



CMK

Workplace Wellbeing

Corporate Services Brochure

2023

"CMK provide a people-centred, business thinking approach, combining employee wellbeing with workplace productivity."

www.cmk-cic.org

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WHO ARE CMK?



CMK are a not-for-profit organisation providing expert mental health and wellbeing consultancy, training and personal development services to corporates and organisations across all sectors.

We are passionate about the mental health and wellbeing of individuals within the community as well as the workplace, so all of our profits are reinvested into social value initiatives to combat health inequality whilst supporting those in most need of our services. This includes wellbeing programmes, events, education and a supported housing service for local vulnerable groups.

Our mission is to tackle mental-health stigma whilst enabling corporates and businesses to foster and protect the resilience and wellbeing of their staff and, in turn, their organisational productivity and efficacy.



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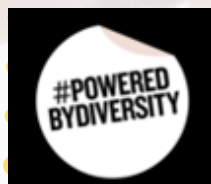
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In partnership with



MHFA England

we can Relate



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EMPLOYEE WELLBEING



Why invest?

Businesses are legally required to support their employees' health, safety and wellbeing and must treat mental and physical health as equally important (ACAS), yet current workplace mental health statistics suggest there is much more to be done, with poor mental health costs to UK employers increasing by 25% since the start of the pandemic and 1 in 6 people experiencing mental health problems in the workplace, including burn out caused by chronic stress [MHF]. Research has shown that poor wellbeing at work leads to:

- 
Increased staff turnover, absenteeism & presenteeism
- 
Reduced performance, productivity & efficacy
- 
Conflict within the workplace
- 
Lack of job satisfaction
- 
Poor organisational sustainability
- 
Poor leadership



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EMPLOYEE WELLBEING

All is not lost...



Research and our own operational practices evidence that organisational culture change, raising mental health awareness and preventative strategies are the most effective ways to support staff wellbeing. Research has further provided an economic argument for investment, evidencing a 500% ROI for every £1 spent on proactive rather than reactive wellbeing support (Deloitte). We at CMK understand the benefits of prevention and early intervention strategy within the workplace, in both economic and person-centred terms; we work closely with organisations to support shifts in staff wellbeing, fostering real measurable change based on the latest wellbeing science whilst collaborating with professionals in the field.

500% ROI

for every £1 spent
on prevention-based
employee wellbeing

 Deloitte

A high-performing workforce needs more than just Employee Assistance Programmes, tools and apps. organisations need to:

"create ways for wellbeing to become part of their corporate values and strategy, weaving them into their cultural fabric"

(Aon Global Wellbeing Survey, 2021)

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OUR SERVICES



Workplace needs analysis
& wellbeing metrics

5

Strategy development &
review

6



Workshops & training
programmes

7

Coaching programmes

12



Pop-up wellbeing pod

13



Events, talks & team away
days

14

Costings

15



WORKPLACE NEEDS ANALYSIS & WELLBEING METRICS



STAFF FOCUS GROUPS

Our team of expert consultants facilitate interactive focus groups with employees, identifying any gaps in general workplace wellbeing, team/social cohesion, equity, diversity & inclusion and job conditions & satisfaction. We then feed back to executives with a comprehensive needs analysis report, including tailored recommendations for any provisions and changes required to better enhance staff wellbeing & organisational productivity.

- ✓ **Expert practitioners**
- ✓ **Informal & interactive**
- ✓ **Full, comprehensive report provided**
- ✓ **Recommendations tailored to specific need**
- ✓ **Suitable for all staff members**
- ✓ **PERMA wellbeing survey included**

WELLBEING METRICS

CMK can assist in the development and collection of wellbeing metrics for your organisation with our peer-reviewed PERMA survey tool. This tool is used as part of our initial workplace needs analysis work and can be further implemented across the year to electronically monitor & report on staff wellbeing levels. The survey can also be adapted to best suit organisational need.



