Operation Restart

Leading through uncertainty

Lea____p

A new way in leadership

An Introduction

Over the last seven months, we have had honest and at many times, heart-breaking conversations about the challenges everyone is facing in their own unique way. In May 2020, we conducted research to find out how leaders were doing and this insightful report can be found on our website.

This report and our conversations with clients just confirmed that now more than ever, **how you lead matters as much as what you do.**

We have had a front-row seat in seeing great leadership during COVID-19. This starts with **engagement which will trump strategy in times of change.**

Research shows leaders who trust and empower their teams unleash significant potential compared with employees at low-trust companies. Those working for high-trust companies report* the following:

74%
less stress

106%
more energy at work

50%
higher productivity

76%
more engagement

40%
less burnout

We have carefully crafted several workshops that address the skills needed to improve trust and engagement in this new normal, which can also be delivered virtually. We have offerings for individuals, groups and executive teams.

We've also been experimenting and learning ourselves how best to deliver meaningful experiences in the virtual world. The timing and length of our offerings all reflect this.

*according to Paul J. Zak's "Trust factor"

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Our Offerings

04. **Supporting individuals and groups**

- **06.** Well-being at work
- **07.** Mindfulness 101
- **08.** Zoom fatigue

09. **Building skills for your teams and the individuals within**

- **11.** Leadership in Change
- **12.** How to rapidly build trust and ace virtual interactions

13. **Creating healthy cultures in your teams**

- **14**. Team Reboot and Restore
- **15.** Mental Health Strategy
- **16.** Webinars

Supporting Individuals and Groups

We've all had different experiences in this crisis. For some, it has been a gentle rainstorm and for others, it's been a hurricane. We offer a series of workshops for individuals within your company to be supported in their own processing of Covid-19 and to create practices that support their mental health and wellbeing so they can show up to work healthy, supported and confident as well as connected to their colleagues, clients and teams.

PRACTICE IN THE STRAIGHT WHAT YOU NEED IN THE CURVE

Well-being at work

Looking after yourself and creating meaningful virtual relationships

Exhausted, overwhelmed, confused, fearful, anxious and uncertainty are some of the many words we have heard our clients and colleagues use to describe their mental health at this time.

