



Wellbeing 4 Life CIC
Company No.: 9423090

Who Are Motivated Minds?

Established in 2011 we specialise in lifelong wellbeing and performance development. However, in February 2015 we officially became a community interest company (CIC) meaning that all of our profits are now reinvested into community projects.

Our Managing Director, Carla Andrews has a vision to provide positive wellbeing that is accessible to all, using a multitude of avenues. Carla, herself is no stranger to over-coming barriers, and as such believes with the right mental attitude, anyone can achieve their goals.

Most recently Carla has been seen on ITV's 'Good Morning Britain' and has been selected as a 'This Girl Can' Ambassador. Furthermore, Carla has also been nominated for the UK Ambassador for Global Wellness - nominated by none other than internationally recognised expert, physician, scientist and author Dr Pamela Peeke.



What do Motivated Minds do?

Working across the life span we empower our clients and build their confidence, as well as give them the insight and tools needed to take control of their health and wellbeing. As a result aiding them to maximise their health and achieve their full potential. Our mantra is 'Be More', as we believe in giving people the opportunity to grow as individuals - regardless of their age, and past/current circumstances.

The foundation of our provision stems from the NHS five elements of wellbeing; Connecting with others, being active, continued learning, giving to others, and mindfulness. In support of these elements our staff and associates have expertise in positive psychology, psychotherapy, occupational therapy, and coaching interventions. Focus is given to individual strengths and facilitating skill-sets which aid achievement and fulfil potential, as well as promote good mental and physical health.

Why Choose Motivated Minds?

We are passionate about getting it right for you first time, we will listen to your exact needs, support your values to meet your desired outcomes.

Described as professional, knowledgeable, passionate and innovative by both our partners and our customers. We pride ourselves in offering you the very best service – going that extra mile, which is why we have become a provider of choice.

All of our staff work in a way that is engaging, open, fun, and creative, making your experience with us highly, engaging and memorable.

How to Contact Us?

Call us, email us – it's up to you. Our number is 01268 450 565, alternatively email info@motivated-minds.co.uk. You can also follow us on Facebook, Instagram or Twitter just search Motivated Minds.

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Child & Adolescent Wellbeing

Section 1

Young people are facing an increasing range of pressures associated with modern life. Early adolescence is a critical time period of vulnerability for developing mental health issues such as depression. It has been estimated that approximately half of lifetime mental disorders begin in the middle teenage years. Also, the incidences of mood, anxiety, psychotic, personality, eating, and substance use disorders are highest in adolescence and early adult life.

Our services have been specifically designed to improve young people's chances by giving them the skills they need both in school and in life. Our mentoring and coaching service aims to support young people on a one-to-one, whereas our workshops are suitable for both small and large groups.

Employment Support Wellbeing

Section 2

Supporting the unemployed, not only with the skills they need to find work and sustain in work, but also a strong focus on the soft skills needed to succeed in today's job market is our aim. Furthermore, we listened to local job centres' and tailored our programmes to meet specific needs of specific groups, such as lone parents and NEETs. With the right advice and guidance, and a combination of mind-set, motivation, confidence and resilience job seekers are empowered and given the tools to change their lives for the better.

Workplace Wellbeing

Section 3

Wellbeing in the workplace is, in part, a function that helps employees do what is naturally right for them. A plethora of research indicates that employee wellbeing is good for business as it substantially reduces costs in a variety of areas including recruitment, absenteeism and error rates. By showing how much you value your staff and their contributions towards your company through a well-structured wellbeing incentive and performance development programme you will not only build a culture of employee engagement but will also enhance workplace wellbeing.

Community Wellbeing

Section 4

We are very proud to work within many communities and make a difference. Our various wellbeing initiatives have built upon community spirit, reduced social isolation whilst enhanced individuals overall wellbeing.



Child & Adolescent Wellbeing

Our wellbeing services aim to help young people with a range of social and emotional skills, which are the foundation to success within school, work and life.

