

Welcome to Wellbeing Conversations

...training designed to help staff have safe and effective wellbeing conversations with those they support.

The audience for the training:

The programme is initially aimed at line managers (of any profession, banding or grade), and people in roles which have caring responsibilities for staff (e.g. Union and network representatives).

The benefits of effective wellbeing conversations:

There is plentiful evidence that organisations where there is a culture of listening and mutual support for wellbeing, benefit significantly in terms of employee engagement and performance.

Having regular, supportive, coaching-style conversations:

- Creates an environment where there is high trust, compassion and respect
- Builds connection and a sense of belonging within the team

Helping someone improve their wellbeing will:

- Improve their motivation and productivity
- Benefit service levels

Paying attention to team wellbeing helps:

- Maintain attendance and staffing levels
- Ensure manageable workloads, fairness and morale
- Maintain and improve the quality of service

And it is no exaggeration to say, that a well-timed and skilful conversation could change someone's life for the better.

The agenda for this 3.5 hour session is as follows:

- **Welcome** – getting to know each other, setting the scene
- **Why wellbeing conversations matter**
- **A helpful framework for your conversation**
- **Starting the conversation** – peer coaching exercise
- **What enables supportive, helpful conversations**
- **Continuing the conversation** – peer coaching exercise
- **What if – anticipating challenging situations**
- **Round-up and review**