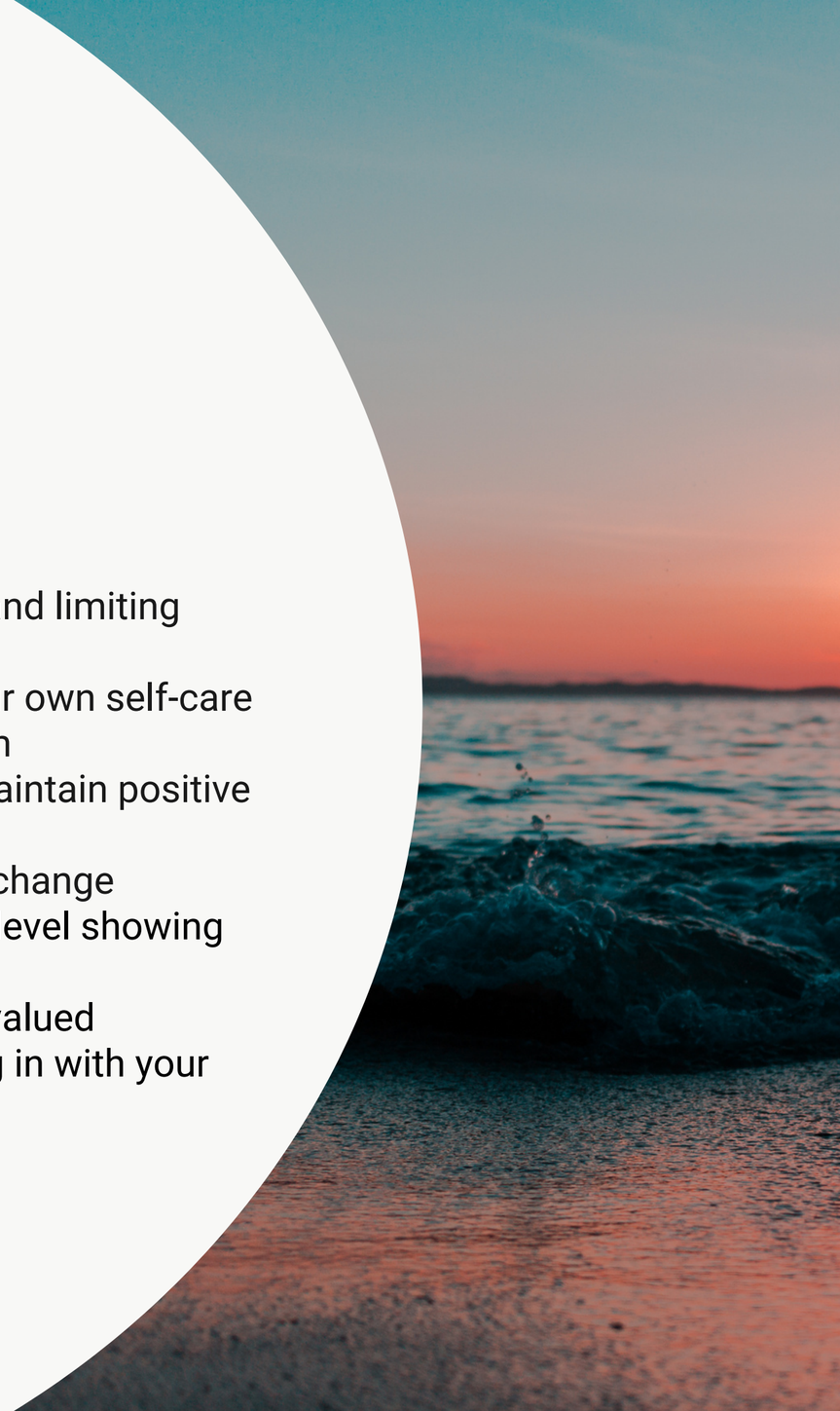
These emotional states have a huge impact on our mental and physical health. In the midst of a pandemic there is arguably nothing more important than mental health. When we feel strong and able in ourselves, our ability to be with external challenges is far greater and our resilience is sturdier.

Format
1 day workshop is split into 2 x 4 hour Zoom sessions over 2 consecutive days.

Cost of workshop
£5995 + VAT for up to 22 participants.

Workshop Outcomes

- Cultivate a positive mindset
- Explore a daily practice
- Understand your inner critic and limiting beliefs
- Explore and connect with your own self-care
- Connect to your inner wisdom
- Create some next steps to maintain positive mental health
- Understand how to navigate change
- Connect on a more personal level showing empathy
- Make people feel heard and valued
- Design new ways of checking in with your teams



Mindfulness 101

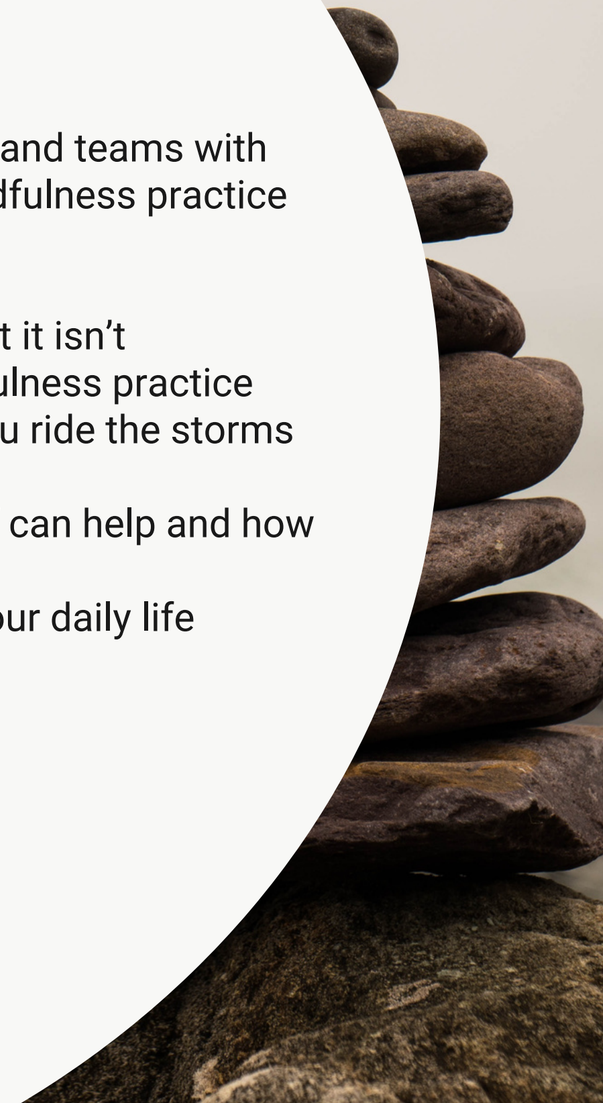
In our current status of mass uncertainty, social isolation, health scare and dramatically changed daily routines, it is completely normal that we experience fear, a sense of loss, ungrounded and overwhelm. A Mindfulness practice can help us reconnect with ourselves to help process our experience, notice the unhelpful self talk, cultivate compassion for ourselves and others, and boost our resilience.