Young people are facing an increasing range of pressures associated with modern life. Early adolescence is a critical time period of vulnerability for developing mental health issues, such as anxiety, low self-esteem and self-harm. However, with appropriate and swift intervention support can be given to minimise impact and help the young person develop a healthier mind. We do this through several means:

Firstly, for those greatest at need we offer; Mentoring, or Coaching interventions. Offering young people one-to-one proactive support, giving them a chance to talk freely, and explore their options.

Secondly, for small or large groups a series of workshops which fit together to make a programme designed to identify and tackle specific issues. Each of our programmes breaks down into smaller 1 hour workshops.

- **Head Start** (identity, values and beliefs)
- **Calm & Cool** (frustration, anger management and meditation)
- **Positive Mind** (self-esteem, positive perceptions, assertiveness, confidence, and resilience).
- **Set 4 Success** (Visualising the future, goal setting, and impossible to possible)
- **Be Happy** (gratitude, mindfulness & happiness)
- **Body Programme** (self-image / presentation, brain power, nutrition, exercise and sleep)
- **Positive Relationships** (Family & Friends, Love, & you)
- **Sexual Health** (The body, expectations, STIs & contraception, consent, teen pregnancy)
- **Educate 4 Employability** (Skills & Abilities, CV & application writing, labour markets & commuting, interview prep & follow up).

New for 2016 a five day full-time intensive programme

- **Life Choices** (hard hitting intense programme designed for those most at risk of/or making poor choices. Covers; drugs and alcohol, sexual health and safety on-line).

Finally, we also offer a series 'Let's Talk...' one off workshops specifically designed to raise awareness, challenge negative beliefs, and provide preventative / coping strategies, as well as offer support / advice. All the workshops are also adaptable for staff training and parents.

- ADHD
- Dyslexia
- Aspergers
- Self-harm
- Body Dysmorphia (body image)
- Sugar (Energy drinks - brain & behaviour)
- Drugs & Alcohol (including legal highs)
- Online Safety (grooming & radicalisation)

We also build programmes to your exact requirements, just give us a call to discuss your desired requirements.

Head Start

Our Head Start programme has been specifically designed to enhance children's emotional wellbeing. Research has shown that teenage years are a critical time period of vulnerability for developing mental health issues such as depression, and disorders such as mood, anxiety, eating and substance. Acting early to give children the capabilities they need to cope as they go through their teenage years is imperative to their future potential. Head Start is based on the following themes;

- Identity
- Values
- Beliefs

Calm & Cool

With increasing pressures, both socially and academically young people are under increasing pressures, mix that with changing hormone levels and often you have young people that find it increasingly hard to cope. This workshop has been designed to cover techniques to help teach young people coping mechanisms to deal with frustration, anger and stress.

- Brain basics
- Feelings & emotions
- Stress
- Frustration & anger
- Cool & calm techniques
- Talking & listening

Positive Mind

Our *Positive Mind* programme aims to kick start a new way of thinking. Based on challenging notions of self - often imprinted by media, this programme awakens a new, healthier mode of thought and highlights the importance of independent, healthy thinking which is vital for aspiration and achievement.

- Self-esteem
- Positive perceptions
- Assertiveness
- Confidence
- Resilience

Set 4 Success

Leading on from our Positive Mind programme, the Set 4 Success looks at the people who have overcome all odds to lead a happy, healthy life. By encouraging our audience to look beyond barriers and think about their own goals and how to achieve them.

- Attitude (Self talk)
- Belief (Mind-Set)
- Confidence (Comfort Zones)
- Determination (Resilience)
- Energy (Persistence)
- Failure (Learning through failure)
- Goals (Setting achievable goals)

Be Happy

Be happy takes a look into 'mindfulness', and thus helping them cope with stress. By teaching young people how to pay attention to the present moment, as well as being more aware of how the here and now is affecting the 'whole' you, programme offers real benefits to those that suffer from stress and anxiety.

