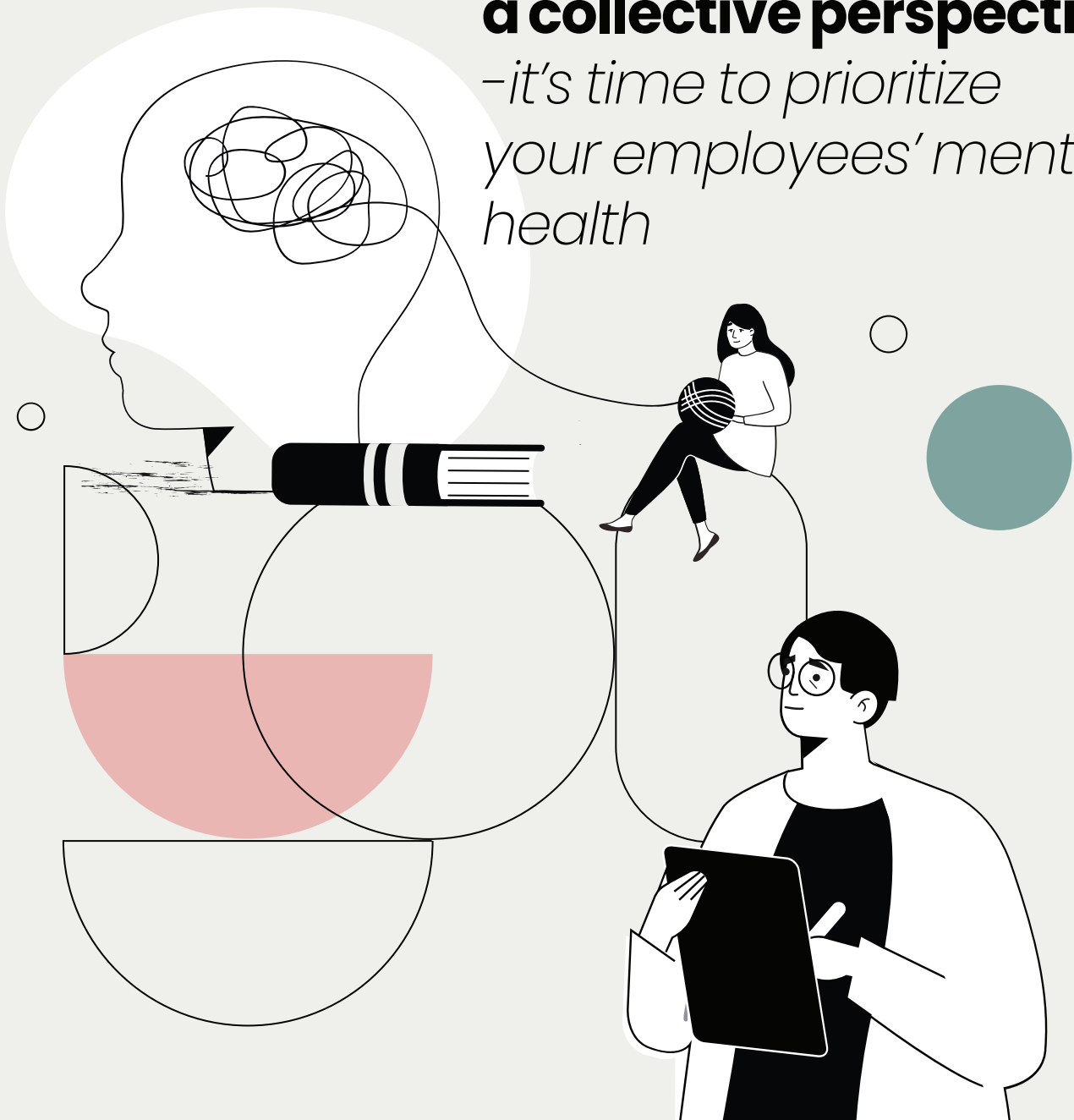


# From individual challenge to a collective perspective

*–it's time to prioritize your employees' mental health*



**Utilise the latest neuroscience research to give your employees effective tools to deal with stress,** reduce the risk of burnout and take care of their emotional well-being.