Format
We offer a 90 minute taster version via Zoom of our Mindful Leader training. An informal, experiential and practical introduction to Mindfulness and how it can help you in these times.

Cost of workshop
£1950 + VAT for up to 22 participants.

Workshop Outcomes
This virtual workshop will provide individuals and teams with the skills and self-confidence to utilise a Mindfulness practice to:

- Understand what Mindfulness is and what it isn't
- Experience and learn two forms of Mindfulness practice
- Understand how Mindfulness can help you ride the storms and bounce back from falls
- Understand how compassion for yourself can help and how it can be developed
- Define how you will use Mindfulness in your daily life



Zoom Fatigue

Insights and tools for dealing with Zoom fatigue

Zoom fatigue is probably one of the expressions and experiences that many people will long remember 2020 for. Virtual conferencing platforms have been critical for many of us in allowing us to continue our work but the zoom fatigue phenomenon has been a real cost of this.

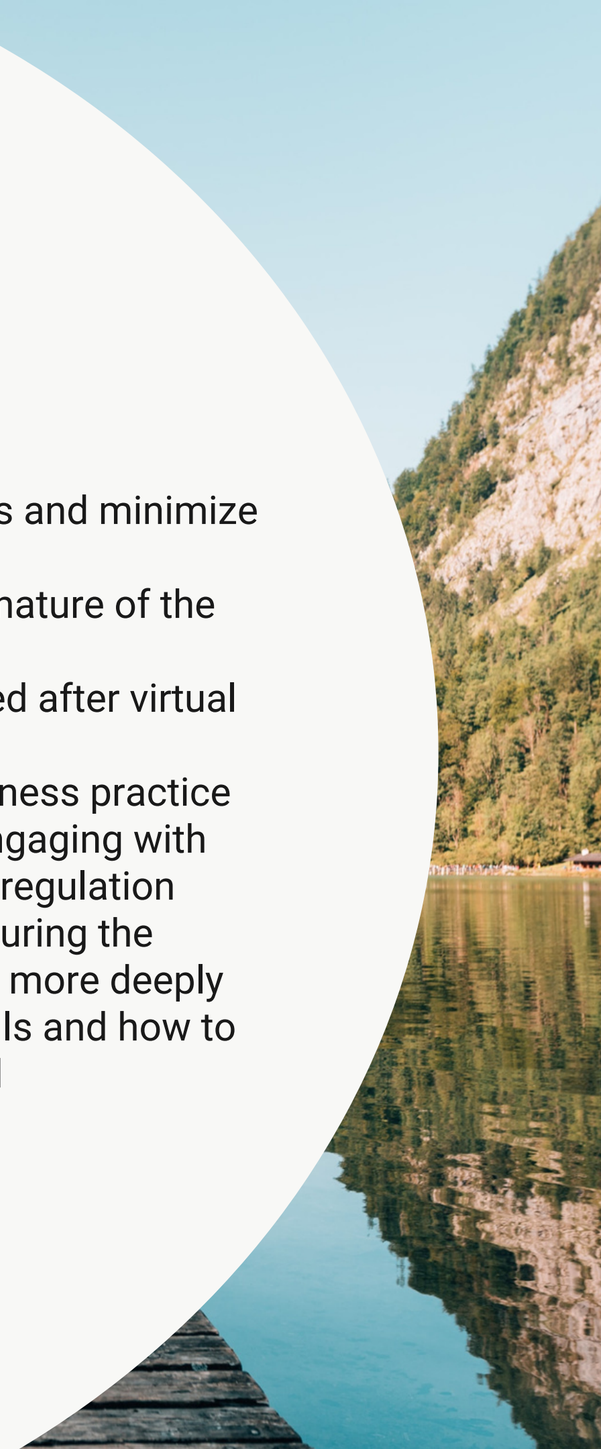
How can sitting in our own homes while being in several zoom calls during the day feel, in many ways, more tiring than traveling to and from the office?!

