



# ARK Academy Virtual Training



## 1 INTRODUCTION

ARK is committed to supporting our clients, especially during these unprecedented times.

Colleagues are facing challenges in terms of their health, work and home life. These include juggling childcare, caring for vulnerable family members, enforced isolation and remote working, all of which might impact on their mental health and wellbeing.

It's important we continue to equip organisations, leaders and their people to cope better with relentless change and promote personal wellbeing.

ARK offer a range of remote support solutions, which enable your people and your business to continue to thrive in these turbulent times, these include:

### 1.1 EXECUTIVE COACHING & MENTORING

Leading an organisation through periods of change and challenges can cause people to feel under pressure in these unprecedented times.

Our highly experienced team have specialisms in Governance & Risk, Housing Management, Supported Housing, Asset Management, Development, People Services and Strategic Business Planning.

We offer remote Executive Coaching and Mentoring, providing critical friend support to help you address business critical issues and overcome challenges.

All sessions are confidential and can take place over the phone, Skype, or FaceTime, at a time to suit you. Your coach will work specifically with your needs, concerns, and specific challenges. You'll get unlimited email and text support to support you through your coaching journey.

### 1.2 MENTAL TOUGHNESS

We accept that change is inevitable right now and at a fast pace. Developing individual's mental toughness ensures they become more resilient, this applies to people operating at different organisational levels. This helps them to perform at their best, even when faced with uncertainty and change.

Mental toughness can be measured through an online assessment and then developed and improved through the utilisation of everyday techniques.

We offer assessments, online training and bespoke in-house programmes which we tailor to your needs.

Dr Peter Clough describes mental toughness as

“the capacity for an individual to deal effectively with stressors, pressure and challenges and perform to the best of their abilities irrespective of the circumstances in which they find themselves”.

## 2 TRAINING SESSIONS

### 2.1 MENTAL RESILIENCE – ONLINE MASTERCLASS (75 – 90 MINUTES)

This seminar provides a simple framework and tools to stay resilient in the face of Covid-19.

By the end of the seminar delegates will be able to:

- Explain what resilience is and why it's important
- Be aware of the factors that undermine resilience at work and when working from home
- Understand what stress and pressure are and be able to spot the signs of escalation of both
- The two causes of all mental stress and take steps to reduce these
- Understand the role of mindset in being resilient
- Practice three ways to reduce stress
- Identify the qualities of resilient people
- Be aware of the 6 disconnections that can increase stress.

Included with this seminar are PDF worksheets providing useful tools and techniques including two question reframe, three control questions, transpose tool, 4 square breathing, gratitude journal as well as signs of escalating stress.

### 2.2 MENTAL RESILIENCE - SEMINAR (30 MINUTES)

This seminar provides a simple framework and tools to stay resilient in the face of Covid-19.

By the end of the seminar delegates will be able to:

- Explain what resilience is and why it's important
- Be aware of the factors that undermine resilience at work and when working from home
- Understand what stress and pressure are and be able to spot the signs of escalation of both
- The two causes of all mental stress and take steps to reduce these
- Learn different ways to reduce stress.

Included with this seminar are PDF worksheets providing useful tools and techniques including two question reframe, three control questions, 4 square breathing, gratitude journal as well as signs of escalating stress.

### 2.3 MENTAL HEALTH AWARENESS - SEMINAR (30 MINUTES)

This seminar will provide a basic awareness of mental health, including the impact Covid-19.

By the end of the seminar delegates will be able to:

- Explain what mental health is
- Understand and explain the mental health continuum and how we can all move around it
- Appreciate the roll and importance of work on mental health – both good and bad
- Spot the signs of stress across all four domains
- Be aware of the many triggers for stress and mental ill health
- How to support good mental health during the pandemic.

Included with this seminar are PDF worksheets that provide useful information on the signs of escalating stress, the MH continuum and signs of depression.

### 2.4 MENTAL HEALTH AWARENESS – ONLINE (240 MINUTES)

This Introductory session accredited by Mental Health First Aid England is aimed at raising awareness of mental health. We limit numbers to 6 people per course so that the instructor can keep people safe and supported while they learn.

By the end of the course delegates will have:

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining well being
- Confidence to offer support to someone in distress or who may be experiencing a mental health issue

Everyone who completes the course gets:

- A certificate of attendance to say they are mental health aware
- A manual to refer to whenever they need it
- A workbook including a helpful toolkit to support their own mental health

During this period of restricted movement and social distancing, these materials will be delivered once this mandate has been lifted.

## 2.5 BUILDING RESILIENT TEAMS TO OPTIMISE ORGANISATIONAL PERFORMANCE – WEBINAR (45 MINUTES)

This 45-minute webinar will describe how mental toughness tactics can support your teams improve performance, confidence and emotional support when under pressure.

All delegates will receive a free MTQ48 psychometric measure which measures mental toughness.

## 2.6 MENTAL TOUGHNESS COACHING:

Mental Toughness coaching is two-fold, it looks at how we perform under pressure and it's how we deal, handle, and cope with the adversity, setbacks, and struggle.

Our coaches can help you to improve your performance, positivity adaptability and wellbeing. This starts through some self-reflection gained from taking the MTQ Plus psychometric test which measures your mental toughness and highlights any mental obstacles you may have.

## 2.7 COACHING FOR GRIEVING EMPLOYEES

Mourning the death of a loved one is one of the hardest things as humans we must do. Sadly, the new coronavirus crisis makes it even more difficult. The virus has already taken the lives of friends, colleagues, and loved ones. In addition to the deaths related to the virus, families will also be experiencing the loss of family members and friends for other reasons, such as an illness, old age or an accident.

The restrictions and safety measures in response to COVID-19 makes grieving, which is already a lonely process, even lonelier. We don't have access to the type of physical contact and support upon which we rely to get through times of loss.

We have professional support available to help colleges that are struggling right now and to assist with the painful transition. Our bereavement coaches are not there to counsel you through your grief as there are many organisations in place to do this, instead we support you to find new strategies for coping with daily life, to manage the anxiety that comes with returning to work and to help you establish ways of moving forward.



If you would like to discuss any of our sessions in more detail, please contact Helen Scurr – Director

Email: [hcurr@arkconsultancy.co.uk](mailto:hcurr@arkconsultancy.co.uk)  
Telephone: 0121 515 3831

