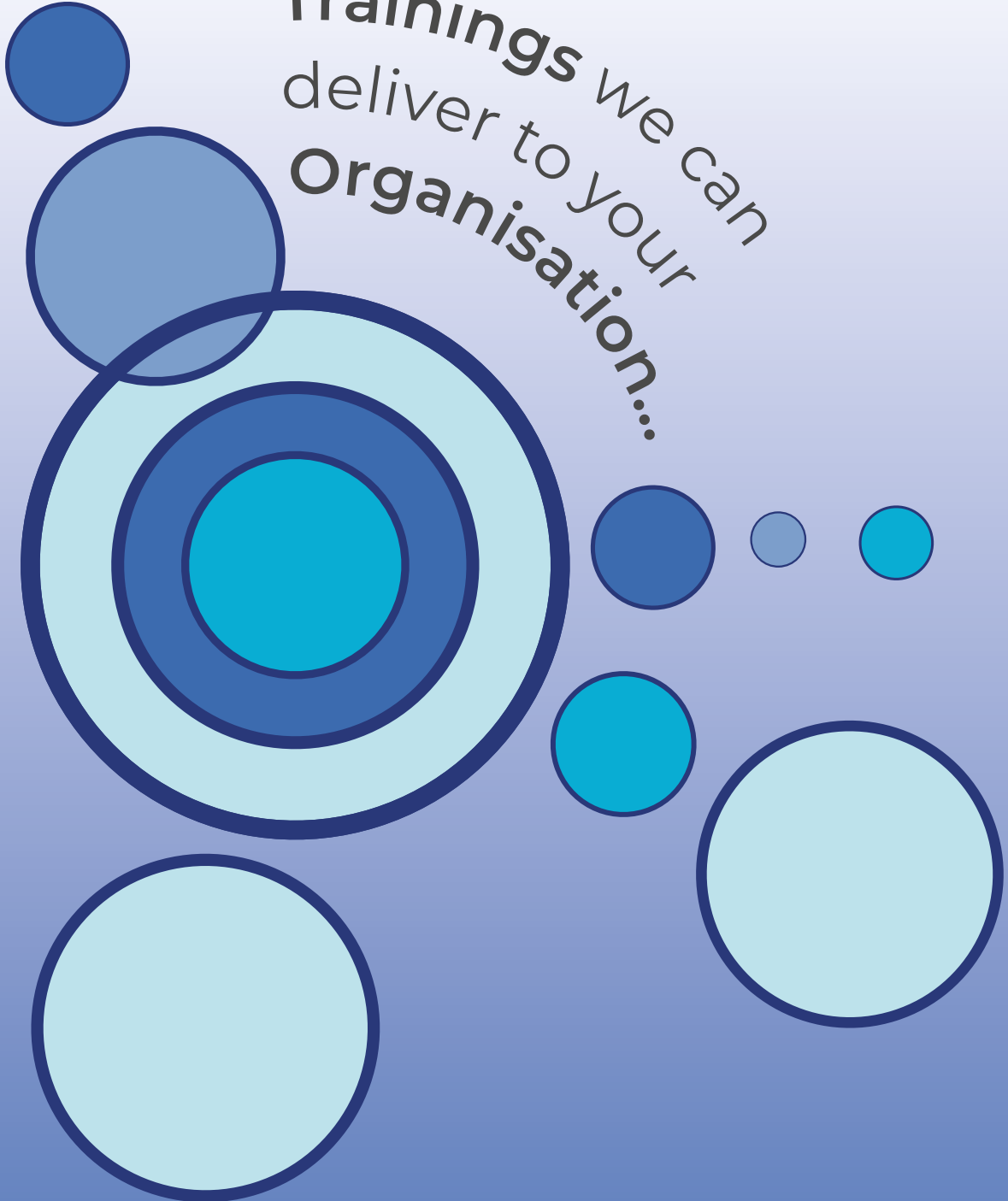
We provide deeper understanding of topics as well as opportunities to practice and enhance practical skills.



We can also deliver our training events as bespoke courses, tailored to best suit your organisation's needs and aims.



**Trainings** we can  
deliver to your  
**Organisation...**



## Bereavement Support – how to support a colleague/employee who has experienced bereavement and loss

### Training Content

- Explore the effects of grieving and loss, taking into consideration social and cultural differences.
- A mixture of information giving, reflection and voluntary participation to help embed and practice new learning.