Format
This 2 hour workshop (on Zoom – tada!!) has been specifically designed to shed some light on this phenomenon and to apply Mindfulness insights and tools to help you reduce the energetic drain of back to back virtual meetings. This is not a lecture. The learning will be largely experiential, practical and fun.

Cost of workshop
£2300 + VAT for up to 22 participants.

Workshop Outcomes

- Gain presence on virtual meetings and minimize the impact of distraction
- Gain awareness of the unsettled nature of the mind and how to settle it
- Understand why we feel exhausted after virtual meetings
- Understand how to apply Mindfulness practice to stay connected to self while engaging with others – self awareness and self regulation
- Understand through experience during the workshop what it can mean to be more deeply connected to others on virtual calls and how to do that without feeling exhausted



Building skills for your teams and the individuals within

We offers a series of workshops to help build leadership skills for the individuals in your organisation so that everyone can work together more successfully. We help to create deeper compassion, empathy and understanding so that communication and collaboration thrive.

WE CANNOT SOLVE OUR PROBLEMS WITH THE SAME MINDSET IN WHICH WE CREATED THEM

Albert Einstein

Leadership in Change

COVID-19 is an opportunity for us all to step into our leadership. Leadership is often about navigating uncertainty, without much information or guidance. Trailblazing is part of the job and cultivating a deep trust in yourself and your choices is absolutely key to making these decisions. This workshop will develop powerful leadership to support decision making, higher trust in oneself and empathy between colleagues. It will give you and the team the ability to properly listen and communicate more clearly, which is often even harder through virtual connection. They will be able to implement these skills with their colleagues and clients alike.

Format
1 day workshop is split into 2 x 4 hour Zoom sessions over 2 consecutive days.

Cost of workshop
£5995 + VAT for up to 22 participants.

Workshop Outcomes

- Understand that everyone is a leader and we can all make a difference
- Develop self-awareness
- Learn leadership skills
  - Listening
  - Powerful questions
  - Feedback
- Understand your inner critic and how you hold yourself back
- Explore you values more deeply
- Set accountability and next steps

How to rapidly build trust and ace virtual interactions

Behind the screens all employees are facing a new reality and have to navigate these uncertain times, dealing with lots of challenges, experiencing all sorts of emotions and having so many questions. Being physically out of the office we can easily feel disconnected with work, our colleagues and our managers. As a team leader we need to get personal and have the necessary skills to help others to open up slowly, reconnect with their colleagues and feeling reenergised by their work.

Format
1 day workshop is split into 2 x 4 hour Zoom sessions over 2 consecutive days.

Cost of workshop
£5995 + VAT for up to 22 participants.

Workshop Outcomes

- Deepen your self-awareness
- Understand your own cognitive and how they affect relationship building
- Understand your successful and creative patterns vs your limiting and reactive patterns
- Build a perception of people's different values and needs and how to recognise these quickly
- Create a connection quickly and build trust
- Design working agreements that respect and empower all parties

Creating healthy cultures in your teams

We offer workshops and webinars for leadership teams to process their Covid experience, reconnect with each other as colleagues and humans, and to start to co-create a version of the new normal.

