



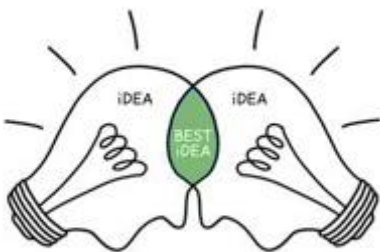
Positive Psychology Learning

Positive Organisations and Happy Employees



About us

Many organisations spend time searching for an edge in a very competitive world. Integral to that edge are the employees and at Positive Psychology Learning, we share the tools that can be used easily and efficiently to increase your employees effectiveness and wellbeing.



We are a leading organisation in implementing a positive psychology approach at work, where we provide courses, coaching and consultancy in the science of success and wellbeing to enable employees to fulfil their potential.

We have over two decades experience in people management and wellbeing and hold Masters in Applied Positive Psychology degrees. We are passionate about bringing the latest psychological approaches to enable employees to fulfil their potential and to flourish in their careers, thus helping organisations to thrive.

Contact us

Phone: 0333 123 1373 | Email: info@positivepsychologylearning.com | Web: www.positivepsychologylearning.com



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Discover New Possibilities

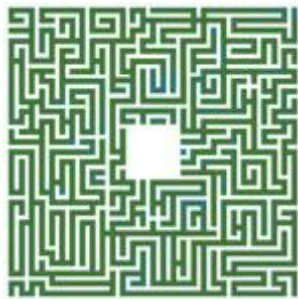
Much in the same way that many sports men and women are seeking the services of sports psychologists to develop ways to achieve peak performance, so now are organisations turning to psychology to look for ways to gain an advantage over their competitors and maximise the potential of their employees. Leaders are learning how to apply psychological skills to grow their organisations and for their employees to be able to perform optimally and to increase wellbeing.



Not all organisations will be experiencing a downturn, indeed some may be doing very well, and taking a positive psychology approach allows organisations to go from good to great. Positive psychology is the scientific research into how people thrive, succeed and perform at their best and it continues to deliver simple and effective evidence-based interventions that can enable employees and organisations to flourish.

Current Challenges

In addition to facing challenges with competitors, organisations often find themselves increasingly having to adapt to find ways of managing their employees, namely:



- Increasing employee engagement
- Improving employee wellbeing
- Reducing stress and burnout
- Creating an attractive company culture
- Attracting and retaining the best talent
- Leadership development
- Performance management

These challenges can have a negative impact on team performance and the reputation of an organisation if not positively addressed. The challenge for organisations is how to make a positive and sustainable change, so as to be seen as the organisation of choice for employees.

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Big Change in Small Steps

Many organisations have a pioneering spirit and a positive psychology approach is a leading edge way to help create positive and flourishing organisations. A positive psychology approach can help your organisation to be the organisation of choice for employees, as they will know that they are going to be valued and supported and that their wellbeing is paramount to the organisation.



At Positive Psychology Learning, we are working with organisations to help them to overcome the challenges that they face, so that employees experience a fulfilling and rewarding time and are able to perform at their best. We achieve this by delivering programmes aimed at addressing the challenges so that teams/departments are able to thrive and achieve their objectives. Our programmes are designed to create a positive and lasting change through enjoyable and effective experiential learning.

How We Work

We like our programmes to be fun and engaging, where participants learn experientially, so as to cement what they learn and are able to take it back into the work environment and implement it. We design our programmes to be an exploration of self and what works well. We are passionate about helping people to perform at their best and to enjoy what they do, because we realise that the majority of adults spend most of their waking time at work.

We will introduce some of the science and interventions, but the focus will be on people being able to quickly and confidently apply what they learn.



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How Will Your Organisation Benefit?

In designing a programme, organisations will see the following benefits for the employees and also the organisation as a whole:



- Increased employee engagement
- Improved happiness and wellbeing
- Higher job satisfaction
- Greater collaboration between individuals and teams
- Improved trust
- More self-belief and personal responsibility from individuals
- Greater employee productivity
- Better suitability of employees recruited
- Lower employee stress and anxiety levels
- Reduced turnover of employees

The impact of these interventions is designed to have a positive effect on all aspects of the participants' lives, including home life, social life, personal relationships and the work environment.

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Our Services Overview

The participants for our programmes can be teams, senior management or entire organisations. We provide a number of different services to organisations, in order to enable them to be even more successful and for employees to flourish. We offer flexibility with our services and the number of sessions and duration can be scaled up and down in order to suit the requirements of your organisation.

In the sessions, we will introduce key applications of positive psychology research, which have been shown to have a positive impact on individuals and teams in the workplace.



Applying Positive Psychology At Work

Our Applying Positive at Work short course is Continuing Professional Development accredited by the British Psychological Society and delivers the following outcomes for individuals and organisations:

- An overview of positive psychology at work
- How positive emotions can improve employee wellbeing
- What are strengths and how they lead to optimal performance
- The science behind compelling and motivating goals
- Managing stress and the psychology of resilience in the workplace

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Positive Organisations Programme

Our Positive Organisations Programme is a series of workshops based on the research and applications emerging from the field of positive psychology. The workshops are designed specifically to address the needs and objectives of your organisation and will focus on implementing the following benefits for employees and your organisation:



- Designing a compelling vision for the organisation to increase motivation
- Playing to strengths - gaining a greater understanding of your own strengths and those of others, so as to use them more effectively
- Boosting resilience - being able to bounce back more easily from setbacks
- Improving wellbeing - Increasing positive emotions
- Creating a happier organisation to overcome negativity
- Cultivating an organisation where people are encouraged to take initiative and overcome inertia
- Building trust and confidence in selves and others
- Making sustainable positive change. How changing our own mindset and choices of how to behave can have a positive effect on others
- Improving employee engagement to increase productivity and morale

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Positive Organisations Support

In-between Positive Organisation Programme workshops, we will be available to take your questions and to help shape ideas and suggestions which arise from previous workshops. It is our desire that the programme is successfully integrated into your organisation and so we will be able to field your emails and calls to give advice and ensure you on track to meeting your objectives.

1-2-1 Positive Psychology Coaching

We will provide 3 x 1 hour 1-2-1 coaching sessions for each of the 12 Positive Organisations Programme attendees. This can be an opportunity for attendees to be coached on specific areas of interest to them, so as to achieve their personal goals at work. We offer flexibility about how we facilitate this by face-to-face coaching, by utilising Skype or phone calls at a time suitable to the individual.



This will benefit individuals by focusing on personal objectives such as:

- **Assisting them to achieve their goals and career aspirations**
- **Finding ways to improve their work-life balance**
- **Increasing their productivity and enjoyment at work**

Activity Centre Day

To further increase the bonding between employees and also to have a little fun and adventure, we put on an active centre day where there are a series of challenges and activities that are designed for enjoyment and to build trust and camaraderie between employees.

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Options

| Standard | Executive | Premium |
|--------------------------------------|---|---|
| Applying Positive Psychology At Work | Positive Organisations Tailored Programme | Positive Organisations Tailored Programme |
| - | Programme Support | Programme Support |
| - | - | 1-2-1 Positive Psychology Coaching |
| - | - | Team Building Activity Day |

What Next?

If you are interested in us facilitating a project to develop new possibilities, running a training course for you and your colleagues or coaching employees in the organisation, why wait, pick up the phone or drop us email. We'd be happy to discuss how we can support you and your organisation to succeed and achieve your goals.

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