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You know what your employees **are doing** – because you have specific procedures that help them achieve their goals and criteria that show how effectively they work.

Perhaps you also know what they are **thinking** – because you have regular conversations with them or ask for their opinions on important business issues.

But, have you ever wondered how the way your employees are **feeling** affects your business?

### **Neuroscience provides a new lens through which we look at challenges in the workplace.**

Neuroscience, the study of the nervous system including the brain, helps us to understand ourselves and others better. Although very complex, this knowledge can be translated into practical, powerful tools that can support organizations in many challenges including: motivating and engaging employees, increasing focus & creativity, supporting emotional wellbeing, and dealing with stress & burnout.



Neuroscience can provide you with tons of scientifically tested tools to take care of the mental health of your employees!

# 25%

of employees are likely to look for a new job within the next 6 months.

### **Why is it important?**

According to research by Pew Research Center\* almost 25% of employees are likely to look for a new job within the next 6 months. Research conducted by Grant Thornton\*\* suggests that as many as two out of every five workers, who switched jobs over the last 12 months, are already looking for a new job.

You can tempt your employees with higher salaries, offer promotions and additional benefits ... But these solutions are not sustainable as they don't address the root cause of the problems they might be facing.

What are other solutions?

**Sources:** \* Complete Report PDF

\*\* <https://www.cnbc.com/2022/04/11/40percent-of-job-switchers-already-looking-for-new-positions-survey-finds.html>.

**This cost of turnover is extremely high: it's estimated that losing an employee can cost a company 1.5–2 times the employee's annual salary. Moreover, the consequences of high turnover can generate additional costs resulting from:**

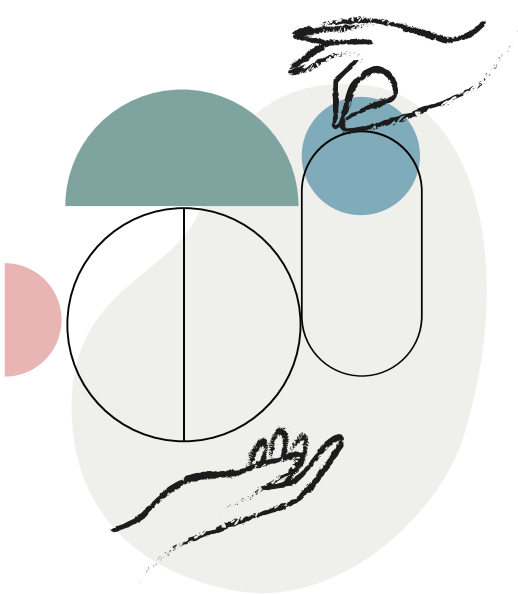
- Lost productivity and potential missed deadlines
- Depleted team morale from the additional workload and the loss of a colleague
- Damaged employer brand from being a high-turnover organization
- Even more staff turnover

**If you want positive developments in your team's approach to be permanent, you should look to better understand the problems faced by members of your team.**

*Research\* shows that emotions (and the drivers of these emotions) have a huge impact on employee engagement, creativity, quality of work and decision making, as well as the likelihood of staying in their current workplace. This is why it is so important to support them.*

*Investing in psychoeducation will surely pay off!*

**\*Source:** <https://hbr.org/2016/01/manage-your-emotional-culture>



# How can we help your company?

*The changes we propose start with education – we will provide your employees with knowledge and effective tools that will help them:*

- increase their level of emotional intelligence and the ability to understand and regulate emotions*
- understand what lies beneath frequently experienced anxieties, demotivation or procrastination and how to overcome these challenges*
- build mental resilience and proactively cope with stress and everyday challenges,*
- improve communication skills to enhance productivity and promote safe & inclusive work culture*
- increase awareness of their potential, achieve satisfaction at work and in personal life*
- avoid burnout*

# Our approach is *based on 3 pillars*

## ReThink

We redefine knowledge about mental health based on the latest scientific research.

## ReStructure

We give you practical tools based on neuroscience and cognitive behavioural therapy (CBT) that are simple and effective.