Team Reboot and Restore

Designing a world after Covid

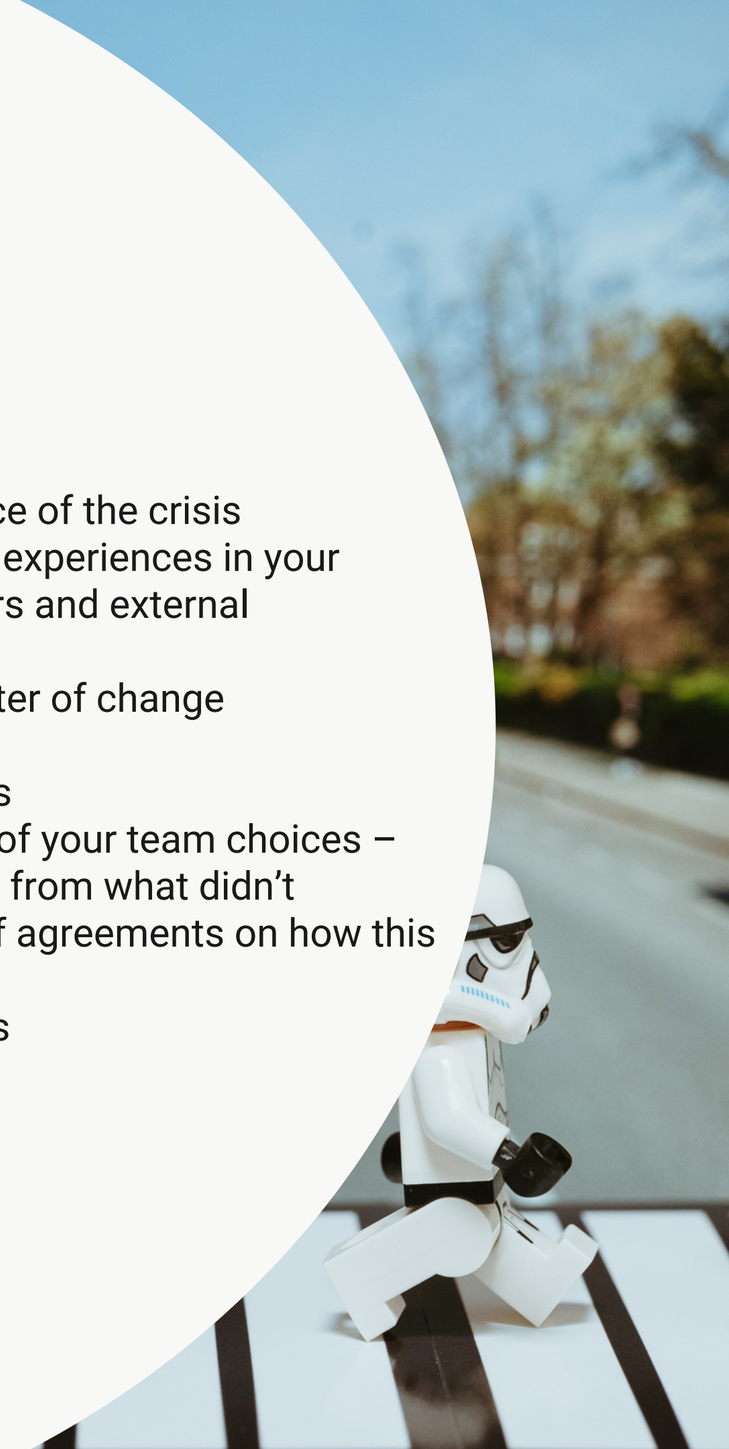
None of us saw this year coming, and you've made it to this point. Congratulations! This is a huge achievement! How did you do as a team? This workshop will create the space to reflect on what you've learnt about yourselves as a collective, and as individuals in this team. With this information, you can adapt and make different choices about how you operate as a team going forward.
We offer an additional option to interview your staff and board to gather their views on your performance as a team and feed that back as part of the workshop.

Format
Our 1 day workshop is split into two x 4 hour Zoom sessions over two consecutive days.

Cost of workshop
£5995 + VAT for up to 12 participants.

Workshop Outcomes

- Understand the team's experience of the crisis
- Gain greater awareness of other experiences in your system including staff, customers and external stakeholders
- Gain a shared story on this chapter of change
- Connect to the why of your team
- Understand this team's strengths
- Explore the gifts and limitations of your team choices – celebrate what worked and learn from what didn't
- Define a revised, refreshed set of agreements on how this team wants to work together
- Set accountability and next steps



Mental Health Strategy

With a mental health audit and strategic company review

Get your HR, People Teams, culture and engagement professionals skilled up on the business case for mental health at work. Receive a clinically-backed strategic framework and create an in-depth, sustainable plan for being at the cutting edge of creating the best place to work while cutting crisis costs.

