Resilient Team Academy Corporate Package

A membership for busy leaders who want to create a happy, thriving and connected team, even in the new ways of working which gives them monthly leadership webinars, off-the-shelf team building activities and resources to support their teams for resilience, wellbeing and productivity.

Current challenges

In the new ways of working, teams are more fragmented than ever, either working exclusively from home or a mix of the frontline and home. This new way of working looks set to be with us **long term** - even when the COVID pandemic is over.

Connecting as a team has become more challenging as virtual meetings have become the new normal, and whilst virtual working has revolutionised the world of work, it has meant that **we have lost something valuable from the workplace** - the face to face and informal interactions that often make work worth it.

We are missing out on those 'watercooler conversations' which so often help us **solve our problems or throw new light on a situation.** Staff are feeling **an increasing sense of isolation and loneliness**, teams may only be getting together online to discuss processes and tasks and it is **too easy to forget the human to human, personal interaction** which we all need.

Staying mentally fit at work is a challenge and we are experiencing **high levels of virtual fatigue** and energy depletion which resting just doesn't seem to fix.

Workload seems to be spiralling out of control and some teams are feeling overwhelmed and **struggling to maintain a good work life balance** - made even harder when home often IS work.

Managers want to help their team members but this takes up so much time and **they are often worried about their own levels of stress** and burnout.

We know what it's like to worry about the wellbeing of your own team whilst trying to do the day job yourself. We know how busy and overwhelmed leaders and managers in high stress organisations feel right now which is why we've created this membership which **gives leaders the structure, training and tools** to take them and their teams from stressed and exhausted to calmer, in control of their work and thriving in life.

The Resilient Team Academy is for

Professionals in high stress organisations who may:

✓ Be a manager, trainer, appraiser, coach or even the boss...
✓ Lead one or more teams, with or without direct reports...
✓ Have a team which is virtual, face-to-face or a mix of both...

The Resilient Team Academy is:

An online training and membership programme for busy leaders who want to build a happy and thriving team.

Giving leaders the complete Shapes Toolkit™ system and coaching tools to do less in order to support their team better and reduce the overwhelm and stress of being a great manager.

The membership will teach managers how to use the Shapes Toolkit coaching and productivity tools in one-to-one conversations and team meetings and provide videos and short activities to use in these meetings so they can increase the productivity, wellbeing and resilience of themselves and their teams.

Each member will get access to the core content lessons and resources teaching about the Shapes Toolkit plus video coaching demos showing them how to use the Shapes tools in one-to-one conversations.

In addition, every month they will receive:

- One short bitesize video and activity template to use in a team meeting to focus on a particular issue with their teams
- A Deep Dive Live Masterclass webinar focussing on one aspect of leading and supporting a team through the new ways of working using the Shapes Toolkit resources
- A live Q&A '10 in 10' session
- A dedicated community discussion forum where they can interact with likeminded peers, get community support and advice, share resources and interact with the Shapes Coaches.
- A dedicated online members area where they get access to all the Shapes resources – worksheets, handouts and workbooks
- A licence to use all the Shapes Toolkit resources.

The Shapes Toolkit

The Shapes Toolkit is a set of breakthrough coaching, productivity and wellbeing tools which helps managers and their teams have better conversations, take control of their workload and increase their wellbeing and productivity. The tools are based on neuroscience and positive psychology principles and have been used all over the country by doctors and other professionals in high stress jobs to help their teams thrive at work.

This is a flexible, low-cost way for managers and leaders to get the full Shapes Toolkit Programme in bitesize chunks together with extra community support, webinars and resources to help them use the Shapes coaching and productivity tools with their teams so they can get a happy and thriving team.

Costings

At the launch in April 2021, the cost will be £17.48 ex VAT per month or £180.83 ex VAT annual fee

I would be very happy to give a corporate discount for batches of memberships purchased:

Number of memberships bought	Annual Price per person (ex VAT)	Giving a monthly price equivalent of (ex VAT)	% discount on usual pay monthly price (£17.48)
1-9	**£180.83**	£15.07	14%
10 - 24	**£172.50**	£14.375	18%
25-100	**£155.83**	£12.99	26%
100 +	**£139.17**	£11.60	34%
200+	**£122.50**	£10.21	42%

Process

When you purchase the memberships, we will send you the required number of individual codes which will then give your staff immediate access to the membership community and resources. The fee is renewable annually. The membership is only open to new members twice per year. The cost excludes VAT.