- Gratitude
- Mindfulness
- Happiness

Body Programme

First devised & delivered in 2003 to combat hygiene and self-image problems. Since then the Motivated-Minds Body Programme has grown to also cover airbrushing, overly skinny models and other media techniques which dangerously impact upon self-image. The aim is to tackle this cultural pressure early on and lead to self-assurance and body confidence whilst also recognising the importance of health body, healthy mind. Body Programme is based on the following themes:

- Self-image
- Self-care & body language
- Body & Mind
- Sleep
- Nutrition
- Exercise

Positive Relationships

Maintaining positive relationships with others over time and across situations are key to both our mental and physical health. This programme looks at the various forms of connections and identifies healthy and unhealthy traits, as well as the skills needed to build healthy relationships.

- Family
- Friends
- Intimate
- Communication
- On-line safety (including grooming and exploitation)

Sexual Health

As puberty begins, young people start to become aware of their own sexuality and can become very vulnerable to exploitation and the consequences of poor decision-making. By giving young people accurate and relevant information appropriate to their age, we provide the foundation for them to make informed choices about their relationships and sexual activity.

- The Body
- Expectations
- STIs & Contraception
- Consent
- Teen Pregnancy

Education 4 Employability

Preparing young people for the world of work is an essential part of their education. Young people need to develop the personal qualities, skills, knowledge, understanding and attitudes which will give them a strong foundation for lifelong learning and work in a rapidly changing economic environment. Therefore, Motivated-Minds has developed programmes that aim to inform young people about the world of work and teach them the skills they need to manage their careers independently. This foundation will give pupils a better basis for making informed decisions in relation to education, training and career choices. Education for Employability is based on the following themes:

- Personal Development Planning – Aspiration, motivation, goal setting, skills & qualities
- Traineeships/Apprenticeships
- CV Writing and Personal Statements
- Employment Rights & Responsibilities
- What Employers Want
- Job Search Skills – Speculative, digital
- Interview Skills

Life Choices

Our 'Life Choices' intensive 5 day programme has been designed to help young people to successfully navigate choices that will ultimately affect their future. This programme is suitable for the hardest to reach and that are at imminent risk of detrimental behaviour.

- Drugs & Alcohol
- Knife Crime
- Gang Crime
- Online Safety
- Radicalisation
- Team Work
- Positive Change & the Future

Let's Talk...

Our Let's Talk... sessions have been specifically designed to tackle many key issues affecting young people. We aim to raise awareness, challenge negative beliefs, and provide preventative / coping strategies, as well as offer support / advice. All the workshops are also adaptable for staff training and parents.

- Sugar (Energy drinks - brain & behaviour)
- Drugs & Alcohol (including legal highs)
- Online Safety (grooming & radicalisation)
- ADHD
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Employment Support Wellbeing

Working with the Department of Work and Pensions, prime providers and key stake-holders we offer various packages to the unemployed. We understand that competition for all jobs is fierce, and popular job roles can receive hundreds even thousands of applications – either CVs, or application forms – or a combination of both. It is a fact that the longer a person is unemployed the lower the motivation to find work becomes. With decreasing confidence, job search and interviews become a disheartening.

However, our specially designed '*Stepping Forward*' & '*Foundation 4 the Future*' programmes aim to holistically help individuals on their journey into securing employment through the facilitation of essential life tools, such as building confidence, goal setting and positive mind-set. We lift the lid on the secrets of recruitment and what individuals should be doing to ensure they stand out from the crowd.

Our training is delivered within a small and personalised format, which builds a group spirit and team work. Our delivery times and lengths can be tailored to suit. However, we believe in tailoring our delivery to groups such as:

- Lone parents
- NEETs
- Prison Leavers
- 18 - 24 year olds
- Over 50s

This way we ensure our programmes are relevant and engage. This also allows us to add in, as required additional activities / facilities, such as: personal challenges (activity days / child care).