The purpose of this workshop is to help People Teams create a sustainable plan that supports a positive mental health and well-being culture in the workplace.

After completing your Mental Health Strategy, we'll schedule a follow up meeting 6-12 months later to review the implementation of your mental health strategy.

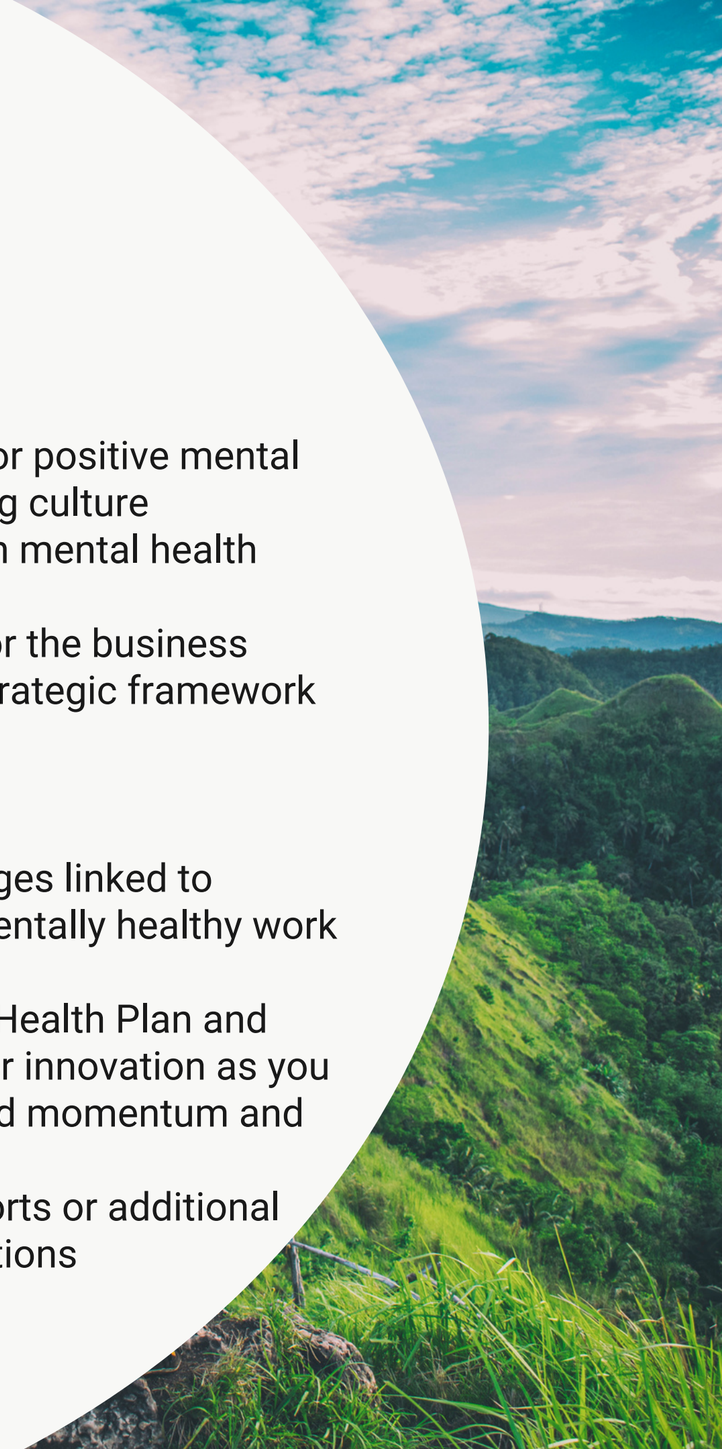
Cost of workshop
£5995 + VAT for up to 15 participants.

