

## Mastermind group

# Rebalancing your workplace for the 'new normal'

*A 12 month mastermind journey for HR Specialists, D&I Leaders and senior managers committed to creating balanced workplaces.*

The Pandemic brought unprecedented disruption to many workplaces. On the plus side it forced a rethink of working practices. On the minus it also accelerated the trend towards #AlwaysOn working (with consequent negative impacts on wellbeing); and may have set back women's equality by as much as 25 years. Moving into 2021 and a 'new normal' we have the opportunity to **reorient**, **refocus** and **rebalance**.

***Are you ready to upgrade your workplace to become a balanced organisation where everyone can thrive?***

## Be part of a mastermind group of like-minded colleagues working to rebalance our organisations

The mastermind is a structured 12 month online programme designed to support you to 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:

- Move your organisation closer to becoming a balanced workplace; addressing solid business issues and generating tangible change.
- Develop the knowledge and skills needed to become an HR change maker; enhancing your reputation and career prospects as a result.
- Benefit from 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.

## The 12 month programme at a glance:

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

### Month Topic

- |    |   |
|----|---|
| 1  | Getting to know each other. Introductions, goals and aspirations.   |
| 1  | Introducing the three keys to a balanced organisation; and identifying what's currently going on in yours.      |
| 2  | Setting 3 and 9 month objectives.<br>Identifying quick wins and longer term goals; and developing costed plans. |
| 3  | How do we change culture: Addressing the systemic issues.   |
| 4  | Redesigning jobs for balance; why it's at the heart of the process  |
| 5  | Introducing positive psychology   |
| 6  | Planning, running and evaluating pilot programmes   |
| 7  | Mid-term review   |
| 8  | Upgrading Policies and Practices  |
| 9  | Identifying training needs and developing training plans  |
| 10 | Developing learning content that supports better balance  |
| 11 | Putting it all together. Taking stock of where you are now.   |
| 12 | Future 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

For 25 years I've been focussing on both the strategic and operational aspects of work-life balance. I've worked with organisations in the public, private and not for profit sectors; and at varying 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](mailto: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