

Welcome to the

EMBEDDING MENTAL HEALTH BEST PRACTICE WEBINARS



New ideas to enhance and support mental health initiatives: Now and in the post-COVID-19 working environment

Friday 5th June 11am – 11.50am



Dr Alan Watkins

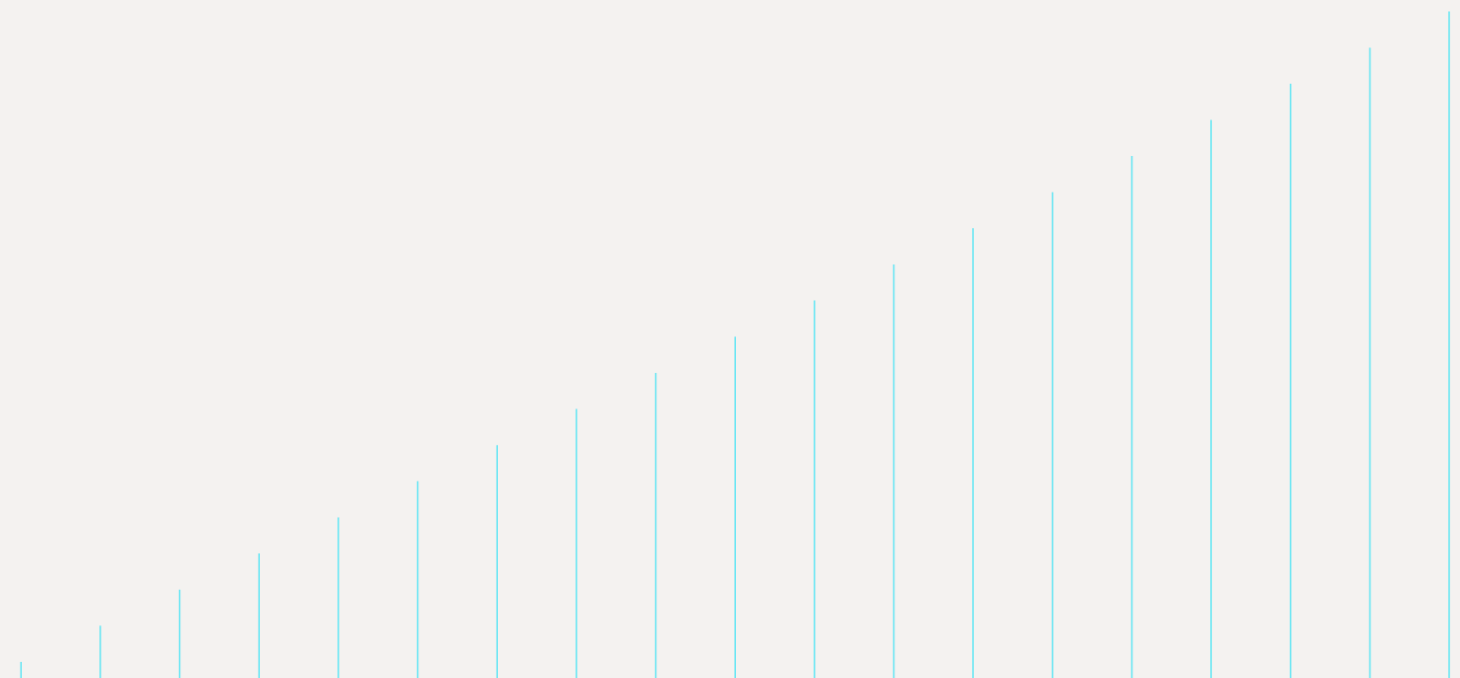
CEO &
Founder, @Complete



THE SJA CHALLENGE //

New ideas to enhance and support
practical mental health initiatives:
now and in the post-COVID-19
working environment

