

Mastermind group

Rebalancing the workplace for the 'new normal'

A 12 month mastermind journey for HR Specialist, D&I Leaders and senior managers committed to women's progress in the workplace.

The pandemic lockdown shone a spotlight on the invisible burden of unpaid care carried out by many female employees. Gender blind remote working policies proved inappropriate for mothers juggling work and childcare. As we move into the 'new normal' we have an unprecedented opportunity to upgrade workplace policies and practices so they fully support women; and create more balanced organisations.

Be part of a mastermind group of like-minded colleagues as we work to rebalance our organisations

The mastermind is a structured 12 month online programme designed to support you improve gender balance, wellbeing and work-life balance in your organisation.

Limited to ten participants, the group will meet online monthly for two one hour sessions. The first will be a teaching call based on a specific topic. This will be followed by a coaching call to support you in taking action between teaching sessions; so you keep progressing the agenda in your organisation.



Mastermind benefits

As a member of the mastermind group you will:

- Have the support of like-minded peers as you work together to identify challenges, share ideas and implement solutions.
- Have access to world class expertise at a fraction of the cost of bespoke consultancy.
- Acquire the knowledge and skills needed to support your personal transformation into an HR change maker.
- Work to address solid business issues and generate tangible change in your organisation; enhancing your reputation and career prospects in the process.

The 12 month programme at a glance:

During the programme you will be guided to set firm foundations, take action and review progress.

Month	Topic
1	Getting to know each other. Introductions, goals and aspirations.
1	The three keys to a balanced organisation. Identifying what's currently happening in your organisation
2	Setting 3 and 9 month objectives. Analysing quick wins and longer term goals. Making costed proposals.
3	How we redesign jobs for balance; and why it's at the heart of the process
4	Revising Policies and Processes
5	Addressing systemic issues
6	Mid term review
7	Introducing positive psychology
8	How do we change culture?
9	Planning, running and evaluating pilot programmes
10	Identifying training needs and developing training plans
11	Developing training content
12	Final review and action plans

(Please note: this is an indicative outline; and monthly topics may change as the programme will be tailored to the needs of participants.)

Mastermind Facilitator Anna Meller

Over the past 25 years I've specialised in both strategic and operational aspects of work-life balance. During that time I've worked with organisations at all stages of their journey to support employees in having balanced lives. I'm recognised as one of the UK's leading experts.



I'm a published author, international speaker, coach and consultant. Since 2009 I've been an active member of the British Psychological Society's working group on Work-Life Balance. I have an MSc in Organisational Behaviour and I'm a Chartered Fellow of the CIPD.

Fees

£500 + VAT per month invoiced quarterly. Invoices must be paid no later than the final day of the first month in the quarter for mastermind participants to continue the programme.

No refunds will be offered, but you may cancel your participation in the mastermind by giving at least one month's notice prior to the end of a quarter.

Materials

Materials will be issued immediately prior to the start of each month; and will also be accessible for download on my website. All materials remain my copyright. You may use them as appropriate to carry out your mastermind project. You may not share them with third parties or use them for any other purposes.

Please note: all materials are provided for training purposes only. They should not be construed as offering professional advice or legal guidance.

For more information:

Email: Anna@sustainableworking.co.uk

Call: **07761 377924**

"The understanding of our requirements was very high and our needs were addressed accordingly. The quality again was a very high standard - advice was relevant and concise to business needs. We achieved a lot in the time allocated. This project has been extremely useful to our firm." LA Shepherd & Wedderburn

"Anna developed a good understanding of our organisational culture. Her work was always of a consistently high quality. She was always reliable. It was a pleasure to work with a consultant who is knowledgeable, but not narrow minded in her interests. We found her to be flexible, willing to go that extra mile for us, understanding of the many competing demands on our time and resources and did her job with good humour and a large dose of patience!" TW, LB of Brent