

The Workplace Wellbeing Solution

Melanie Davies
MIND SOLUTIONS

melaniedaviesmindsolutions.com

A young woman with long brown hair, wearing a white long-sleeved button-down shirt, is sitting at a desk in an office. She is smiling broadly, looking down at something on the desk. The background is a blurred office environment with other people and desks.

Improving health, happiness & habits

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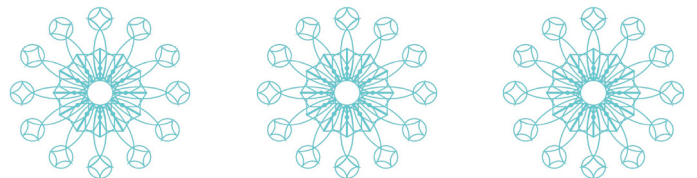
A unique, evidence-based programme to improve wellbeing, optimise healthy sleep, promote stress management and build resilience in your workplace.

Melanie Davies MIND SOLUTIONS



Her mission is to help individuals improve their health, happiness and habits, building resilience to find joy and success, both in and out of the workplace.

By combining her expert knowledge of learning and understanding of human behaviour with therapeutic training, Melanie has created programmes for wellbeing and professional development. These are adaptable to suit a range of workplace settings from the corporate sector to healthcare and public service providers.



"Good health IS good business"

Melanie is an award-winning sleep and stress management consultant and clinical hypnotherapist with a background of over three decades in high-stress, high-accountability educational settings as an accredited lead practitioner, teacher, trainer, coach and mentor. She holds additional specialist qualifications in Stress Management and Resilience Building approved by the International Association of Stress Management, ISMA (UK).

In 2019, she was honoured with a Founding Fellowship to the Chartered College of Teaching for services to education.



Paul Dreschsler - CBE Chairman
International Chamber of Commerce (U.K.)



The Problem

Recent years have seen a well-documented increase in challenges to the nation's mental health, with many contributing factors from the after-effects of COVID to the cost-of-living crisis. Even in the most positive of workplaces, the impact of this increased pressure can be felt as individuals struggle to juggle the demands of their professional and personal lives in a fast-paced, stressful world.

Melanie Davies Mind Solutions provides services to educate and support your workforce to take control of their wellbeing and overall health. Not only does this leave you with healthier, happier teams, it brings long-term benefits of staff retention and greater productivity.

The Cost of Poor Sleep

Around two-thirds, (71%) of adults have less than the recommended 7–9 hours of sleep, with over one-third (34%) recognising that they have poor mental health as a result. *(Source: Direct Line 'Need for Sleep' Study)



Trustpilot



I had been having trouble sleeping and booked some time with Melanie which has helped solve the problem.

She took the time to understand what was needed to help me get into a better sleeping pattern and gave me some points to focus on and some breathing exercises which I have found very helpful and I use to help encourage a better night's sleep. I had an excellent experience and it is very clear Melanie has a great attention to her patients' requirements and needs and listens before helping to overcome problems.

Date of experience: 4 September 2023

Lack of regular sleep not only increases the risk of mortality and poor health in general, it also has a negative impact on the economy.

Sleep deprivation is linked to lower productivity at work, which results in a significant number of working days being lost each year.

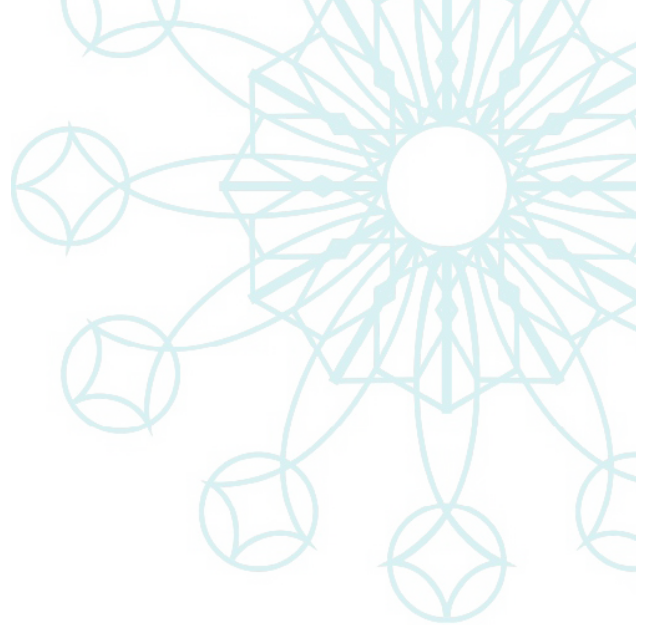
On an annual basis, the UK loses just over 200,000 working days due to poor sleep. Research by RAND Europe suggests that the productivity losses caused by poor sleep costs the UK economy on average £37 billion a year – that's around 2% of the nation's GDP.