## ReClaim

We teach how to build mental resilience and regain balance.

\* Based on <https://sentryhealth.com/corporate-wellness-programs-voi/>



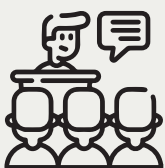
## Results\*?

- fewer absences from work
- greater productivity
- greater employee involvement
- lower employee turnover
- higher level of job satisfaction
- superior performance of teams

# What are *the options?*

*Depending on your needs and preferences, we can offer in-house training and online sessions.*

All our programs, training and webinars are available in both Polish and English.



**workshops**



**training  
sessions**



**webinars**



**wellbeing  
strategies for the  
company**

# We specialize in topics such as:



stress management



emotional  
intelligence



resiliency



burnout



motivation



productivity, creativity,  
concentration



psychoeducation



neurodiversity



flow state



PROGRAMS

# **Sample programs** *and webinars* *for employees*



PROGRAM

# Stress less, live more.

*Long-term stress is destructive to the body and the mind.*

It makes us more susceptible to chronic conditions, such as memory and brain dysfunction, obesity or diabetes) and can contribute to sleep problems, anxiety, neurosis, and even depression. The negative consequences of stress concern both the employee and the functioning of the organization, leading to an increase in absenteeism and in employee turnover as well as a decrease in productivity. Stress cannot be eliminated, but understanding its underlying root causes, manifestations and effects helps us to cope better with everyday challenges.



*Our stress management program package is based on the Harvard Benson Henry Institute Stress Management and Resiliency Training ('SMART') program.*

There are dozens of clinical studies confirming its effectiveness in reducing stress and improving physical health. During three webinars, we will provide an overview of the science behind the stress response and how it affects the body and the brain. We will also go over effective stress management techniques and introduce the concept of mental resilience. Program will be conducted by a certified Harvard 'SMART' practitioner.

**Webinar 1:**

What actually is stress?

**Webinar 2:**

Why can't I relax?

**Webinar 3:**

Relaxation techniques and changing the relationship with thoughts.

By participating in the program, your employees will:

- understand what stress is and learn how to protect themselves effectively against its harmful effects by working with thoughts, emotions and the body,
- learn how to recognize the sources of stress and adapt appropriate techniques,
- get to know their brain better and learn how to use its potential to achieve inner balance and effectively reformulate destructive thinking habits into healthier and more creative ones.

Duration: **3 x 60 minutes (50 minutes presentation + 10 minutes Q&A)**  
Price for the entire program, including materials: **5500 PLN netto**

PROGRAM

# Mental Health Fundamentals

According to the data from the World Health Organization, almost 1 in 8 individuals struggle with at least one mental disorder \*. Unfortunately, this number is growing every year. Moreover, almost 90% of the participants of the study "Mental health in the work environment" conducted in April 2021, expect their employer to support people with mental disorders \*\*. This support can start with psychoeducation, raising the profile of mental health topics in the workplace, and providing practical tools to work with emotions and build mental resilience.



*The program aims to introduce the symptoms, causes and methods of treatment of the most common emotional disorders.*

The topic of methods of building mental resilience will also be discussed.

**Meeting 1:**

Out of balance – what lies behind the increase in anxiety and depression

**Meeting 2:**

Building mental resilience: get to know your brain and the common 'thinking traps'.

**Meeting 3:**

Building mental resilience: the role and regulation of emotions.

**By participating in the program, your employees will :**

- learn how to recognize the symptoms and causes of common emotional disorders, where to seek help, and with whom to talk about difficult emotions,
- learn about the brain, how it interprets the world around them and the relationship between thoughts, emotions and behaviour,
- learn to recognize cognitive distortions (e.g. bias and negativity) and how to work with them,
- learn how to control anxiety and prevent depression

\* <https://ezop.edu.pl>

\*\*<https://pracodawcyrp.pl/upload/files/2021/05/raport-zdrowie-psychiczne-w-srodowisku-pracy-25-05-2021.pdf>

Duration: **3 x 60 minutes (50 minutes presentation + 10 minutes Q&A)**  
Price for the whole cycle with materials: **5500 PLN netto**



WORKSHOP

# Concious leader, satisfied team.

*Companies where employees feel well connected with their boss, record three times higher growth than companies where management and subordinates do not know each other \*.*

Additionally, according to the McKinsey & Company report, high quality relationships with management are a key factor determining the level of job satisfaction for employees. \*. The same report emphasizes that increasing levels of job satisfaction is the most important benefit that employers can offer. This workshop aims to support managerial staff in this very process.