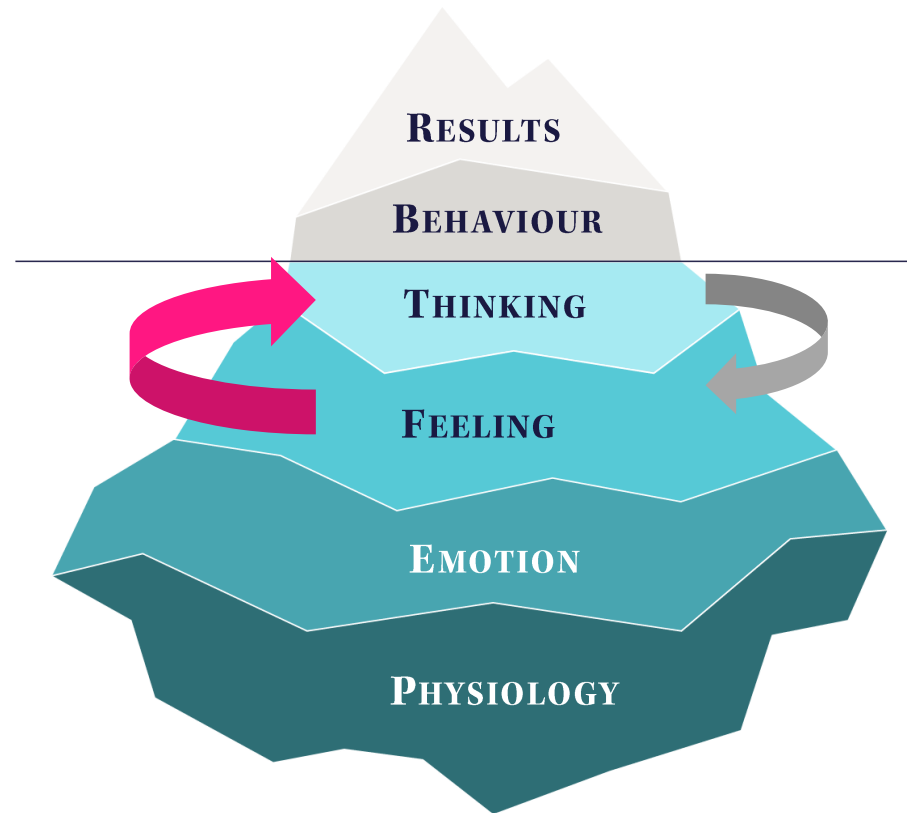
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The beauty of the human system

There are multiple levels of the human system that must be managed to achieve brilliance every day.





‘Mental Health’ interventions in 4D

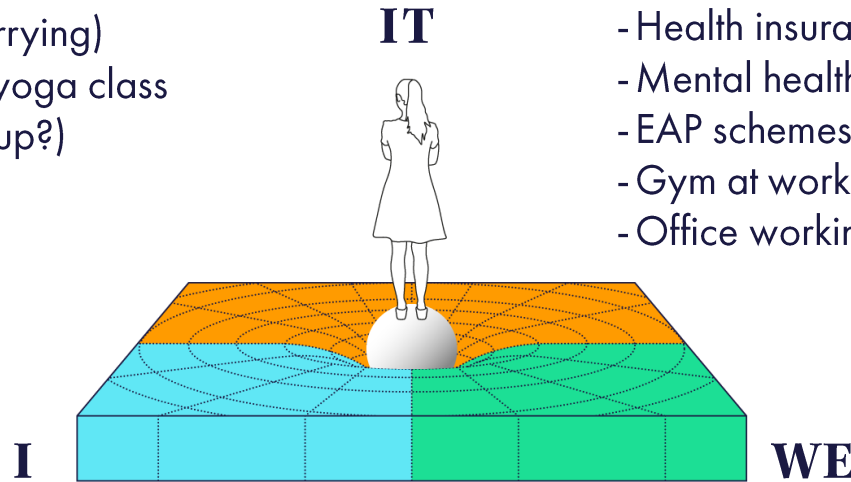
There are four dimensions to addressing mental health.

INDIVIDUAL ACTION

- Social distancing (isolation & loneliness?)
- Cooking at home, better nutrition?
- Walking daily, sleeping (or worrying)
- Online exercise, meditation or yoga class
- Travelling less (feeling cooped up?)
- Health Apps, medication

COLLECTIVE ACTIONS (FAMILY OR COMPANY)

- Consolidating finances (family or business)
- Healthcare systems and policies at work
- Health insurance
- Mental health first aiders, mental health initiatives at work
- EAP schemes
- Gym at work (now at home), water, fruit,
- Office working environment (now distancing), regular breaks



PERSONAL: HOW I THINK AND FEEL

- Energy management
- Emotional awareness, literacy and self-regulation - wellbeing
- Purpose & meaning making for PTG not PTSD
- Quality of thinking