According to Mental Health UK, 37% of adults in the UK feel that work reduces the control they have over their sleep.

The Impact of Stress

17.1 million working days are lost each year in the UK because of work-related stress, anxiety and depression. Stress, depression or anxiety accounted for the majority of working days lost due to work-related ill health in 2022/23. (source Health and Safety Executive)

It is estimated the absence caused by stress, anxiety and depression is costing UK business £28.3 billion yearly. (Source NICE)



The Challenge of Menopause at Work

Research by the Chartered Institute of Personnel and Development (CIPD) shows that two-thirds (67%) of women report that menopausal symptoms have a negative effect on them at work. The most common symptoms reported by 67% are psychological such as mood disturbances, anxiety, depression, memory loss, panic attacks, loss of confidence and reduced concentration.

Failure to support women through the menopause can result in losing the skills and experience of key members of your workforce, costing more money in recruitment and training replacement staff than if you supported and retained your existing team.



The Solution:

With a focus on addressing practical issues like sleep improvement, stress management and enhanced performance, The Workplace Wellbeing Solution will educate and support your team to develop coping strategies which build resilience, improve health and lead to greater success.

This programme is unique. It has been created from a blend of expert insights drawn from the following domains of knowledge and experience:

- Evidence-based stress management strategies
- Neuroscience of emotions, learning and behaviour
- Sleep science
- Psychology of habits and change
- Performance improvement and personal development
- Resilience building and reflective practice
- Anxiety relief and promoting calm coping techniques
- Menopause management
- Clinical hypnotherapy

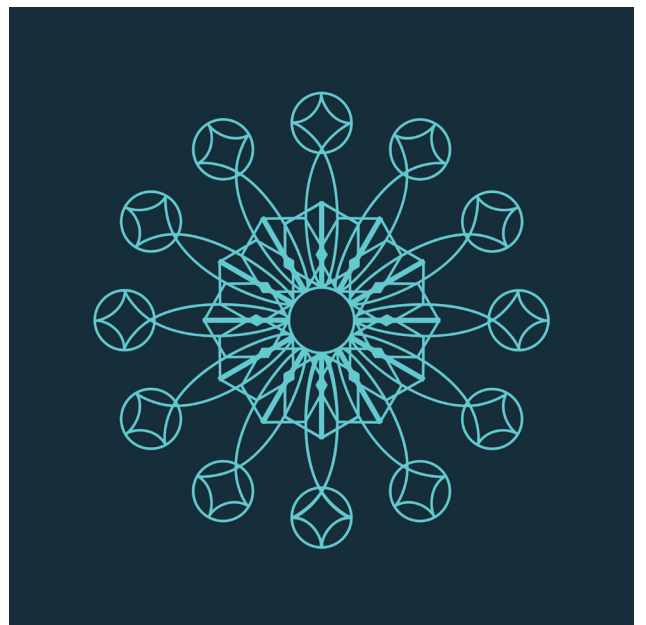


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I've now had three sessions with Melanie, a combination of online and in person. After each session I've felt relaxed, my mood has lifted and I've slept well. However, more importantly is the longevity of my new mindset. Working in a stressful environment it's easy to become bogged down with workplace politics and cognitive load. I have found regular sessions with Melanie have enabled me to have clarity of thought, patience and an overall positive mindset enabling me to manage my workload in a far more productive way. As a therapist Melanie will make you feel at ease straight away and her calming presence and sense of humour makes the whole experience all the more enjoyable. I would highly recommend her.

Date of experience: 21 May 2023



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No other programme provides such a fully comprehensive approach.

Melanie takes time to understand the individual needs and challenges of your workplace, and tailors the sessions accordingly.

As a seasoned trainer, coach and mentor, Melanie has a profound understanding of the evidence base supporting effective strategies in professional and personal development. She knows how to craft sessions to meet the diverse needs of participants, embedding stress-management techniques within the everyday working context, as well as providing a wealth of tools that individuals can apply to their life beyond work.

The solutions offered are not only practical and easy to learn but also highly effective, reflecting Melanie's commitment to empowering others through targeted, impactful professional development with a therapeutic touch.