About the Resilient Team Academy

The Resilient Team Academy has been created by Dr Rachel Morris and the monthly training is delivered by Dr Rachel Morris and Annie Hanekom. You can find out more here Resilient Team Academy

Dr Rachel Morris

The Shapes Toolkit was the brainchild of Dr Rachel Morris, a GP with a background in Medical Education. A thought leader on resilience in the workplace, and an Executive and Team Coach, she is part of the Faculty for the University of Cambridge (Institute for Continuing Education Post Graduate Certificate in Medical Education) and regularly lectures around the country on leadership, resilience, workplace stress and thriving at work.

Rachel had 18 years' experience as a practicing GP within the NHS. During this time, she treated many patients with stress related symptoms, often work related. And as a busy GP she fully understands the challenges of working in a busy and highly stressful environment.

Rachel understands how the ability to cope with the demands of the job and respond well in a high-pressure environment is vital to good performance, and that people are looking to thrive rather than just survive. She understands the impact that the work environment has on wellbeing and productivity and is passionate about helping organisations empower their people to support each other effectively for resilience and productivity. Rachel has worked extensively with managers and their teams delivering developmental training for resilience in a range of high stress organisations, including the NHS. Find out more about the Shapes Toolkit at www.shapestoolkit.com and please contact Rachel to discuss requirements and get further details rachel@wildmonday.co.uk

Annie Hanekom

Annie is an **executive coach, facilitator and leadership practitioner.** She has spent more than 16 years in the consulting and leadership development arena both in the UK and in South Africa, currently based in Cambridge in the UK, serving global clients in both locations. She has coached and advised on leadership, team and personal effectiveness and focuses on building deep self awareness in individuals.

Annie combines experience in consulting with her strong interpersonal skills and draws on her endurance athletics passion and experience to focus on building leaders' potential, providing thinking partnership and working with individuals and teams to evolve their awareness of themselves. She does this through advising on **people strategy, leadership programme development, facilitation and executive and team coaching.**

What our clients say:

'I find that the Shapes has given me a comprehensive menu of tools which helps me reduce stress and get my work done. Having the material at my fingertips means that I am always well prepared for one-to-one sessions with my team. The Shapes really do help transform the way that I think about my work situation' Senior Manager, City and Guilds Group

"I really, genuinely recommend the Shapes Toolkit. It's had a real impact on teams and individuals, it's accessible, applicable and transferrable across teams." Matthew Walker, Publishing Director, Cambridge University Press

Appendix 1: The Shapes

Shape	What is it?	How does it help?
The Stressors Hexagon	The 6 causes of workplace stress.	Enables people to identify the potential causes of stress in their workplace and make the necessary changes
The Vortex of Busyness	The 8 'Ways to wellbeing' and signs of stress	Enables teams to have conversations to increase their wellbeing and recognise when colleagues are heading towards burnout.
The Prioritisation Grid	The Urgent / Important time management matrix	Helps people to prioritise their workload and to set aside time to deal with the important things first
The Coaching Pentagon	The GROW Coaching model	Enables managers to have empowering conversations in which team members are able to solve their own problems.
In the Corner	How we react badly when stressful things happen (and our amygdala has taken over)	Helps team members recognise what triggers them to become stressed, and change their reaction to stressful events
The Drama Triangle	The Karpman Drama Triangle – identifying when you are stuck in a game as either a victim, a persecutor or a rescuer	The drama triangle helps people to identify when they are taking an unhelpful role, be it as persecutor, victim or rescuer. It helps them move away from a victim mentality and helps empower others to do so.
The Zone of Power	The things you have control over, and the things that you can't control	This empowers teams to take more responsibility over the things that they can control and enables them to be more proactive.