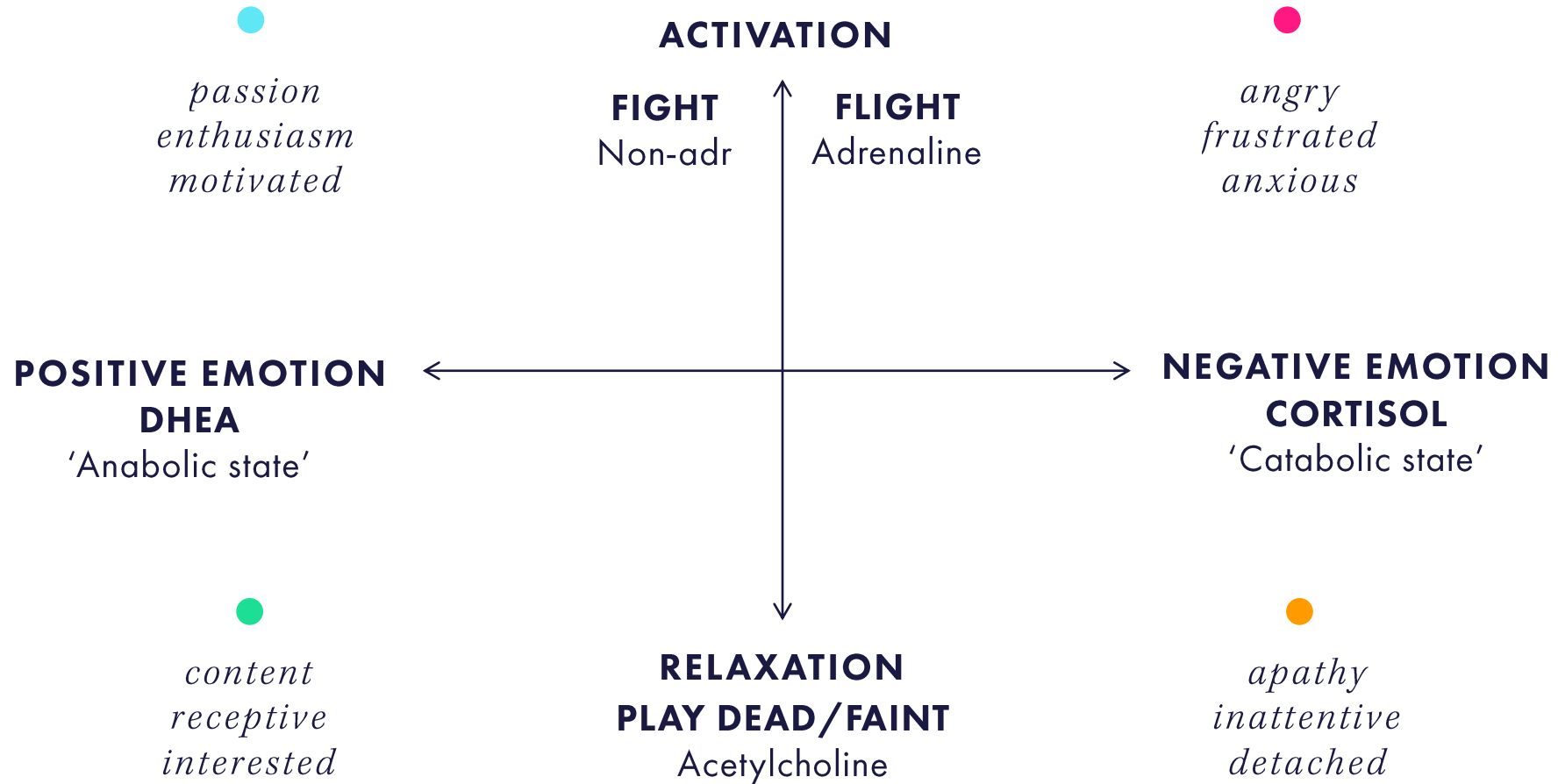
CULTURAL: HOW WE THINK AND FEEL

- Levels of compassion and kindness in community (prosociality)
- Levels of truth and openness in community
- Quality of support at home, work & in community (networks)
- Depth of trust, relationship bonds



The link between emotions and results

One of the biggest myths in 'performance training' is that being either psyched up or relaxed is key.