Melanie Davies

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Excellent group stress management session

Professional, high impact. 25 staff attended group stress management workshop led by Melanie! Strong feedback from staff, the beginning of our team working with Melanie. Thank you, it was excellent.

Date of experience: 14 September 2023

Optimizing health, performance and success through better sleep

Sessions on sleep optimization help participants in several ways:

- **Understand the importance of sleep and how to prioritise this as a key ingredient to achieve health and success**
- **Uncover the science behind sleep's crucial role in stress reduction and peak performance**
- **Learn practical, easy-to-implement strategies to optimize your sleep routine and environment**
- **Gain valuable insights to assess and improve your current sleep habits**
- **Master valuable self-help tools for improving restorative sleep and managing sleep disturbances**





Reducing Stress and Coping with Pressure

Studies show that it is not always the event itself, but how it is perceived that causes stress. By supporting your team to reframe their perspectives and develop new ways of coping, it is possible to increase their resilience and ability to manage stress in a healthy and sustainable way.

No matter how positive your workplace culture may be, there are always the additional stresses and challenges that major life events throw up for everyone from time to time.

You will have employees facing bereavement, caring for sick relatives, worrying about children starting school, taking exams or moving away.

Offering support for your team to find healthy and sustainable ways to face life's challenges will ensure they are calmer, more in control and able to focus on the job they need to do for you, as well as manage their life outside of work.

The Chartered Institute of Personnel and Development (CIPD) recognise that workplaces that prioritize staff wellbeing find they have “better employee engagement, reduced sickness absence and higher performance and productivity.”

Improved stress management not only impacts on mental health but can have significant gains for physical health too. Chronic stress has been shown to negatively impact heart disease, stroke, obesity, diabetes, digestive issues (IBS), sleep disorders and fatigue, muscle and joint pain and cause compromised immune system and T cell function. (Source: Salk Institute in California published findings in September 2023)

By equipping your team with healthier habits, you'll reap the benefits of having a stronger, healthier, more energised and positive workforce.



Enhancing Confidence and Performance with a Solution-Focused Mindset

Confidence and self-esteem are pivotal in enabling employees to reach their full potential. When individuals feel confident, they are more open to professional growth, accepting feedback constructively, and able to think with an agile, flexible mindset. This adaptability allows them to embrace change without feeling insecure or threatened, fostering a more resilient and innovative workforce.

Confident employees contribute to better workplace relationships and cooperation between teams. Investing in initiatives that build confidence and self-esteem can result in a more positive and productive work environment. Employees who believe in their abilities are more likely to take on challenges, contribute creatively, and support their colleagues, creating a harmonious and effective workplace.

