

Future Skills

A Professional Skills Solution designed to support your organisation in these rapidly changing times

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working voices

Social Wellbeing

Social Wellbeing Introduction

A NEW TYPE OF WELLBEING TO CONSIDER

It's becoming clear, especially with the recent pandemic, that every individual's connection to others (i.e. social wellbeing) affects the whole team and wider organisation. It's essential to build vital relationships, develop new understanding and boost social confidence so that the experience of work and the surrounding culture is enhanced.

These days we know we face a challenge to maintain the highest standards without promoting overwork or unsustainable practices. The work we do, and the environment we are doing it in, may be more demanding than in the past. And that gives us every reason to review the demands we place on ourselves, and others, and to make sure that our lifestyles, work patterns and social interactions are enjoyable and sustainable.

Benefits:

Sustainable productivity

less burnout and presenteeism, more honesty about what genuine productivity looks like

Fewer outbreaks of disharmony

a shared understanding of social human needs

Better physical and mental health

less productivity lost, a better place to work

More functional communication and interaction

smoother workflow, more buy-in, less 'me-first' behaviour

Our four Social Wellbeing courses:

- 01 **How Leaders Create Culture**
- 02 **Hybrid Working Practices**
- 03 **The Social Human at Work**
- 04 **Building Social Confidence**

How Leaders Create Culture

WHY THIS COURSE?

Each individual in your organisation makes thousands of decisions every day. The only way to harmonise the collective efforts of those you lead is to instil the right culture: the shared notions of who you all are, what you do, and 'how things are done around here'. Culture is often invisible and therefore overlooked or misunderstood. We approach culture from the point of view that there are 'culture carriers' that set the tone and create the atmosphere. Also, now that culture has to extend out from a premises or a set of buildings, into peoples' dwellings, homes, teams, remote working space - it needs to be much more explicit, understood and deliberately created.

Participants will learn where a group culture comes from, how it affects what people do, and how to change it. They will examine the high-level concept around which you communicate your vision and the everyday habits that model, reinforce and exemplify that culture.

WHAT THE COURSE CONTAINS:

The importance of culture	Why culture matters. How it's created and communicated. How we sustain it across change and disruption
Values & habits	Building culture 'top-down', by communicating values, and 'bottom-up' by ensuring good practices
Motivation & reward	What should be used to motivate people? Are we rewarding the behaviour we want to reinforce?
Culture clash	How to deal with inertia, resistance and opposition
Walking the walk	Ten things we do every day that reinforce culture – how will you do them from now on?

Hybrid Working Practices

WHY THIS COURSE?

This course addresses the adaptation required for successful hybrid working. We explain how to integrate work and home life and show people how to communicate clearly and sensitively to minimise uncertainty and maximise adaptability. This needs to be done openly and actively, including and appreciating everyone, so they feel part of the progress. We offer guidance on how to maintain energy, relationships, engagement and productivity.

People who attend this session will review assumptions they may have had about working in different scenarios, work out the best ways to leverage the positive, and let go of the negative. They will explore how other people are dealing with different challenges together and they will have a strategy for conducting discussions about systems and processes. This session is available for both Leaders and Employees.

WHAT THE COURSE CONTAINS:

Culture of Autonomy

Looking at the actions of high performing teams and how to create an atmosphere of empowerment

Psychological Safety

Creating safety through inclusion, emotional intelligence, trust and fostering contributions from all

Team Cohesion

Achieving goals together for both individuals and teams in line with key business strategies

Culture & Processes

Agreeing practical ways of working to take into account individual and team preferences

Aligning Together

Getting creative about workspace, the tools of hybrid leadership and delivering with precision and passion

The Social Human at Work

WHY THIS COURSE?

Our social lives, interactions and identities are very important to our motivation, our productivity, and our sense of belonging. When we are involved with those around us, the group as a whole can benefit from collective intelligence, collaboration and a sense of community. The need to recognise and leverage these benefits has never been more obvious. This session is specifically designed to harness the power of connection to magnify our own abilities – and each other's.

Participants will explore the component parts of social wellbeing so as to to promote it explicitly and deliberately. Instead of just hoping that good interactions will develop with time, they can take steps to ensure that people flourish collectively – even across remote/digital connections.

WHAT THE COURSE CONTAINS:

The need for social interaction	Understanding social interaction and how it boosts our sense of wellbeing, motivation and cohesion with others
Building connections	Knowing when and how to engage with other people for energy, motivation and performance
Sense of purpose	Finding purpose in work beyond achieving tasks – learn 5 ways to bind people together.
Building accountability	Committing to good practices and how to implement them
Building great relationships	Techniques and practices to build strong bonds in the team, even with people we may not easily connect with

Building Social Confidence

WHY THIS COURSE?

Being isolated during the pandemic has affected a lot of people's confidence. Engagement at work is crucial if an organisation is looking to build a vibrant, supportive, culture. To make this a reality, people need to interact in social situations they may find challenging; from speaking up in meetings, chatting easily with colleagues, having open conversations with all levels in the organisation and conveying ideas in an interesting and compelling way. These are all things that come down to social confidence, allied with strong interpersonal technique.

Developing social confidence first requires confronting and tackling the limiting ideas that get in people's way. Secondly, participants will work on ways to share information, demonstrate friendliness and approachability to colleagues and connect in ways that are beneficial to getting work done. Finally, this session will encourage people to exchange great stories that foster creativity, engagement and connection

WHAT THE COURSE CONTAINS:

Dispelling the common myths

What social confidence is not – skewering some of the misleading beliefs and attitudes about confidence

Sharing and showing up

Looking at the behaviours consistent with social confidence – the surprising truth behind good conversations

Networks and social capital

Further ways to enhance and maintain excellent relationships that help everyone to work together

Structure of good stories

Delivering interesting, engaging and sharable stories that create connections and bonds between people

Core social confidence

The fundamental elements anyone and everyone can employ to build their confidence in an authentic way