Dr. Alan Watkins

Founder and CEO



“We stand at a crossroads. The two paths ahead could lead to very *different outcomes*. Which future awaits us is down to *leadership*. I believe we can *rise to the challenge* and, with the right help, leaders can be *brilliant every day*, make *wiser decisions* and create a *more purposeful society* for us all.”

BIOGRAPHY //

Alan is recognised as an international expert on leadership and human performance. He has a broad mix of commercial, academic, scientific and technological abilities. Over the past 24 years he has been a coach to many top business leaders and worked with the GB Olympic squad, coaches and athletes prior to London 2012 and Rio 2016.

Originally trained as a medical doctor at Imperial College in London he worked for 11 years in the UK's National Health Service, in primary care in Australia and for a year in academic medical research in the USA. He ended up in Neuroscience research before leaving medicine to work with global business leaders.

TRACK RECORD //

Alan has helped companies treble share price, enter the FTSE 100, salvage difficult turnarounds and establish market leadership in their industry. He has coached many executive teams to significantly greater levels of performance, transformed organisational cultures, helped leaders discover their purpose and identify new ways to succeed.

He is an inspiring and entertaining keynote and his TEDx lectures have attracted over 4 million views.

STYLE //

Alan has an all-encompassing desire for the development of human beings and the enlightenment of leaders. His style is deeply insightful and robustly challenging. He is also very supportive, encouraging and humorous. He integrates his very broad mix of abilities and depth of thinking on multiple topics to help clients transform themselves, their teams and their organisations, achieving result that even they didn't think were possible.

QUALIFICATIONS //

In addition to his medical degree Alan also has a first class degree in Psychology from the University of London and a PhD in Immunology from Southampton University, UK. He has written numerous academic papers, published in peer reviewed scientific journals. He is the author of seven books on topics from leadership to how to solve the world's toughest problems and he has three more books in preparation.

WORK WITH ALAN //

For further information or any questions, please contact Alan directly and he will be happy to speak to you:

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cloudreach


Santander

Unilever



Claire Walsh

Head of SHE, Occupational
Health & Wellbeing
BAE Systems Maritime



Enhancing and Supporting Practical Mental Health Initiatives during the Coronavirus Pandemic

Claire Walsh

Head of Occupational Health &
Wellbeing

BAE Systems Naval Ships

5th June 2020



What is happening to your mental health just now?

- It is totally normal to feel lots of emotions about the coronavirus pandemic
- You might feel worried, anxious or scared:
 - About your and your family's health
 - About your job
 - About what will happen afterwards
 - About what other people do, or don't do
 - About your finances
- You may notice more sensations that occur in your body – the result of stress hormones
 - Headache, nausea, shortness of breath, fatigue and weakness
- You may notice changes in your emotional stability
 - Worried, fearful, overwhelmed, bored
- You may experience changes in your thoughts
 - Difficulty remembering things, inability to decide, increase in negative thoughts
- You may notice behavioural changes
 - Eating too much or too little, not wanting to communicate with others, increased use of alcohol, tobacco or drugs, sleeping disturbances

Addictions



Anxiety

A lot of our anxiety about a situation comes from not feeling in control of what's happening to us or around us

Try to **focus on the things you can control.....**

and **let go of the things you can't**



How you follow government advice on keeping safe

Your kindness and care towards others

How often you check the news or social media

What you do to relax and have fun

What you can do to control or distract yourself from anxious

Your thoughts, attitude and behaviours

What sources of information you use for your news updates

If other people follow the rules

The motives or actions of others

How others react

How long this will last

What is said on social media or the news



Loneliness

If you live alone, it's completely understandable if you're finding being on your own tough right now.

At a time like this when we naturally want to seek comfort from others, it can be harder still to deal with this feeling.

It can be easy for days to blend in to one "Groundhog Day", so keep a diary or calendar and regularly plan in something you enjoy so you have something to look forward to.

Try not to overthink or look too far ahead, especially if you're having a difficult time. Taking one small step at a time, such as getting up, then making your bed, can help you avoid thinking too far ahead.

Set small achievable goals – perhaps cooking a tasty, healthy meal from scratch, or commit to reading that book or watching that film you've been meaning to.

Doing something creative helps take your mind off your worries. Writing things down can help you get more in touch with your feelings, and notice what brings you happiness.

Exercise is an important cog in your wellbeing machine. Getting outdoors in the fresh air is a different environment will help your mind as well as your body.

If you can, allocate different areas in your house for different purposes – this can help structure your day and routine.