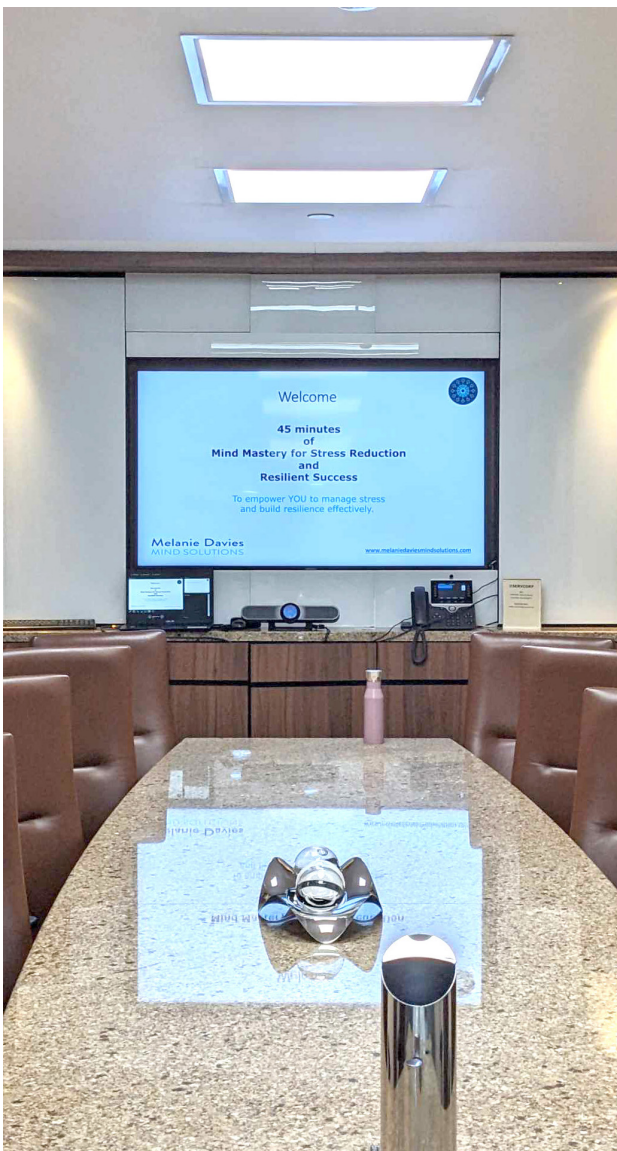
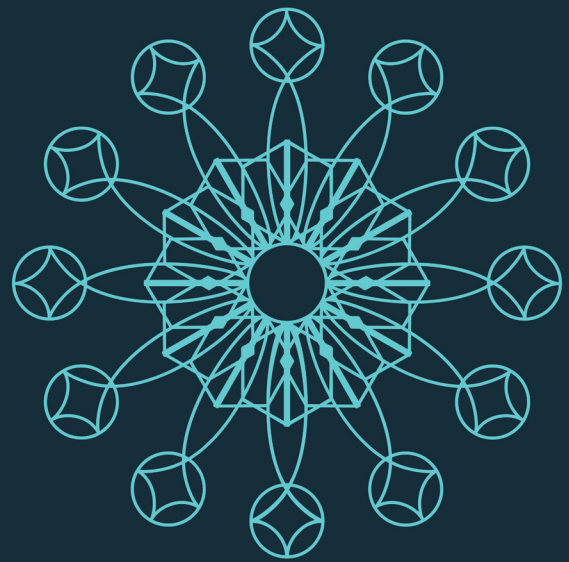
Sessions to develop a solution-focused mindset empower your team to recognise their strengths and potential. This can reduce procrastination, fear of failure and imposter syndrome, replacing self-doubt and negative perspectives with greater optimism and sense of purpose.

Confidence enhancement workshops can be delivered in groups, focusing on general issues such as communicating confidently with clients, making pitches, negotiating, or closing sales. Alternatively, they can be tailored as one-to-one sessions for individuals who wish to focus on specific aspects of their roles. By equipping employees with these tools, you will create a more adaptable and resilient workforce, capable of embracing change and driving innovation.



Building a Resilient and Successful Workforce

The Workplace Wellbeing Solution provides tailored sessions to meet the needs of the whole team in your workplace: developing crucial skills like confidence for interviews, presenting and sales; managing better sleep and resilience to stress for optimal performance; or supporting the management of menopause symptoms; we have you covered.



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I had a session with Melanie the day before a job interview. Her calm, encouraging voice really put me at ease and the beautiful decor and surroundings of her therapy room were blissful. I felt positive, happy, confident and ready for the interview the next day. I had a GREAT nights sleep and went into a rigorous day of stressful interviews feeling charged and more like myself than I have felt in years. I fully recommend Melanie and hope to see her regularly. She has a kind soul that radiates through the therapy sessions that she offers.

Date of experience: 26 September 2022

Tailored for Your Workplace

The programme is tailored to meet the needs of a range of workplaces including businesses and corporate settings of all sizes, educational establishments, healthcare and public sector providers.

We cater for individuals at work, small groups or large conferences. Sessions can support CEOs, leaders and their teams, or individual team members facing challenges, and can be delivered in person or online across the UK and internationally.

However your organisation and staff teams are structured, Melanie Davies Mind Solutions will provide The Workplace Wellbeing Solution you need.



The Workplace Wellbeing Solution Programme



You can select from this sample menu to create a package unique to the needs of your organisation

- What is stress and how does it impact your health and wellbeing
- Practical tools to manage physical and mental stress, including breathing, mindfulness, directed attention and muscle relaxation
- Optimising sleep
- Techniques to manage anxiety and feelings of overwhelm
- Beliefs and values – how this affects behaviour and your management of stress
- The resilient mindset – how to cultivate more helpful thinking patterns and behaviours
- Worry management and problem solving.
- Confidence and assertiveness
- Emotional regulation – dealing with difficult conversations
- The importance of positive framing
- Management of menopause symptoms
- Habits for better health – sustainable healthy eating, alcohol reduction and smoking cessation by special request



What is hypnosis and hypnotherapy?

Unique to this programme is the inclusion of hypnotherapy. Hypnosis is a completely natural state of focused attention. Each one of us naturally experiences this many times a day: getting lost in a book or film, phone scrolling, or extreme focus whilst driving which often means we arrive at our destination yet cannot recall having passed certain landmarks. These are all common examples of the hypnotic state. Despite common misconceptions and popular myths, individuals are always awake and conscious during hypnosis, remaining in complete control at all times.