STRATEGY/POLICY DEVELOPMENT & REVIEW

WORKPLACE WELLBEING STRATEGY



Our CMK experts can work with executives to embed workplace wellbeing as part of a larger, organisational change and cultural shift. We provide strategy and policy support, and work with organisations to review, consult on, design and implement a wellbeing strategy which works in line with a company's vision and values. Our development work will be informed by a diagnostic review of your workplace, identifying any gaps in workplace wellbeing, then tailoring strategic objectives around these. You will be provided with a comprehensive strategy document and the option of a staff consultation period, facilitated by CMK.



Promoting cultural change through workplace analysis, strategy development, consultation and review.



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WORKSHOPS & TRAINING PROGRAMMES



MENTAL HEALTH FIRST AID TRAINING

Raise awareness and reduce stigma with our MHFA England endorsed Adult & Youth Mental Health First Aid courses. Our licensed practitioners will equip your staff with the skills and knowledge required to recognise the signs and symptoms of mental illness and offer initial stages of support to those in need.



MHFA England

2-DAY MHFA TRAINING

become a mental health first aider

1-DAY MHFA TRAINING

become a MHFA Champion

HALF-DAY MHFA TRAINING

become mental health aware

MHFA REFRESHER TRAINING

- ✓ MHFA England endorsed
- ✓ Licensed practitioners
- ✓ Flexible learning
- ✓ Online or face-to-face
- ✓ Ongoing access to MHFAiders support app
- ✓ Certificate of attendance

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WORKSHOPS & TRAINING PROGRAMMES

POSITIVE PSYCHOLOGY PROGRAMME



Positive psychology is a branch of applied psychology which cultivates happiness and emotional wellness and prioritises the development of strengths, resilience, psychological capital, positive connections and optimal functionality. Our positive psychology workshops will empower your team whilst enhancing productivity, team cohesion, mental wellness and leadership styles. Choose from:

PERMA – Measuring Wellbeing

Managing Stress

Building resilience & coping skills

Using strengths & values

Building psychological capital

Fostering deeper connections



Face-to-face or online



Stand alone workshops/programme series



Ideal for managers, senior leaders & executives



Delivered by Professional Positive Psychology Coach



Mixture of interactive & theoretical learning



Certificate of attendance



Evidence based



WORKSHOPS & TRAINING PROGRAMMES



WORKPLACE BEHAVIOUR SCIENCE

TEAM DEVELOPMENT WORKSHOP

We harness the science of group dynamics to help your teams better understand their working styles and create a new common goal and shared organisational identity. This workshop will help to facilitate smoother and more efficient working amongst team members who will better understand each other and their own strengths and weaknesses.

LEADERSHIP DEVELOPMENT WORKSHOP

✔ **face-to-face/online**

✔ **Delivered by psychologists & experts in workplace behaviour science**

✔ **Evidence based**

✔ **Certificate of attendance**

This workshop explores the difference between leadership and management and which a team needs, allowing those in line management roles to better identify their own approach and implement management strategies when needed. Work can be done with leaders and managers separately to their teams, or as part of a team development process to re-ignite the team's best working practices.

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WORKSHOPS & TRAINING PROGRAMMES

DIVERSITY & INCLUSION



Diversity and inclusion is an essential aspect of an effective and well led organisation. We partner with Powered by Diversity and other expert practitioners to offer a broad range of Equity, Diversity & Inclusion training, including workshops and talks on Unconscious Bias, Race & Ethnicity, LGBTQ IA+ and training in neurodiversity.

Our workshops are continually updated in line with client need.

#LGBTQ



- ✓ **Face-to-face or online**
- ✓ **Delivered in collaboration with key partners & expert practitioners**
- ✓ **Mixture of interactive & theoretical learning**
- ✓ **Certificate of attendance**
- ✓ **Up-to-date & evidence-based content**
- ✓ **Workshops continually added in line with client need**



WORKSHOPS & TRAINING PROGRAMMES

INTERGENERATIONAL WELLBEING

An effective wellbeing strategy demands consideration of your employee life-cycle, and a training programme relevant to cross-generational need. CMK ensure we offer a diverse workshop programme relevant to staff experience across generations, no matter their stage in the employee life-cycle. See the following page for our workshop offer.



