



VCSE Leaders'
Wellbeing Hub

A free health and wellbeing hub
for VCSE leaders and managers in
the Humber, Coast and Vale

VCSE Leaders' Wellbeing Hub Programme Guide

Leadership Wellbeing Coaching

The Leadership Wellbeing Coaching programme focuses on helping leaders within the VCSE sector to explore their own wellbeing, identify strategies for keeping well, communicate their needs to others and sustain their journey to wellbeing. The programme combines practical coaching techniques with ecotherapy approaches; comprising four full-day sessions spread across a year in a nature-based environment in North Yorkshire.

We understand that a four-day commitment feels like a lot, but the cyclical nature of business means that one day of wellbeing work simply isn't enough. Just like the ever-changing natural world, creating a thriving wellbeing culture requires patience, resilience and the confidence to adapt. We believe that starts with the individual - not only will participants benefit from being away from work distractions to switch off, refocus and explore, but the programme enables them to better connect with their team to pass on those important messages about wellbeing and to create a wellbeing strategy that really works, isn't rushed, and adds real value to their people and their organisation.

Each phase explores, educates and creates action, and is followed up with additional resources that embed the learnings for ongoing engagement and focus.

The sessions will be held on the following dates:

Session 1 - Wednesday 24 November 2021 (venue tbc)

The first session looks at basic well-being needs, exploring participants' vision and values, and learning the basics about employee wellbeing with an introduction to natural principles. It will enable participants to identify priorities and resources for individual and team wellbeing, create a meaningful vision where wellbeing and sustainability are valued, and use natural principles to embed learnings and create lasting change so participants' organisation's wellbeing culture keeps growing.

Session 2 - Thursday 24 March 2022 (Summerbridge, North Yorkshire)

This session will explore existing wellbeing strategies and how to have wellbeing conversations, looking at keeping participants and others well by learning and implementing effective strategies for health and happiness. It will enable participants to listen to their internal ecosystems and creatively respond to change, gain collective resources and assets for wellbeing and identify the conditions for people to thrive. It will also help recognise what enables or hinders wellbeing and begin to 'future proof' strategies that will remain effective, learning from past, present and future.

Session 3 - Wednesday 6 July 2022 (Summerbridge, North Yorkshire)

The third session will focus on emotional resilience and creating psychological safety and enable participants to feel confident to respond with confidence and clarity in the face of challenge and adversity. It will explore communication, and adaptability, having brave conversations and discovering the strengths and opportunities within participants and their teams. It will also help replicate and build on strategies that work to maintain momentum in achieving their organisations' vision.

Session 4 - Thursday 6 October 2022 (Summerbridge, North Yorkshire)

The final session will explore how to grow a wellbeing vision to nurture a community within participants' teams where everyone can seek and offer support, utilising connections, communication, and community to bring a wellbeing culture to life. Participants will evaluate their journey so far and celebrate the successes of the team. Part of the session will include defining a final plan and actions, bringing together the elements learnt into something greater.

The coaching programme includes downloadable resources supporting the learning in between each phase to enable self-guided learning and development in the explored topics, as well as a follow up one-to-one coaching session to offer further support once participants have completed the programme.

Online Leadership Wellbeing Workshops

As an optional extra to the face-to-face coaching, or for those who are unable to take part in the face-to-face sessions, there are additional online workshops. The online leaders' wellbeing sessions will benefit leaders and managers looking to enhance their skills, knowledge and resources in a range of topics for positive mental health and wellbeing. The sessions enable time out and headspace to focus on tools and knowledge to support participants, their colleagues and their organisations with a wider range of resources for wellbeing. The aim of each session is to leave individuals with greater awareness and simple, effective ways to help their team and themselves to deal with the challenges, uncertainty and change, reflecting on past, present and future. The links to sign up to these online sessions will be sent out in due course and participants can choose how many to attend.

Mental health and wellbeing - recognising and responding (in participants themselves and others)

Thursday 9 December 2021 1pm – 4pm

This session will help participants to recognise the signs and symptoms of mental health issues and wellbeing in both themselves and others, identifying practical and resourceful solutions. It will help consider what can be done when participants or someone they work with has a mental health and wellbeing need, ensuring a proactive and appropriate response.

Solutions for wellbeing – from basic needs to psychological safety

Tuesday 18 January 2022 10am – 1pm

Creating a safe and supportive culture at work is something we can all be passionate about. As a leader, this involves nurturing an ethos where everyone sees the value of prioritising wellbeing.

In light of the shifts and challenges the VCSE sector has faced, in response to Covid-19 and beyond, this session explores ways to grow a wellbeing culture within an organisation, participants themselves and others. Looking at simple yet impactful knowledge and approaches to enhance individual and team wellbeing from basic needs and developing psychological safety.

Practical ways to deal with burnout and being overwhelmed

Thursday 10 February 2022 10am – 1pm

Longing for a more balanced and effective way of working that doesn't feel like a constant tightrope walk? Concerned there is just too much pressure in the organisation and anxious that colleagues are struggling to cope?

