



# WELLBEING MATTERS

A CPD Accredited Learning and Development Program,  
Transforming Wellbeing for Healthcare Teams

# Overview

*Wellbeing Matters* is a learning and development program designed to support the wellbeing and engagement of health and social care colleagues working within Cancer and Diagnostic Services.

## **Purpose:**

- Increase self-awareness and understanding of one's own wellbeing
- support themselves, colleagues, and service users with new practices
- engage participants and strengthen their sense of belonging in their organisations

## **Outcome:**

The program leads participants, with **minimum demand on their time**, to develop a **fresh mindset** and an accompanying set of **innovative practices** that are proactive, rather than simply responding to circumstances. The benefits to participants, their peers, and their communities are **long lasting**, well beyond the participation in the program.





# PROGRAM CONTENT

The first few weeks are about establishing a unique **learning experience** for participants. Co-creating a safe and supportive space to share and learn together, participants converse over **mindset** and hidden **narratives** about wellbeing, how **relationship** is foundational, and set **intentions** for the weeks ahead.

1

The second part of the program focuses on how we relate to our own & others wellbeing, exploring **vulnerability, empathy, and compassion**. Participants takeaway proactive & tailored **practices** to help **sustain** the wellbeing of themselves and their team beyond the program.

2



# Our Approach



Learn more



Talent for Care's approach to learning and development is based on **experiential learning** with **peer support** and **reflective practice**, underpinned by narrative transformation.



COACHING STYLE  
FACILITATION



PEER TO PEER  
DISCUSSION

**Experiential learning focuses on the process of learning** rather than just on the learning outcomes.

The measure of success for experiential learning goes beyond the acquisition of new knowledge, towards achieving **behavioural change** and **transformation**.

The combination of these key elements creates a supportive space to hear new perspectives, share and exchange experiences and insights, and try out new skills and practices.

# Time Commitment



	Commitment	with	How often	How long
	Welcome Call	Talent for Care Team member	1 pre-program	< ½ hour
	Interactive Sessions	Cohort [on MS Teams]	5 program sessions	1½ hour each
	Meeting & Bridging Assignment	Practice Group	5 (weekly in between session)	< 1 hour
	Reflective Practice	[on your own]	10 (weekly) & ongoing	< ½ hour
		Average: 1½ hrs per week	<b>Total time</b>	<b>&lt;18 hours</b>



# Participant Feedback

## Wellbeing Matters Program Participants, Dec 23 – Mar 24

*'It has surprised me how much I have **grown** in a short amount of time, how I am able to put things learnt into **practice**' July 2024*

*'**Fabulous** – looking forward to reflecting for a long time to come' December 2023*

*'I have found this program to be **empowering** ... [it] has been **fantastic** and will take so much away with me' March 2024*

*'It has been **really enjoyable**. Took me a little while to allow myself the time for this to be about my wellbeing and not my patient' July 2024*

*'everybody [was] **given a voice** and **valued**' January 2024*

*'I'm just really **impressed** and feel I have taken a lot from the program. I have always struggled with my own self wellbeing, but to be able to look wider personally and in a private and **comfortable environment** has **benefitted me dramatically**' December 2023*

*'Very **supportive environment** to have open and honest discussions' March 2024*

*'I was very surprised and overwhelmed at the impact these sessions had. I have been able to **apply all topics** and the usefulness of it in my own life' December 2023*



# Outcomes

from a range of cohorts between September 2023 – July 2024



**Awareness**  
**96% improved**

'my awareness of myself and my responses'



**Relationships**  
**80% improved**

'my ability to develop positive relationships'



**Resilience**  
**90% improved**

'my understanding of how to better support my personal resilience'



**Compassion**  
**94% improved**

compassion 'towards myself and others'



**Listening**  
**79% improved**

'my ability to listen deeply and attentively to other people at work'

Participants' self-assessed abilities and practices, across 10 main dimensions, participants improved or significantly improved, including:

# an opportunity to

- ✓ Feel valued
- ✓ Pause and reflect
- ✓ Connect with colleagues
- ✓ Be heard and hear others
- ✓ Enquire about new ways of thinking
- ✓ Link theory and learning to ongoing practice
- ✓ Be part of an inclusive, collaborative community





# Program Framework



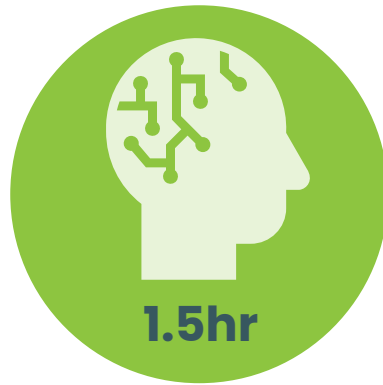
**30m**  
**Welcome**  
**on-Board**



**1.5hr**

**1** **Co-Create**  
**Context**

Introduce methodology, connect, set intentions



**1.5hr**

**2** **Hidden**  
**Mindset**

Raise awareness to a process of the mind, create new possibilities for wellbeing



**1.5hr**

**3** **Reframing**  
**Vulnerability**

Explore & expand our relationships to & understanding of vulnerability



**1.5hr**

**4** **Self-**  
**Compassion**

Develop understanding of empathy & compassion; expand personal practice



**1.5hr**

**5** **Sustainable**  
**wellbeing**

Reflect and review learning; commit to ongoing practices

With **bridging practices** to complete with a practice partnership group (30m) in between program sessions, and suggested self-reflection time (30m), linking the topics of each session together.



# Find out more

If you are interested in the **Wellbeing Matters** program, please do not hesitate to contact us

[team@talentforcare.uk](mailto:team@talentforcare.uk)

