



thriving

We'd love to help you build a
Wellbeing Champion
Network of shining stars.

Create a **thriving** wellbeing culture.
Inspire and support your colleagues to be happier, healthier,
and more holistically successful with **Wellbeing Champions**.



Let's get your Wellbeing Champions **thriving**

As an employer, one of the most effective ways you can encourage people to care about their work is to prove that you care about them. Highly successful organisations achieve this by nurturing their very own networks of internal culture carriers.

In this brochure, we'll show you how we can make wellbeing contagious within your organisation and make your Champions shine again. We do this by using the proven **thriving** impact system, **EDEN**, which works in 4 parts:

- 1 Empower:** Equip Champions with the skills they need to build a healthy wellbeing culture.
- 2 Develop:** Supercharge your Champions' effectiveness by supporting them to become Coaches.
- 3 Educate:** Optimise reach, agility, and ROI with the power of the **thriving** Digital Platform.
- 4 Nurture:** Keep your Champions energised and equipped to meet evolving wellbeing needs.

“The feedback from the sessions run by all the **thriving** Champions has been incredible, it's made a big difference quickly to the culture within Consulting, supporting individuals and teams to thrive. The **thriving** coaching model is excellent.”

Tony Burton, **thriving Champion
& Partner at Deloitte Consulting UK**



The solution to keeping Wellbeing Champions **nurtured, engaged, and effective.**

Setting Wellbeing Champion Networks up is only half the battle - and if you've got your own, you most likely already know how difficult it can be to make sure it's working properly.

To maximise the impact and return on investment of a Wellbeing Champion Network, and create systemic and sustainable change, you need to have a solid plan in place - one that you can track, measure, and see the results of. That's where we come in.

What's the challenge?

Most companies find that once they've set up their network, their Champions become gradually less engaged, investing less time

in their wellbeing tasks, and letting the initial burst of excitement fizzle out. Keeping them active is time-consuming and complex.

You might be asking yourself... How do you ensure your Champions have the tools they need to shine? What do you need to do to help them feel appreciated and supported? What development do they need to feel confident and competent?

And most importantly, how do you switch their wellbeing role from being a corner-of-the-desk lunch break affair, to a well-organised programme that yields results you can present to the leadership team?

Like Henry Ford said: "Coming together is a beginning, staying together is progress, and working together is success."



How can thriving make it easier for you?

Most organisations agree that Champion Networks are a fantastic idea, but are discouraged by the time and resources that it takes to set them up. We want to be your partner and make this process simple, effective, and trackable.

We can help you develop and execute a plan to keep your Champions engaged over months and years. Our wide range of top tier resources, vast experience, and always-there support helps you maintain a radiating, thriving Champion Network.

Our philosophy

We believe that prevention is better than cure.

Of course, it's important to have support for colleagues when they're in crisis, and most organisations have excellent EAPs in place. While it's crucial to set up 'cure' systems, we believe the focus now needs to shift to being

more proactive - which is where Champion Networks fit in perfectly, and why we think they're so important.

Outcomes

Benefit from having a thriving network of Champions who are inspired to help you achieve your wellbeing goals, increasing engagement, maintaining retention, and keeping your culture shining bright.

thriving can help you:

- ✓ **Re-engage your existing Champion Network**, bringing an influx of excitement and energy into the team
- ✓ **Further develop and grow your Champion Network** (including up-skilling Mental Health First Aiders) to meet the evolving wellbeing needs of their colleagues

The proven **thriving** impact

Many people see wellbeing as the 'soft' side of a business, but the impact of our **thriving** programmes show measurable results that have helped our clients achieve their business objectives. Here are some of our most recent outcomes:

