

# Supporting you and your teams during these **extraordinary times**

At Matthew Radley & Associates we are committed, now more than ever, to the success and wellbeing of our clients, their teams, and their workforce. We are here to support you. We are always by your side



Matthew Radley & Associates  
**Executive Coaching Consultancy**  
We coach - you lead with confidence

*“Uncertainty and change are at the top of every leader’s agenda, now more than ever. The current period of turbulence and ambiguity will be felt hard by the majority of organisations – this cannot be changed. However the quality of the response by your managers and leaders can make all the difference”*

Matthew Radley & Associates

*“Leaders with greater resilience are able to create a more positive mindset, able to cope better, communicate better, understand other’s emotions, be more empathetic, lead from the heart not the head, and have a stronger and longer lasting sense of purpose. By creating these behaviours at the top, a culture of resilience driven by purpose and action will become the norm.”*

Matthew Radley & Associates

# Team Resilience and Wellbeing Coaching Programme

Following the successful launch of our 1:1 Executive Resilience Coaching Programme (<https://www.matthewradley.co.uk/executive-resilience-coaching-programme>), and in response to the current COVID-19 pandemic, the team at Matthew Radley & Associates have designed a new **Team Resilience and Wellbeing Coaching Programme**. Our ambition is to support you and your teams with a robust Professional Coaching experience to guide you through how best to **manage stress, maintain wellbeing, and build confidence and resilience**.

## What is resilience?

*“The rapidity at which you recover from adversity”*

Daniel Goleman

Resilience is not a personality trait or set of attributes. It is a skill set that can be learnt. What makes one person more resilient than another is their outlook and mindset. They are not necessarily experiencing any less stress than others, but their ability to think about it and respond in a considered and timely way, is what gives them the strength and stamina to continue to succeed in the long-term.

## Your Team Resilience and Wellbeing Coaching Programme

Your Professional Coaches will take you on a journey through a series of 6 x 90 minute virtual workshops that will support your mental and physical wellness. We will start with our unique ‘Wheel of Resilience’ diagnostic tool which will enable you to measure where your resilience currently is and what you can do to maximise and maintain it. This exceptional blend of Executive Coaching, combined with input from a professional Dietitian and a 30 day Mindfulness challenge to aid your mental health, will leave you feeling more resilient and able to cope and adapt to the pressures you face; giving you more energy, focus, confidence and mental toughness.

**Session 1: Wheel of Resilience** – diagnostic opportunity to test current levels of resilience

**Session 2: Awareness** – psychological profiling to support stress management

**Session 3: Physical wellness** – gut/brain axis, and nutrients for brain health (dietitian led)

**Session 4: Mental wellness** – mental states, mindfulness and control

**Session 5: Thriving** – positive psychology, gratitude and online questionnaire for wellbeing

**Session 6: Meaningful relationships** – maintaining adult/adult relationships, support networks and virtual relationships



# Leading Through Uncertainty and Change Coaching Programme

Uncertainty and change are at the top of every leader's agenda, now more than ever. The current period of turbulence and ambiguity will be felt hard by the majority of organisations – this cannot be changed. However [the quality of the response by your managers and leaders can make all the difference](#), and this is an area where our team of Professional Coaches can have the greatest impact.

We have adapted our landmark 1:1 Executive Confidence Coaching Programme to specifically focus on your confidence as a leader at this present moment. [What do you want to be known for as a result of your leadership at the end of this period of intensity and high emotions? What will others remember you for? What legacy will you create through the actions you take and the behaviours you lead with today?](#)

Research tells us that Emotional Quotient (EQ) is one of the greatest assets of a leader; never has it been so important. It is widely known that EQ is essential when leading people through change and at Matthew Radley and Associates we use our Professional Qualifications in EQ combined with our Post Graduate Certificates in Coaching to support you to lead with confidence and balanced emotional responses.

## Your Leading Through Uncertainty and Change Coaching Programme

This bespoke coaching experience is designed to help you through the immediate challenges you are facing as a leader, taking both a personal and systemic organisational perspective. It will give you the confidence to lead through the inevitable further transitions in the short and medium term, whilst still focusing on achieving longer term business goals.