Connect with others using technology if you can – or just make a point of saying hello to people on your daily walk. There are many online support groups, quiz nights, gigs and events that you can get involved with.

Most of all - be kind to yourself

Neurodivergence* and coronavirus

- Many people, especially those with neurodiversity, often have routines in place which provide structure, safety, security and help make sense of the world.
- Not being able to do things in the same way, or finding it difficult to establish new routines while restrictions are in place, could have a significant impact on someone's ability to work, their general wellbeing and mental health.
- Some people will be able to manage this, others will have difficulty identifying the need to do this or find it hard to implement the necessary changes without support.
- A neurodiverse employees may worry about how their performance will be affected by working differently
 - If someone has dyslexia, they might have to deal with more written instructions, and might take longer to respond to emails
 - An employee with ADHD might find it more difficult to concentrate without the discipline and structure that an office environment offers
 - Has the employee been properly enabled to work remotely, with the same software and hardware that they are used to?





Suzie King

Talent Specialist, HR
Marks & Spencer



BUDDY NETWORK

Don't just be a Colleague, be a Buddy

Are you living and working with disabilities or health conditions? Are you looking for support from colleagues in similar circumstances?

We set up the Buddy Network on Yammer to give those of us managing health conditions alongside our work the chance to share our journeys and support each other's Wellbeing

We are an inclusive group, so anyone is welcome, whether you are a Line Manager, a Carer or just interested in Wellbeing

Join us on the "Buddy Network" Yammer group to find out more or find us on the People Hub under Diversity & Inclusion

WELLBEING

Recommended learning & resources to help you take care of your wellbeing

Struggling to cope, or maintain a positive attitude right now?



Take a look at our tools to help build resilience.



Feeling stressed or anxious?



Mindfulness can help to reduce stress or anxiety. Check out our recommended resources.



Resilience eWorkout & Toolkit
eLearning: 30 minutes
Toolkit: Self led

A thumbnail image for the 'Resilience eWorkout & Toolkit' resource. It features a collage of small, light-colored sticky notes on a dark background. The word 'RESILIENCE' is written across the middle of the collage in white capital letters.

Coping With Uncertainty
Video: 3 minutes

A thumbnail image for the 'Coping With Uncertainty' video. It shows a woman's profile from the chest up, looking towards the right. She has her hair tied back and is wearing a dark top. The background is a soft, out-of-focus landscape.

Resilience Playlist
Handpicked resilience resources

A thumbnail image for the 'Resilience Playlist' resource. It depicts a person running on a path through a scenic landscape with mountains and a body of water under a clear sky.

Mindfulness eWorkout
eLearning: 15 minutes. We recommend completing the eWorkout, before the Podcasts or 6 week course.

A thumbnail image for the 'Mindfulness eWorkout' resource. It shows a person sitting on a grassy bank next to a body of water, surrounded by trees and a bright sky.

Mindfulness Podcast Series

A thumbnail image for the 'Mindfulness Podcast Series'. It features a landscape with green grass in the foreground, rolling hills, and a blue sky with white clouds.

Mindfulness: 6-week course

A thumbnail image for the 'Mindfulness: 6-week course'. It shows a person standing in a sunlit forest, with a large tree trunk in the foreground and sunlight filtering through the leaves.

Wellbeing in Retail

#CanIhelp



Invest in your mental health and learn how you can help others.
Try the new Wellbeing in Retail guide.

Developed in collaboration with:



Sainsbury's is a charity registered in England and Wales (279432) and in Scotland (SC040604)

WELLBEING


<p>HEALTHY BODY</p> <p>GOOD MOVE</p> <p>Visit My Choices to find out more about the offers you can benefit from: Cycle to work, Holiday Bus, Gym Discount, Smart Tech.</p>	<p>HEALTHY EATING</p> <p>Love food that loves you</p>	<p>HEALTHY MIND</p> <p>Our Health and Wellbeing Partners PAM can support you and your family. You and your family can call in confidence, for free 24/7 365 days a year on - visit My Choices for more information.</p>
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WELLBEING

Investing in you and your wellbeing



Our Health and Wellbeing Partners  can support you whatever you might be facing

You and your immediate family can call in confidence, for free 24/7 365 days a year on

or get in touch via live chat at www.pamassist.co.uk

Username:

Including free counselling and online CBT for all M&S colleagues if needed or download the PAM Assist app and enter your Client ID:

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