*During this workshop, we will cover the following topics:*

- the key role of managers in the level of satisfaction within the teams,
- emotional intelligence at work – how to build lasting relationships with team members based on honesty and trust;
- effective goal setting, sharing feedback and conducting evaluation interviews based on neuroscience;
- teamwork psychology – how to increase productivity and motivation.

\* **Source:** Raport Great Place to Work <https://www.greatplacetowork.pl/zasoby/informacje-prasowe-i-raporty?start=9>

\*\***Source:** The boss factor: Making the world a better place through workplace relationships – McKinsey  
<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/the-boss-factor-making-the-world-a-better-place-through-workplace-relationships>

The workshop is intended for **groups of 10–15 people.**  
Duration: **4 hours**  
Price: **4900 PLN netto**

WEBINAR

# Physical Activity and the Brain

*Somewhat inevitably, working in the office requires maintaining a sedentary position for a long time.*

Unfortunately, for too many people, 'recovery rest' [from a busy day/week] can mean relaxing on the couch or sleeping on the weekends. It is easy to forget that the lack of physical activity can have serious adverse consequences in the form of diseases in the following (but not limited to) human systems: movement, vascular, osteoarticular and nervous.

The webinar will help your team learn more about the consequences of lack of exercise not only for physical health, but also for the brain.



*By participating in the meeting, your employees will learn:*

- how physical activity affects our brain and well-being,
- how to exercise to get optimal results,
- how to use the current knowledge in the field of neuroscience and psychology to build and consolidate new habits good for the body and brain.

**Source:** <https://naukawpolsce.pl/odkladactwo-czyli-ciagly-pojedynek-w-naszym-mozgu.html>

Duration: **60 minutes (50 minutes presentation + 10 minutes Q&A)**  
Price: **1799 PLN netto**

# Wellbeing strategies

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*Do you feel that your organization needs a more comprehensive, long-term solution?*

*Together, we can prepare a long-term wellbeing strategy to support both the development and emotional health of employees, and the achievement of your company's business goals.*

*We will equip your leaders with the tools they need to build strong and motivated teams. Your employees will feel noticed, valued and most importantly – they will receive real help in the form of effective tools that will support them both in their professional and personal life.*



## Why us?

*We want to solve problems at the source, because only this approach allows us to make truly permanent changes. To achieve this, we combine psychology, psychotherapy, and neuroscience in our work to deliver real and tangible employee solutions. Our programs are based on the latest research, and we only use tools for which effectiveness has been scientifically proven. We believe that looking after mental health and well-being should be simple and that the new habits should be easy to implement. With this approach, the positive effect of the work will be felt for a long time.*



## **Arleta Bluhm**

*Responsible for the part concerning the regulation of emotions and the prevention of emotional disorders.*

*Experienced psychologist, psycho-oncologist, and cognitive-behavioral therapist. For over 10 years, she has been devoted to psychology, and her clinical experience is focused on the treatment of anxiety and depressive disorders.*

## **Dominika Pikul**

*Responsible for the part on stress resistance, motivation, productivity and strategic consulting in the field of wellbeing programs.*

*She knows the challenges faced by the employees of the corporation inside out – for several years she has held managerial positions in the financial industry in Great Britain and Poland. A certified trainer of the SMART program and a graduate of MA studies in Neuroscience and Psychology of Mental Health at the prestigious King's College London.*



## Why should you decide now?

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*Emotional problems don't go away on their own... In turn, employees begin to make different decisions - including those about changing jobs even if a new job may actually suit them less well.*

*What if you get ahead of this step and help employees see their situation from a different angle?*




## Ready for Mindshift in your organization?

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*Let's talk!*

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