The deep relaxation in hypnosis lowers stress hormones, which is highly effective in resetting the nervous system, crucial for balancing body and mind after periods of chronic stress. Simply by lowering cortisol, cognitive function and all body systems improve. Research supports hypnotherapy as an effective intervention to treat stress. In this comfortable state of relaxation, the mind is more open to suggestion. This is the point when a trained hypnotherapist will use tailored suggestions to guide individuals to make changes they desire.

Through these positive suggestions, new neural pathways are created, so that over time old habits can be eliminated whilst new behaviours and thought patterns are secured. Many Olympic champions have used this as a normal part of their coaching routine, so they are able to experience success in their brain which then prepares them to perform even better when they physically face the event. The field of sports psychology has long understood the benefit of using visualisation to enhance performance, and other studies support this as a highly effective method which is transferrable to many other contexts, such as nursing, surgical performance and teamwork. Albert Einstein is reported to have used self-hypnosis to improve his focus before working on complex problems.

Hypnosis can be used in group settings for general stress release and common issues such as building motivation and increasing feelings of calm confidence. More specific tailored work for individuals is offered through one-to-one sessions. Hypnotherapy can often give faster results than traditional talking therapies, which makes it a highly efficient intervention for the workplace.

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The Range of Options for Workplace Wellbeing Solutions

Melanie Davies Mind Solutions understands that each workplace is unique, so we have created a variety of options for you to match your needs.

The Group Wellbeing Solution:

- Group sessions only: in-person or online whole staff group sessions delivered at agreed intervals throughout the year to a group of staff.

The Drop-in Wellbeing Solution:

- On site support for one-to-one drop ins on a designated day at regular intervals through the year. Offering time to talk, sleep clinic advice, stress management and bespoke solutions for mental health, wellbeing and confidence issues.

The Integrated Wellbeing Solution:

- In-person or online whole staff group sessions delivered at agreed intervals throughout the year to a group of staff.
- An agreed number of one-to-one sessions available for staff to book throughout the year as required. One-to-one sessions can be online or in person. There is an option to upgrade with additional one-to-one sessions if the need arises during the year.

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I just had a session today with Melanie, it was great, Melanie really cares and it shows. I was dealing with a conflict at work on my team. Melanie was able to help me work out a plan and a new approach to this conflict. I don't see this as a conflict anymore but a challenge and an opportunity to grow personally. Melanie Davies was able to look at the dynamics of my team and help me with understanding how I could work better with the team... I loved this experience and I am excited about her approach to working with others on teams.

Date of experience: 30 October 2022

The Ultimate Wellbeing Solution:

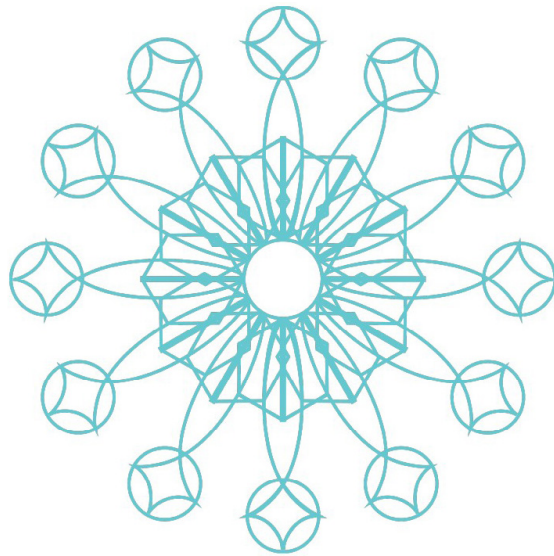
Includes the full range of services for best value

- In-person or online whole staff group sessions delivered at agreed intervals throughout the year to a group of staff.
- An agreed number of one-to-one sessions available for staff to book throughout the year as required. One-to-one sessions can be online or in person. There is an option to upgrade with additional one-to-one sessions if the need arises during the year.
- On site support for one-to-one drop ins on a designated day at regular intervals through the year. Offering time to talk, sleep clinic advice, stress management and bespoke solutions for mental health, wellbeing and confidence issues.

Wellness Boost Days:

- Stand-alone workshops for conferences or small teams to explore wellbeing, mindfulness, or hypnotherapy for confidence, team building and performance enhancement.





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