Leaders have to be courageous every day, and it is common to experience the conflict between work and life, fire-fighting and leading. This session will explore burnout and overwhelm culture, taking an honest and open look at the expectations of roles and introducing strategies that help participants be effective and efficient in their roles.

The session is about practical over aspirational – ensuring the take-home tools can make a tangible difference to wellbeing and that of others too.

Talking about needs and feelings; brave conversations

Tuesday 22 March 2022 1pm – 4pm

How easy is it to have conversations about wellbeing? Worrying about saying the wrong thing? Unsure about over-sharing or closing down completely? Creating a space for brave and open conversations about wellbeing is an ever-evolving need.

This session will explore the benefits of opening up wellbeing discussions in organisations, teams or with peers, as well as supporting the challenges and fears of holding spaces for courageous conversations. It will support participants with a range of resources from environmental and cultural factors to conversation starters.

Wellbeing Champions Programme

This programme is for leaders to put forward colleagues who would thrive on developing the wellbeing culture within their organisation. This is a programme for frontline workers across a range of voluntary organisations and will support learners to become 'wellbeing champions' within their organisations, with specific focus on the wellbeing of employees and workplace culture.

These sessions will equip the participants with the skills and confidence to enhance wellbeing culture and raise awareness of mental health and wellbeing needs within their teams, contributing to a collective effort to improve wellbeing across the voluntary sector in the region.

All sessions will be held online. Participants will be expected to attend all sessions as part of the programme. Colleagues should have the support of their organisation leads to attend.

Session 1 – Co-creation day

Friday 5 November 2021 9.30am – 12.30pm

The first session will be a facilitated workshop to co-create a wellbeing champion programme. It will support organisations to come together and explore, plan and envision priorities, and explore the role and limitations of a 'wellbeing champion' model to enable an effective programme. This session contributes to informing and tailoring the future sessions.

Session 2 – Becoming a wellbeing champion

Wednesday 17 November 2021 1pm – 4pm

This session will be a discovery day - exploring the skills, motivations and goals needed for the champion role. It will introduce putting the champion role into practice, looking at what that entails, why it is beneficial to be a wellbeing champion and how to carry out the role.

Session 3 – Understanding wellbeing needs, signs and symptoms

Friday 3 December 9.30am – 12.30pm

This session will explore mental health awareness and considering people's thoughts and feelings on 'wellbeing' and how to 'champion'. We will also look at anti-stigma practice, diverse stories and unconscious bias. The session will include sharing information and signposting to wellbeing services.

Session 4 - Creating a culture of wellbeing for organisations

Tuesday 11 January 2022 1pm – 4pm

Looking at creative engagement and approaches with people at all levels, this session will explore simple and effective ways to enhance wellbeing and help people engage. It will include looking at stigma and unconscious bias and focus on inspirational and effective approaches, using the skills and ideas of the group.

Session 5 - Wellbeing strategies for wellbeing champions

Wednesday 16 February 2022 9.30am – 12.30pm

This session will explore keeping participants well in their champion roles and identifying potential challenges for individual champions, while supporting them to recognise and respond to their own wellbeing needs in the role. It will include strategies for managing personal wellbeing, setting boundaries and dealing with resistance.

Session 6 – Taking wellbeing forward

Tuesday 15 March 2022 1pm – 4pm

The last session will finalise wellbeing pledges and plans. It will look at how to deal with setbacks, change and uncertainty ensuring sustainability of the wellbeing champion role. It will also celebrate participants' achievements throughout this programme and showcase their visions for the future.

To follow on from the sessions, peer facilitation will be delivered to support the development and facilitation of a Wellbeing Champions Forum. The aim is to equip the champions' group with the terms of reference, structure, skills, and confidence to develop a peer-led forum. The peer facilitation meetings will be held between one and three months after the end of the programme, with a view to being facilitated quarterly by champions from then on.

Mental Health First Aid Champions online programme

We are also offering participants who are taking part in the Wellbeing Champions programme the opportunity to complete the Mental Health First Aid Champions online course, delivered by Mental Health First Aid England. This involves attending two online sessions and once the course is completed, participants will receive a Mental Health First Aid manual, a reference card for the Mental Health First Aid action plan and a workbook including a helpful toolkit to support their own mental health.

Participants can either attend Course 1 or 2 but must be taking part in the Wellbeing Champions programme.

Course 1

Monday 28 February 2022 and Thursday 3 March 2022

12.30pm – 4.30pm

Course 2

Monday 7 March 2022 and Thursday 10 March 2022

12.30pm – 4.30pm

How to apply

To apply for the Leadership Wellbeing Coaching, [complete this form](#).

Links for the online Leadership Wellbeing sessions will be sent out to all at a later date.

To apply for the Wellbeing Champions or Mental Health First Aid Champions courses, [complete this form](#).

The deadline for both sets of applications is **Friday 22 October 2021**.

For any queries please contact Victoria.russell@communityfirstyorkshire.org.uk