### What attendees will gain from this training

- Build your skills and confidence to approach the subject and provide useful and helpful support to those who have experienced grief and loss.

### Testimonials

“Such a clear and helpful training, and the trainer was very understanding and informative.”

“An amazing training of useful and helpful information.”

## Having Difficult Conversations (with employees and external individuals such as clients/customers)

### Training Content

- Exploration of what can make certain conversations difficult, and how to counteract these challenges in practice.
- Consideration of the psychological impact of difficult conversations.
- Guidance on what to avoid when having a difficult conversation, and things to look out for.

### What attendees will gain from this training

- Increased confidence in handling difficult conversations and ensuring that key messages are communicated effectively.
- Gain practical strategies from therapeutic practice for ensuring difficult conversations remain calm and compassionate to ensure a mutually helpful outcome.

### Testimonials

“A brilliant training, really insightful both for my professional and personal life. Thank you very much.”

“This was a really helpful course. I will remember to use this in my own practice when dealing with difficult conversations.”



## Improving Confidence Within a Team (including the effects of ‘imposter syndrome and how to address this)

### Training Content

- What is a ‘high performing team’?
- How does embracing diversity within a team optimise performance?
- Managing and supporting common problems within teams.

### What attendees will gain from this training

- The understanding of how to develop and support a ‘high performing team’.
- Developing a supportive, empathetic environment in order to optimise team performance.
- Embracing a diversity of background, experience and skill mix within a team.
- Awareness of how to avoid and overcome difficulties within a team.

### Testimonials

“It was so helpful to have an evidence-base on which to develop our organisational and management support structure. We have implemented this within our team and the results speak for themselves.”

## Long Term Absence – how managers can support an employee returning from long term absence (including mental health related difficulties and sickness)

### Training Content

- Overview of the impact of long-term sickness on mental health, including long Covid.
- Key considerations for managers and colleagues.

### What attendees will gain from this training

- Increased understanding and awareness of the issues associated with long term absence.
- Learn how to approach issues with colleagues, what to do and how best to help.

### Testimonials

“A very good tone and pace, covering some really sensitive and difficult topics in a very appropriate way.”

“Really insightful, helpful strategies to take into the work environment and every day life.”

## Mental Health Awareness

### Training Content

- Overview of the prevalence of mental health difficulties in the workplace.
- Exploration of different mental health difficulties and how to identify the key symptoms.

### What attendees will gain from this training

- Deeper understanding of how best to support colleagues experiencing mental health difficulties.
- Increased confidence in having open, safe and honest conversations about mental wellbeing in the workplace.
- Greater awareness of appropriate signposting and support avenues.

### Testimonials

“A very clear and well organised presentation, and the presenter had extensive knowledge and experience. Thank you very much, I enjoyed it and will be able to use the strategies within the work place.”

“A very interesting and thought-provoking session. Excellent delivery, very clear and coherent.”

# Promoting positive wellbeing in the work place, and maintaining this during difficult times

## Training Content

- Exploring the factors that create and maintain wellness within an organisation.
- Principles discussed are applicable across different services, organisations and are grounded in a solid evidence-base.
- Burnout - what is it, how to avoid it and manage it when it occurs?

## What attendees will gain from this training

- Development of a good understanding of the factors that contribute to positive wellbeing within the workplace.
- Gain insight into research and evidence, which can be applied across different organisations, businesses and services.
- A step-by-step guide on facilitating workplace wellbeing on individual, organisational and systemic levels.

## Testimonials

“I felt overwhelmed with how to protect my staff’s wellbeing within such a busy and difficult context. This provided me with a road map of how to implement solutions to avoid problems and manage them when they inevitably occurred.”



## Self-Care and Building Resilience

### Training Content

- Consideration of the importance of self-care and resilience.
- What are the benefits and pitfalls?
- What prevents healthy development within the team and how to overcome these.

### What attendees will gain from this training

- Practical ideas on how to improve this within a busy working environment
- Improve understanding of the threats to resilience building and how to ensure these do not prevent development.

## Testimonials

“Thank you for this very interesting and enlightening training, it gave me many paths for self-help.”

“The trainer was very knowledgeable and gave off a supportive vibe throughout the training. I learnt a lot so thank you.”



## Successfully Managing Stress, Change and Burnout in the Workplace

(Including the psychological impacts of change within an organisation, identifying the common unhelpful coping strategies and how senior members can provide safety and stability).