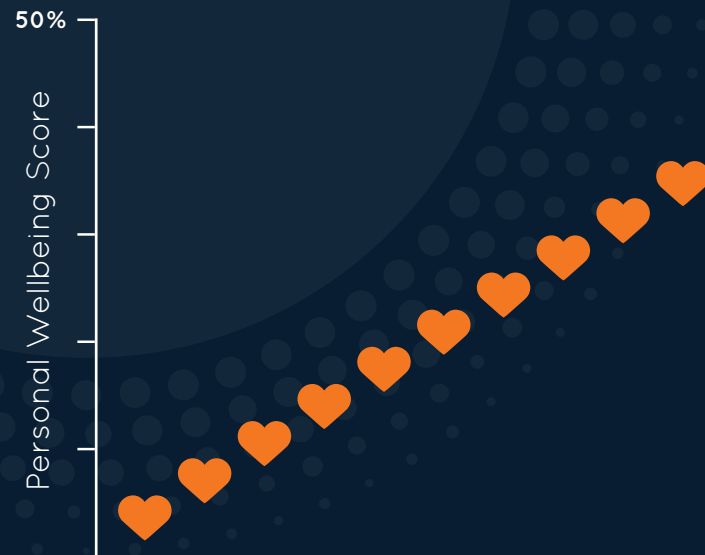


80%

Feel more engaged

40%

Uplift in personal wellbeing score **(Barclaycard)**



60%

Feel more connected to other colleagues



95%

of colleagues signed up and completed the programme **(Deloitte)**



60%

Better able to manage personal stress



97%

Said they'd recommend the programme **(Deloitte)**



Here's how **thriving** can help your Champion Network shine brighter.

thriving can help you draw a clear road map and get leadership buy-in. We support you to:

- ✓ **Recalibrate the scope** of your Champion Network (discussing size, impact, expected outcomes/roles)
- ✓ **Design a road map** - a clearly defined Champion Network strategy tailored to your desired goals
- ✓ **Get leadership buy-in**
- ✓ **Select, train, and re-engage** Champions to train and coach their colleagues
- ✓ **Support** Champions to continue to meet the evolving wellbeing needs of colleagues
- ✓ **Keep** Champions feeling valued and engaged



Prevent a drop in engagement with continued support

The success of a Champion Network lies in keeping them engaged over long periods of time with inspiring and informational content and programmes. In order to do this, we support you to:

- ✓ Make your Champions feel appreciated, energised and motivated
- ✓ Keep developing your network (including up-skilling Mental Health First Aiders) with a range of coaching and training skills
- ✓ Expand your wellbeing network & supercharge its effectiveness with a roadmap filled with exciting programmes

Our **thriving** portfolio includes a range of workshops and programmes that can help your network shine brighter, for longer. While you can mix and match, we've found that the Champion Networks that get support in different forms are also the ones that are most engaged, effective, and offer the highest return on investment over time.





Here's how we can help you revive your Champion Network and help it shine brighter than ever:

1) Empower

Equip Champions with the skills they need to build a healthy wellbeing culture.

You know that story about teaching someone how to fish? This is a prime example of how giving your team the right tools can pay dividends. Rather than you having to set up training programmes with an external provider, which can get costly, we can train your Champions to run resilience and wellbeing workshops.

experience, this gives you a much better return on your investment.

The cost savings of a train the trainer model can be as much as 70% over hiring in external facilitators. But the real benefit is in the cultural impact which is felt for years.

We can coach your Champions to become comfortable and confident delivering our content. Each session is different, as the Champion shares their own personal experience and makes the content their own. In our



Case study: How we are supporting our clients: Train the Trainer

Deloitte Consulting UK (current programme)
Train the Trainer Model & Digital Platform
Trained thriving champions to run virtual thriving workshops to support colleagues to bounce back from the challenge of Covid quickly.

"I volunteered to become a thriving champion because I wanted to support our people during these challenging times to bounce back quickly and grow. The thriving coaching model is excellent, it helps people to find their own intrinsic motivation and customise a personal plan to be at their best. The feedback from the sessions run by all the thriving champions has been incredible, it's made a big difference quickly to the culture within Consulting, supporting individuals and teams to thrive.

For me personally, attending and delivering the thriving training really opened my eyes to what was impacting on my wellbeing and enabled me to put some actions in place that have really helped me feel in control and much more able to cope in my day to day work."

Tony Burton Partner, Deloitte Consulting UK

"I found the session BRILLIANT! Great balance of group work, video and personal reflection time. I fed back to our Partner, and Consulting People and Purpose Lead that it's a must for everyone, especially in these times."

"Really like the coaching approach and coming up with my own solutions, sometimes in sessions like this I feel like I'm being talked at or told what to do."

"It rekindled the fire in me!"

"The light bulb moment for me was realising that too much of something that is normally helpful to my performance becomes a sabotage."



Case study: How we are supporting our clients: Well-being culture change



barclaycard

Designed well-being program for 1500 colleagues across UK, US and India.

Run engaging UK launch for 700 colleagues.

Coached senior leadership how to build a healthy well-being culture.

Trained to **thriving** in champions to run group coaching sessions and follow up booster sessions to support colleagues during a very stressful time.

Impact 40% improvement in colleague well-being scores.

I love that **thriving** has given our colleagues a common language and framework which allows open conversations and enables peers and leaders to provide the right levels of support or guidance at the right time.

