



Phase 2:

Developing a Flexible Business

We believe that to have sustained success, this approach must be something that is adopted by everyone in the organisation. There must be alignment from top to bottom.

This phase will be broken down into a 3 part program, which will seek to develop the psychological flexibility of staff.

1. Clarify 2. Create 3. Commit

In the Clarify stage, we work with the senior leadership team to ensure they have a clear vision for the future. We will gain insights into the culture that they are trying to create and agree on behaviours that will allow their company to thrive. We will then discuss a variety of leadership styles that are aligned to the successful delivery of the Flexible Mind program.

The Create stage will see all staff engage with the Flexible Mind content. This will come in the form of webinars, short videos and additional written content. This phase will encourage all staff to be present, be open and do what matters, as it gives employees the ability to be resilient and behave in a manner consistent with the company values.

The Commit stage is all about action. Like anything of value in life, this change will take a level of commitment from all staff. This stage will look to produce Flexible Mind experiences that ensure staff have the psychological tools to deal with the numerous pressures that they may face. This will allow them to have sustained wellbeing and performance.



58%

The percentage of employees that believe their line managers actually bought into any efforts that tried to support staff performance (Health and Wellbeing Report, 2020).