



WELLBEING MATTERS

A **Learning and Development** Program, Transforming Wellbeing for Health and Social Care Teams



WELLBEING



LEARNING



DEVELOPMENT

Overview

Wellbeing Matters is a learning and development program designed to support the wellbeing and engagement of healthcare professionals and teams.

Purpose:

- Increase self-awareness and understanding of one's own wellbeing
- support themselves, colleagues, and patients 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 **goals** 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

is based upon **experiential learning** with **peer support** and **reflective practices**, all underpinned by **narrative transformation** as our core methodology.



**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 is what makes our programs unique, enjoyable, and effective.



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	Total time	<18 hours

Participant Feedback

Wellbeing Matters Program Participants, October 2023

The Wellbeing Matters program has helped to **support my self-awareness** and feeling of **being valued**. It has been useful to learn different models and **practices to support** self-reflection and how this can influence individual wellbeing and the wellbeing of others.

I will aim to have more of a lunch break at work and **not feel guilty**, as I have greater understanding of how looking after **my own wellbeing is important**

Wanted to say **big thank you**. I was sceptical at first, but really have learnt more about myself through the process as the weeks have gone on

Once conversations started it was like the un-filing of a cabinet. It was good to talk in a **safe space**.

Session on vulnerabilities was **incredibly insightful**. Changed my opinion on vulnerability and how important it is in healthcare. It helps to deal with situations with **compassion** and to help improve future interaction.

I realised things about myself I was not aware of. I **learnt from other people** on the course. I feel it has helped me **develop as a person** in my personal life and at work.

100%
improved or
significantly improved
both their
**Resilience &
Awareness** of
themselves and
their responses



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

Getting connected, listening, setting intentions, narratives on wellbeing



1.5hr

2 Hidden Mindset

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



1.5hr

3 Reframing Vulnerability

Exploring stories of vulnerability, their origins & new possibilities



1.5hr

4 Self-Compassion

Discuss possibilities created by practices of self-compassion



1.5hr

5 Sustainable wellbeing

Reflecting and reviewing learning, committing to practices.

Find out more

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