Workshop Outcomes

- Discuss the business case for positive mental health and well-being working culture
- Review and identified gaps in mental health provision in your business
- Draft a well-being strategy for the business using a clinically reviewed strategic framework

Follow up meeting outcomes

- Review the wins and challenges linked to creating and supporting a mentally healthy work culture
- Assess gaps in your Mental Health Plan and receive recommendations for innovation as you create the next phase to build momentum and embed learning
- Discuss any surveys, MI reports or additional data to inform recommendations



Request our Mental Health at Work brochure for more of our Mental Health offerings.

Webinars

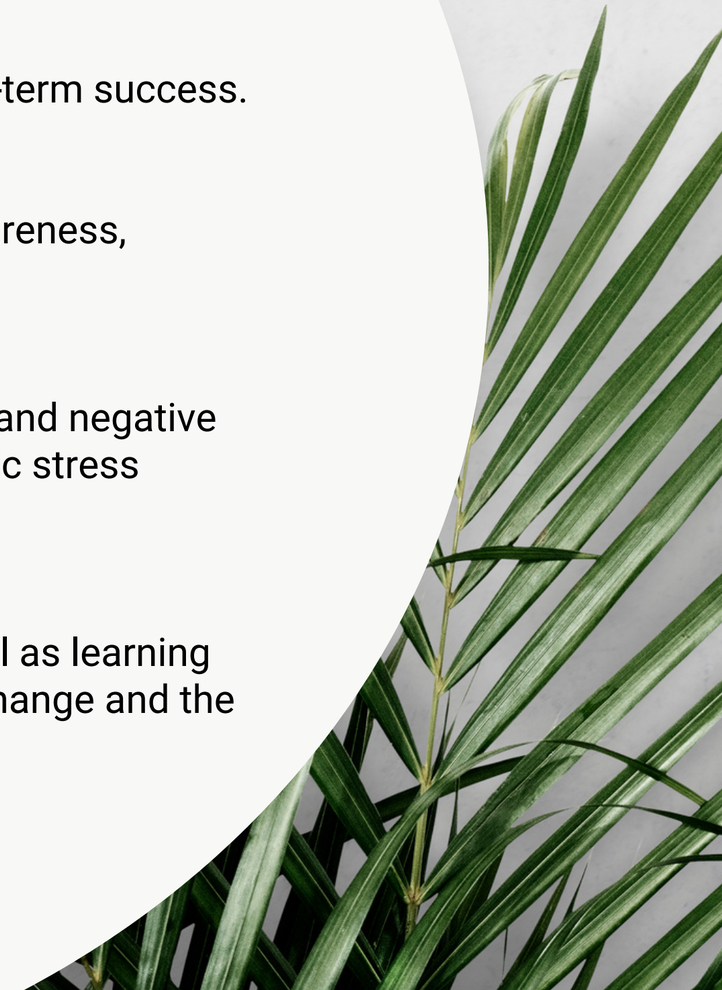
We offer several 1 hour webinars which can be facilitated on Zoom.
Cost of webinar: £1595 + VAT for unlimited participants.

- **Wellbeing: Sustaining Success**
  Develop skills for investing in your wellbeing for the purpose of enhancing and sustaining long-term success.

- **How to enhance a feeling of belonging to improve Mental Fitness**
  With loneliness and isolation on the rise, learn the skills of creating belonging through self-awareness, understanding belonging and developing courage.

- **How emotions affect our health**
  Explore the connection between stress and disease. Learn tips for understanding good stress and negative stress and the impact on your body. Top tips for releasing emotion to prevent a build up of toxic stress or trauma over time.

- **Finding Balance in the New Normal**
  Understand the theory behind change and why it is so unsettling for us as human being, as well as learning skills that will support you to create better balance and connect to your inner wisdom during change and the unknown.



Who we are

Lea_p Leadership are an experiential learning and development company. From leadership programmes, assessments, training workshops to one to one coaching; behavioural transformation is the core of our work. We offer new ways to respond to the challenges of an increasingly complex and changing world. In order to create sustainable and real transformation, we must understand why we behave the way we do. For this reason, we always start with individuals, helping them gain deep insights into their own behaviours allowing them to then apply this knowledge to those around them, through our training and development courses and programmes

Find out more about:

- The team
- What our clients say
- Our offerings

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