Nicole Olbe Managing Director, Partnerships,
Barclaycard

I suffer from two chronic medical conditions both of which cause pain discomfort and fatigue. **thriving** cemented in my mind the level of ownership I have over my own well-being. A year down the line **thriving** has changed my way of thinking for the better.

Anthony Warner Senior Learning Advisor, Barclays

thriving was a complete lightbulb moment for me. I was doing nothing to look after myself, based on the assumption that it would require a massive time investment and a good deal of personal pain.

I learned that small changes make a massive difference. The result is I have reduced my weight by three stone and cut my Axa health age by 13 years. At 53 I have never felt better!

Lorraine Boot Head of Sales
Optimisation, Barclays

2) Develop

Supercharge your Champions' effectiveness by supporting them to become Coaches.

We train your Champions to become **thriving** coaches, to support their colleagues to be happier, healthier & holistically successful. This training complements Mental Health First Aid training which is excellent at supporting those in crisis.

Coaching is more about prevention than cure; it supports Champions to help their colleagues to proactively look after their wellbeing.





3) Educate

Optimise reach, agility, and ROI with the power of the **thriving** Digital Platform.

People can get very busy - that's true in every organisation. And while many people would love to attend wellbeing programmes, the reality is that many won't be able to because of large workloads and time restrictions. This is why we've created a Digital Platform that hosts our best knowledge, which can be accessed in an agile way, any time, any place.

We train **thriving** Digital Champions in ninja communication skills giving them everything they need to promote your **thriving** programme, sparking curiosity and encouraging colleagues to benefit from their coaching.

Our **thriving** Digital Platform is an online, interactive coaching programme which supports individuals to be healthier, happier and more fulfilled across all areas of their lives.



Case study: How we are supporting our clients: Deloitte India Digital platform

D Rollout using bespoke **thriving** digital platform in India to allow agile access any time any place to support team to build resilience. Trained and supported **thriving** digital champions to support colleagues.

The response to the **thriving** program was staggering, the feedback was unlike any other course: people were so thrilled to be able to have a session in work to help them learn how to improve how they were in life, and turn they could see that effect in work. It really was an incredible win-win in all areas. They felt invested in and for some they commented on the fact that it had changed their life as they had never taken a moment to reflect on their needs or have the tools to help them but thanks to the **thriving** program - they did.

97% of attendees said they would recommend a session to others!

95% of people signed up and completed the course.

“Personally, it was life changing to be part of such an inspirational and impactful initiative.”

Anita Sandeman
Director Deloitte LLP





4) Nurture

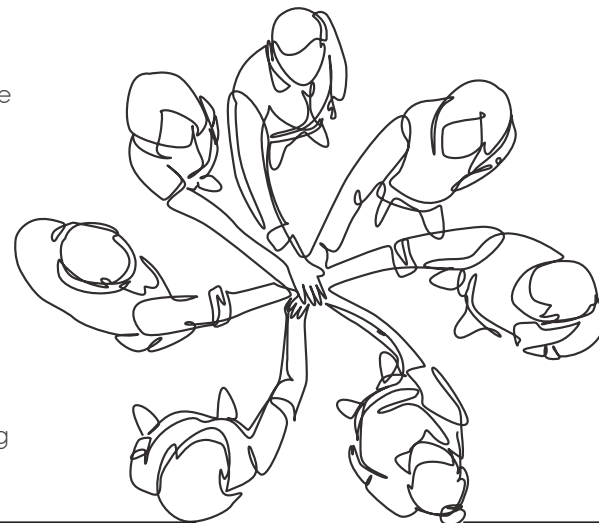
Keep your Champions energised and equipped to meet evolving wellbeing needs.

Once we've achieved this transformation, we can help you keep reaping the rewards of your Wellbeing Network for years, with our Continued Development offering.

Champions are often doing their role from the side of their desk with a lot of competing demands on their time and energy. In our experience, the key to sustaining a stellar Champion Network is making sure they feel invested in, valued and making sure they have the tools they need to have a positive impact.

Developing Champions so they have current relevant skills to help their colleagues is key to the success of the network. For this purpose, we've developed a new offering called **thrivinars** to train Champions to support colleagues with their changing wellbeing needs.

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One person can make a difference. But the impact of several people working together towards the same goal can make **wellbeing** contagious.



If you want to build a brilliant wellbeing culture, you can't start tomorrow. Your people need you today.

Whether you're already inspired and excited to re-engage your Champion Network, or want to chat details, facts, and numbers, we'd love to talk.

[SCHEDULE A CHAT](#)

Please feel free to get in touch directly with Mark Mulligan, founder of **thriving**, at mark@thriving.london

We'd love to help you feel more supported, confident, and even more proud of your wellbeing strategy.