Stepping Forward

A programme designed to reinvigorate, motivate and empower the unemployed. Our '*Stepping Forward*' Programme is a quick intervention which will put clients in the best possible mind-set & give them the necessary skill set to secure employment with workshops covering:

- Confidence & Self-Esteem Building
- Goal Setting & Mind-set
- Employee Rights
- CV & Application Writing
- Optimum Job Search
- Interview Preparation
- Mock Interviews
- Follow-ups

Foundation 4 the Future

Our 'Foundations for the Future' is aimed at those further away from being 'work ready' and is an intense course specially designed to build on personal development first, before moving on to job search skills. Workshops include:

- Beliefs & Values
- Self-Esteem
- Building Confidence
- Positive Mind-Set & Self-Talk
- Past, Present, Future
- Goal Setting
- Communication
- Healthier You (Mind/Nutrition/Exercise)
- Drugs & Alcohol Awareness
- Team Building
- Employee Rights
- CV & Application Writing
- Optimum Job Search
- Interview Preparation
- Mock Interviews
- Follow-ups

We also run team activity / personal challenge days, taking our clients out of the classroom environment, embedding life lasting empowerment. Activities have included:

- Laser Tag
- Rock Climbing
- Wakeboarding
- Sailing

We pride ourselves on our into work success rates, and the fact that we have positively changed so many lives.

I would like to thank you for the help and support given to my son whilst on your programme.

During the time he has spent with you I feel he has gained confidence and learnt new skills.

The trip you took him on, found him discovering that he could achieve things he'd never thought he could and felt very proud of himself.

I am also happy he has made new friends.

I feel this course (Foundations 4 the Future) has been very positive for him.

T. Steward 2015

Because Your People Matter

Latest research consistently proves that employee wellbeing is a better predictor of people's productivity than job satisfaction. It has been shown to be a key determinant of organisational performance and the number one driver of employee engagement. Embedding employee wellbeing at the core of your workplace will positively impact upon:

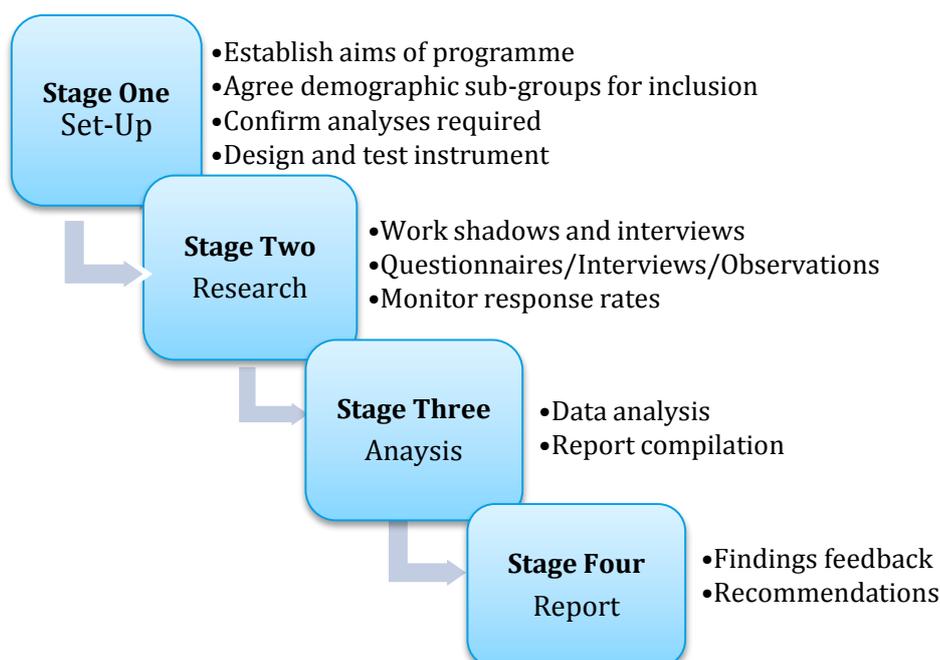
- a reduction in sickness absence
- increased staff morale and motivation
- an increase in team communication
- higher performance levels
- increased staff retention
- productivity
- employee engagement and loyalty

Our appraisals are carried out using a scientific approach through holistic and qualitative assessment practices. Our independence allows us 100% objectivity, providing you with an in-depth, realistic and honest appraisal of your business, department, and team.