**Session 1 – Prioritisation, clarity, purpose and resilience**

**Session 2 – Leading through change**

**Session 3 – Systemic leadership**

**Session 4 – Leading with EQ to build trust**

**Session 5 – Creating a culture of compassion, wellbeing and results**

When navigating through a period of crisis, uncertainty and change, how you show up will define how others reflect on your leadership for years to come. [We want to ensure you feel proud of yourself, proud of your contribution, and most importantly proud of your leadership.](#)

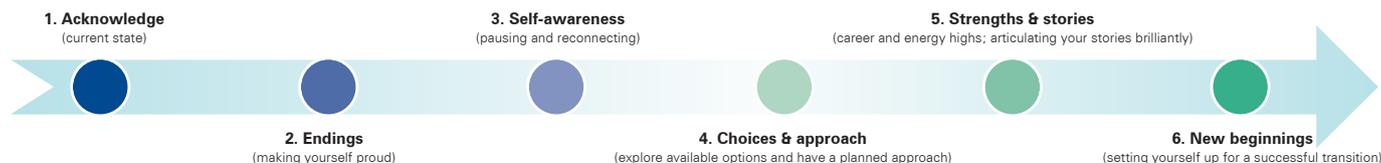


# Outplacement and Career Transition Programme

At Matthew Radley & Associates we are proud to support organisations who are going through significant changes to their workforce as a direct result of business re-structuring or applying more agile ways of working. We recognise that this isn't easy for anyone involved, and ultimately for some this will lead to **redundancy and/or career transitions to new roles, new organisations, or new career choices**.

## Your Outplacement and Career Transition Programme

The **MRA Career Transition Journey** brings to life the various stages we support our clients through as part of their outplacement support package:



Our three session **Outplacement and Career Transition Programme** covers six key areas, however our Professional Coaches will always diagnose each individual client's point of greatest need and focus the coaching experience to have the greatest personal impact:

### Session 1

- **Acknowledge** (current state) acceptance of the change; managing values challenges and psychological drivers impacting on feelings e.g. anxiety, loss, opportunities; maintaining a growth mindset; focus on stress, wellbeing and resilience
- **Endings** (making yourself proud) the perfect last day; ultimate legacy; positive impact on others; communicating the change with confidence; maximising networking opportunities and collating contact details
- **Self-awareness** (pausing and reconnecting) taking control; managing imposter syndrome; creating a confident mindset as a result of heightened self-awareness

### Session 2

- **Choices & approach** (explore available options and have a planned approach) define all options available; creating a robust career campaign for a planned approach
- **Strengths & stories** (career/energy highs and articulating your story brilliantly) defining a personal brand statement; create/update CV and LinkedIn profile; powerful networking conversations; job applications – selling self; interview preparation

### Session 3

- **New beginnings** (setting yourself up for a successful transition) clarity of role specification capabilities, success measures and behaviours to exceed expectations; stakeholder engagement for instant impact; permission levels; new professional support networks to match the role; mentors for speed of learning; understanding new organisation's culture and values; setting new team up brilliantly under your confident leadership

Over the coming months, as organisations re-engage with their workforce post-furloughing, we encourage you to consider your approach to ensuring individuals and teams positively reconnect with their roles, success measures, and leadership of their teams. Hitting the ground running on return will be critical, and the team at Matthew Radley & Associates is available to support you in planning for this vital next step.

# Keeping everyone safe at this time

As a Professional Coaching organisation we know where we are best able to maximise our skills for greatest effect, and this also means [we know where our boundaries are](#). Coaching is an unregulated industry at present, and as such the boundaries between coaching and other disciplines like Counselling, Cognitive Behavioural Therapy, and psychiatric support are not explicit.

The team at [Matthew Radley & Associates](#) is clear on our position. We believe our strengths are in supporting you and your teams through the ambiguity and uncertainty we are all facing. We know from research that our brain craves certainty at times like this, and that our hunger for answers and control will feel stronger than before. Helping you to be intentional during this period is absolutely our area of expertise, and the programmes laid out in this leaflet are testament to this.

We also realise that some individuals will need support that sits outside of the Professional Coaching space during these particularly challenging times, and we would like to remind you of other forms of support available for yourself and your people. Please see some useful website links below:

## **Government advice:**

<https://www.gov.uk/government/publications/covid-19-guidance-for-the-public-on-mental-health-and-wellbeing/guidance-for-the-public-on-the-mental-health-and-wellbeing-aspects-of-coronavirus-covid-19>

## **NHS – Every Mind Matters:**

<https://www.nhs.uk/oneyou/every-mind-matters/urgent-support/>

## Safeguarding our clients

To give you confidence, [we have very clear guidelines and processes at Matthew Radley & Associates to ensure strict safeguarding is in place](#) and that measures are taken immediately when we feel a client is at risk to themselves or others (due to intense stress or a mental breakdown). By signing a Client Contract, these measures are always agreed upfront with every client so that they know what to expect should we ever need to exercise them.

**Client safety is at the forefront of our minds. We are always by your side.**



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