



“ Leading wellbeing is having the guts to practise what you preach and to back words up with actions. To build the strongest team requires being vulnerable and taking care of yourself personally. ”

Alexis Jones

“I want our employees to flourish, perform at their peak, and be invested in the growth and development of this organisation. As a leader, I want strategies to confidently foster these qualities and a culture that supports that”.

At Umbrella, we have daily conversations with leaders who care about their people and are invested in promoting wellbeing across their organisation. While they are eager to develop their leadership skills accordingly, at times leaders may feel as though their commitment to wellbeing may not match their capacity to lead it.

Research* demonstrates that high psychological wellbeing (flourishing) leads to positive individual outcomes such as commitment, morale and health, which in turn lead to improvements in organisational performance in areas such as productivity, customer satisfaction, attractiveness to recruits, and lower turnover and sickness absence.

We also know that leadership behaviour and modelling is critical for sustained organisational behaviour change. Leaders with strong wellbeing and personal resilience will positively impact on the wellbeing of their employees, as well as team functioning and productivity. Strong high-quality team wellbeing environments increase team level wellbeing.

Umbrella has developed a leading wellbeing resource library from the best practice scientific research and from our experience working with leaders from many different organisations. These resources focus on how to create a culture of wellbeing with the emphasis on the “how” – the theory is relatively straightforward, the putting into action is much harder!

We then tailor a unique leading wellbeing programme for your organisation and your people.

**“ Be the
change
you seek ”**
Ghandi

Example training objectives:

- Understand the key principles and frameworks that strengthen employee wellbeing
- Identify the key leadership behaviours that best foster wellbeing
- Learn specific skills to establish and maintain a psychologically safe culture
- Develop clear strategies to create and maintain a positive wellbeing environment for your team(s)
- Review the best tools for strengthening individual wellbeing
- Encourage leadership commitment to supporting the deliberate practice of wellbeing

FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:

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* Mental Health Foundation of New Zealand (2016). Working Well: A workplace guide to mental health. Auckland, New Zealand: Mental Health Foundation of New Zealand.