Performance Appraisals

Before we can conduct a wellbeing appraisal, it is necessary for us to establish the desired outcomes for your business. We value getting to know you and what your company stands for as this helps us tailor to your exact requirements. The length of the process is dependent on business size and requirements. However, we recognise the importance of minimal intrusion and will work with you to agree a suitable time frame throughout our four stage process.

This is our typical four stage process.



As we are independent, you are assured of 100% objectivity providing you with an in-depth, realistic and honest appraisal of your workforce wellbeing.

We offer various formats of analysis, however what makes us unique is our qualitative approach as it provides a deeper insight into employee wellbeing. It also uncovers prevalent trends in thought and opinion, giving a truer, more accurate picture. Our analysis covers seven key areas of employee wellbeing.



After the analysis has been conducted you will be presented with a full report. We would then design and implement a bespoke Wellbeing@Work programme based on the appraisal and the company's budget.

Wellbeing@Work

Whilst research has found cash incentives are not necessarily key to employee well-being, well managed incentive programmes do have a positive impact. Below are a few of our favourite incentives we have found that raise workplace wellbeing and engage employees:

- Wearable technology and in-house competitions
- gift vouchers
- an informal lunch with senior management
- reward & recognition
- additional leave
- novelty gifts
- sending notes of appreciation
- discounted fitness club memberships
- family day trips to theme/leisure parks/Zoos
- Volunteering activities

A key component to workplace wellbeing is the equipping of employees with tools that empower and support both professional and personal growth through development.

Wellbeing & Performance Development

We believe in developing your people through engaging practices enabling them to be more exploratory and empowered. Our workshops have been especially designed to equip your staff with the tools they need to both maximise their well-being and performance to an optimal level.

Our wellbeing and performance development is offered in a variety of formats to meet your business needs, including one hour lunch & learn, half day, or full day workshops. We also recognise that many businesses operate out of the realms of Monday to Friday 9-5, therefore we offer full flexibility. Whenever you are free we can deliver.

Mental Health

Stress & Burnout Management

High levels of stress and burnout impact the effectiveness and wellbeing of your employees. Both addressing current, and working to minimise stress and burnout is a priority issue.

Our workshop has three aims:

- Raise awareness and reduce stigma
- Furnish employees with techniques to manage stress and burnout
- Educate line managers to discuss stress and burnout with staff

Physical Health

Mind, Mouth & Muscle (weight & fitness management)

Weight and physical health issues are another one of the most re-occurring themes found in our wellbeing analysis.

Our series of Mind, Mouth and Muscle workshops link nutrition, meals, snacks and drinks, as well as exercise to the workplace to help your staff live healthier lives. Additionally, we also include relaxation and sleep workshops as this is a large contributor to both physical and mental health.

Effective Working

Team Building

A team is a collection of individuals guided by a common goal striving for the same thing and can make or break a working environment.

This workshop has been designed to build stronger performing teams through the discovery of shared goals, values and motivations. We then introduce team formation theory, with each individual identifying their own personal team role characteristics. We finish with barriers to effective team work and how to overcome them.

Effective Communication Strategies

Our ability to communicate effectively is best judged by the effect it has on others, the impact it generates and the results it achieves. But all too often the message gets lost through poor communication.

Our programme identifies why communication matters and illustrates principles for effective employee communication. Implementing essential tools to help create a work culture will improve communication skills, enhance working relationships and result in better performance.

Customer Service

Excellence in customer service is a key determinant for business success, especially in today's fast changing market place.