- ✓ **Face-to-face or online**
- ✓ **Delivered in collaboration with key partners & expert practitioners**
- ✓ **Mixture of interactive & theoretical learning**
- ✓ **Certificate of attendance**
- ✓ **Up-to-date & evidence-based content**
- ✓ **Workshops continually added in line with client need**

"CMK offer workshops to benefit staff at all stages of the employee life-cycle"

Delivered by expert practitioners & partners ✓

Evidence based ✓

Face-to-face or online ✓

Suitable for all team members ✓

Bespoke workshops also available ✓

Workshop

Menopause &
Andropause
Awareness

Suicide
Prevention

In partnership with
MACMILLAN
CANCER SUPPORT

Cancer
at work

Addiction
Awareness

Fertility
Awareness

Food & mood

Grief
and the
workplace

Domestic abuse
awareness
(coming soon)

New workshops
are regularly
added in line with
client need.

COACHING PROGRAMMES

ONE-TO-ONE/GROUP COACHING

Work with our accredited CMK coaches individually or within a group to identify goals and enhance strengths whilst focusing on key aspects of wellbeing. Participants will engage in a professionally guided process of self-development, enhancing skills in resilience, stress management and self awareness whilst optimising personal and professional potential.

COACHING SKILLS WORKSHOP

Our accredited CMK coaches will assist your employees in the development of peer-to-peer coaching skills, allowing them to incorporate coaching strategies as part of the ordinary work day. The development of these skills will allow employees to support peer wellbeing whilst allowing them to share ideas of best practice and expand and refine their skillsets.



Face-to-face or online



Suitable for all staff



Professional, accredited coaches



Incorporates teaching from the latest wellbeing science



Mixture of interactive & theoretical coaching material



Bespoke to staff needs and goals



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CMK WELLBEING POD

Our 'pop-up' CMK wellbeing pod experience is a fun and interactive session, providing staff with access to a range of resources and information on increasing mental and physical wellbeing. The pod sessions are facilitated by a team of health and wellbeing coaches who bring a wealth of knowledge and expertise to help empower staff to start building a more healthier and fulfilling lifestyle. The sessions allow a relaxed and informal exploration of ways to support individual wellbeing in and outside of the workplace.

- Body analysis checks
- Physical activity tasters
- Blood pressure checks
- Wellbeing wheel
- Nutrition advice
- Self-care tips
- Wellbeing quiz

- ✓ Book for an event or on-site staff-drop-in service
- ✓ Informal & interactive
- ✓ Expert health coaches
- ✓ Suitable for all staff members
- ✓ PERMA wellbeing survey included

Body weight, blood pressure, visceral fat, body fat, water retention, bone density & Basal Metabolic Rate (BMR) measurements taken



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EVENTS, TALKS & TEAM AWAY DAYS



Workplace wellbeing talks & events

Our CMK team can support you in the organisation of a wellbeing event for your workforce, including our pop-up wellbeing pod, interactive workshops and talks from key-note and lived-experience speakers. Get in touch to find out more.



Bespoke team away days

We provide organisations with bespoke team away days, hosted in partnership with local venues. CMK will collaborate with you to design and develop an away-day which meets your company objectives and provides participants with opportunities to engage in a suite of fun, interactive wellbeing and team cohesion activities.

Platinum, gold & silver packages available to meet budget requirements

COSTINGS

We are keen to ensure our provision remains financially accessible, so please do contact us to discuss your budget requirements and receive a personalised quote for the programmes and services recommended within this report.

We have a range of retainer packages and competitive flexible payment plans available for wellbeing packages, or can quote for specific workshops, coaching programmes and training events of interest. Sometimes (funding status dependent), we're able to offer discounted rates to third-sector organisations.



Contact
info@cmk-cic.org
 to discuss your budget
 requirements and needs

**BECOME A CMK CORPORATE
 PARTNER & MEET YOUR COMPANY
 CSR OBJECTIVES**



Email to find out more



DON'T FORGET

Contracting our services means we're able to continue making a difference in communities of most need

Thank you

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