### Training Content

- Overview of the most common mental health presentations and how to be more aware of your own mental health and that of others.
- It will consider the stresses and processes involved in change and provide ideas and strategies to safeguard your mental health and build your resilience to prevent burnout.

### What attendees will gain from this training

- Increased awareness of the signs and symptoms of mental health difficulties in our day-to-day lives and how to recognise this before burnout occurs.
- A better understanding of the processes involved in significant changes.
- Tips and tools to build resilience and face stressful changes.
- Signposting for further mental health and wellbeing support.

### Testimonials

“I really enjoyed this training – a huge amount was covered.”

“The trainer was excellent – very knowledgeable, constructive and pragmatic.”

## Suicide and Risk – supporting others

### Training Content

- Many organisations, businesses and services come into contact with people experiencing high distress and with limited resources to cope. Often this leads to them expressing suicidal thoughts and feelings.
- This training helps non-mental health trained staff identify and appropriately contain a situation.
- Exploration of how to develop a supportive environment in which to offset the impact of exposure to high levels of distress and suicidal ideation.

### What attendees will gain from this training

- Gain strategies to become more aware of how to identify if someone is experiencing suicidal ideation.
- Enhanced understanding of what support can be put in place if someone may be vulnerable to suicide.
- Supporting staff who are exposed to clients experiencing high distress and suicidal ideation.

### Testimonials

“This training demystified a taboo subject and helped our business to develop a policy for managing these events and supporting our staff.”





# Unconscious Bias

## Training Content

- Overview of what is meant by 'unconscious bias', the different types of unconscious bias and how we might be able to avoid them.
- A brief outline of the 'social brain' and the process of how it makes decisions and judgements quickly.

## What attendees will gain from this training

- Greater awareness of how to acknowledge the subtle ways in which unconscious bias may present in the workplace
- Practical tools and strategies to enable colleagues and managers to create action plans to help address unconscious bias and promote best practices.
- The opportunity for discussion and reflection on new ways of thinking.

## Testimonials from similar trainings

"A really well presented and insightful training with lots of ideas to take away and reflect upon."

"Very informative course and I can use it both at work and in my personal life. The trainer was very engaging and was able to deliver the information very well."

# Vicarious Trauma

## Training Content

- Overview of trauma and vicarious trauma.
- Exploration of resilience, self-care, organisational resilience and workplace cultures.
- Practical strategies for building resilience and implementing self-care in your daily routine.

## What attendees will gain from this training

- Gain an understanding of the impact working with traumatised people can have on you.
- Learn to make self-care a priority, gaining practical tips and strategies to begin this process.
- Engage in practical discussions as well as learning new information.

## Testimonials

"It was the best training I have ever been on. I loved it and feel that all of our staff should be attending."

"The training was absolutely fascinating and every worker within our departments should attend."

# Menopause in the workplace

## Training Content

- Exploration of how the Menopause may affect women in the workplace.
- Consideration of how Menopause could be better supported in the workplace.

## What attendees will gain from this training

- Ability to recognise and gain knowledge around physical and psychological aspects of Menopause.
- Increased understanding of some of the challenges that women may face in the workplace related to Menopause.
- To begin to consider how to create a more Menopause-friendly work environment.

## Testimonials from similar trainings

"It was a wonderful training – the trainer was incredibly engaging to listen to and I really enjoyed it."

To book now

[Click Here](#)

# Improving inter-personal management and communication skills

## Training Content

- Aimed at managers and executives individually or in groups
- Use of micro-analysis of real life video clips of interactions between participants
- Strengths based approach identifying and expanding on existing skills
- Option of further individual or group coaching

## What attendees will gain from this training

- Increased understanding of own existing verbal and non-verbal communication skills
- Practical ideas on how to expand and improve these
- Increase in confidence in inter-personal interactions and communication
- Increase in confidence in management of colleagues

## Testimonials from similar trainings

“It’s been a very informative day and has given me more confidence in my job. Thank you very much.”

“A very helpful training, practical and informative.”

Please take a look at our **2023 Training Calendar** for further details on when some of these training events are scheduled to be delivered.

Alternatively, we can design specialist and bespoke training or group consultation to suit the needs of your business. Please contact us to find out more information.

0300 303 5233 | [enquiry@psychologyassociates.org.uk](mailto:enquiry@psychologyassociates.org.uk) | [www.psychologyassociates.org.uk](http://www.psychologyassociates.org.uk)

To view all our training events  
[Click Here](#)