Our customer service workshops provide the knowledge and skills required to deliver and maintain the standards your customers have come to expect. It will also provide your employees with techniques essential for providing customer satisfaction. The workshop will enhance each participant's ability to handle interactions with customers and implement best practices whilst developing customer loyalty.

Presentation Skills

Presentations information clearly and effectively and public speaking are key skills to get your message across in many aspects of work and life.

Our workshop incorporates: developing the confidence and managing nerves, using props, slides and aids, handling your audience with courage and confidence, gesture and space, working with questions, handling difficult people.

Effective Leaders

Effective Leadership

Developing your staff to become your future leads carries many benefits to both employee well-being and to your business.

This workshop has been developed to identify the definition of leadership, as well as identify different leadership styles and their effectiveness to influence, motivate, inspire and challenge others.

Lead to Exceed

Great leaders have many attributes that inspire people to follow. This programme will develop good leaders into great leaders.

The workshop explores communication, work ethics, delegation, resilience, as well as the prevention of stress.

Coaching for Performance

Coaching is a powerful tool that empowers employees to make decisions that will improve upon their current situation. It can also help leaders develop their teams.

This workshop introduces theoretical concepts and models of coaching, such as goal setting. With a range of interactive activities it will enable employees to reflect on the skills, qualities and behaviours of effective coaches, and the principles and values which underpin the process.

Beliefs, Values & Attitudes

Our behaviours are very much determined by our beliefs, values, and attitudes.

This workshop explores where beliefs and values come from, and how they shape attitudes. The outcome is to have a deeper understanding of ourselves as leaders, as well as what shapes our workforce, including strategies to engage those with differing attitudes.

What Next?

All our programmes are bespoke to your business needs, just tell us the outcome you desire and our team of experts will create a workplace wellbeing programme to facilitate your end goals. So, call us today to arrange an appointment whereby a member of the Motivated Minds team can visit you at your convenience and discuss your business needs.

Corporate Social Responsibility

We work alongside many organisations large and small, to help give back and positively impact local communities. We have arranged; support to the unemployed through donations of interview clothing, planting of edible produce, as well as community festivities for those that would have otherwise been alone on Christmas day.



To find out how your organisation can make a difference, please call and speak with a member of our team.

Community Wellbeing

When it comes to wellbeing, evidence shows that our relationships affect both our mental and physical health. After all, we as human beings are social animals, and our relationships with other people matter to us.

Nurturing our relationships can help us feel happier and more secure, and can give us a greater sense of purpose. Strong relationships with family and friends can allow us to share our feelings and know that we are understood. They provide an opportunity to share positive experiences, and can give us emotional support, as well as the chance to support others.

However, many changes can happen in life that leave us with either little, or no network. With this in mind we build networks to help connect people with their community, making it a healthier place to live and work.

Currently, we facilitate numerous programmes, including:

- Exercise Buddies - Various Walk 4 Wellbeing and monthly personal challenges for all abilities. However, particularly aimed at those furthest away from optimum health. The focus is on moving the body in a social and fun environment, so that participants grow in both fitness and confidence.
- Intergenerational Programme - Bridging the GAP (young & OAPs skill & story swapping). Originally devised to bring alternate ends of the community together, and facilitate positive mental health. This successful programme continues to have a positive and lasting effect on its participants.
- Community based Health & Wellbeing Workshops. Running our 'Strive to Thrive' workshops in the community not only brings people together, but also educates them on self-development. Sessions include:
 - Behaviour Change
 - Self-esteem
 - Confidence
 - Assertiveness
 - Positive Mind
 - Resilience
 - Mindfulness
 - Goal Setting
- Incredible Edible - planting & growing edible foods in public areas. This popular initiative brings together the commercial community giving space to grow aesthetically pleasing edible foods for the public to harvest.
- Youth clubs / board game clubs. Giving people a chance to socialise in a safe and warm environment is increasing important. That is why we have set up many localised clubs.



If are interested in our community wellbeing provisions either as a commission or as a user, please do not hesitate to contact us.

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