



Mind Strength FOR BUSINESS

***Resilient People
Perform Better***



We're on a mission to transform how organisations build resilience in their people - to release higher performance in their business.

Sustained Performance in Times of Pressure

Resilience for Success

At Mind Strength for Business, we address the critical challenges businesses face during busy, high-pressure periods – whether it's handling rapid growth, managing a new acquisition, meeting tight deadlines, or adapting to shifting market demands.

In today's dynamic world, pressure is constant, and without the right mental tools, it can overwhelm individuals and teams, hindering performance.

Our programmes fix this by transforming resilience from a "nice-to-have" trait into a competitive advantage.

We help individuals and teams navigate major change, and prepare for the day-to-day pressures of workload spikes, competing priorities, and high-stakes decision-making.

Our two programmes, Mind Strength for Professionals and Mind Strength for Leaders, drive measurable improvements in productivity, engagement, and organisational performance, ensuring your team thrives in both the short and long term.

Mind Strength **for** Professionals

How it works

Mind Strength for Professionals equips individuals and teams with science-backed tools and psychological strategies to build resilience, manage stress, and enhance performance in high-pressure environments.

Why Mind Strength for Professionals

Change and pressure is inevitable. Which means resilience isn't a nice-to-have – it's a competitive advantage.

Participants can expect measurable improvements:

- **Improved Resilience:** 78% improvement
- **Reduced Stress Levels:** 67% less stress
- **Enhance Mental Wellbeing:** 73% improvement
- **Increased Productivity:** 64% increase
- **Happiness Levels:** 86% happier at work
- **Retention Rates:** 100% more likely to stay with the organisation

How is it Delivered?

Delivered through a combination of online learning, optional weekly coaching sessions, and personalised tools, with options for flexible, self-paced or group learning.

Who is it for?

Mind Strength for Professionals is CPD accredited and designed for professionals at all levels, from graduates to senior leaders, offering flexible, evidence-based strategies to enhance mental health, resilience, and productivity.

It can be purchased individually for personal development or by organisations to support team performance, with tailored solutions to meet specific needs. Both options provide the opportunity to earn CPD points while achieving personal or organisational goals.

The

Secret to Success

The Mind Strength for Professionals programme's success lies in its personalised, practical approach. By integrating psychological theory and behavioural science with real-world applications, participants not only gain knowledge but actively apply key skills to improve their daily lives.

The process is iterative, with continuous reflection and refinement across seven stages, leading to greater mental resilience and sustained high performance.

Measurable Benefits*

Results are data-driven and measurable. Using psychometrics assessments, individuals have:

- **78%** improved resilience (Brief Resilience Scale)
- **67%** reduced stress (Perceived Stress Scale)
- **73%** improved mental wellbeing (Warwick and Edinburgh Mental Wellbeing Scale)

Our programme has achieved impressive results across 18 countries, with participants reporting measurable improvements:

- **64%** reported increased productivity
- **86%** reported feeling happier at work
- **100%** are more likely to stay with their organisation

*based on a sample of 105 participants

Business Benefits:

Resilient People Perform Better

Participants will learn how to:

- Turn challenges into opportunities and take decisive action in unpredictable situations
- Stay calm and effective under pressure
- Manage diverse perspectives with openness and ease
- Build connected, collaborative relationships that drive success
- Increase awareness of their resilience, stress, and mental wellbeing, and track progress
- Identify key areas for positive change through a gap analysis
- Set motivating goals that lead to sustainable performance improvement
- Apply stress reduction techniques and evidence-based behaviours for better mental wellbeing
- Use cognitive restructuring and positive psychology strategies
- Recognise the impact of workplace challenges on mental wellbeing and implement practical interventions
- Create an action plan to maintain long-term benefits after the programme ends
- Develop emotion regulation skills

Key Features Of the Programme

Personalisation & Goal Setting

Psychometric tools help participants assess their stress, resilience, and wellbeing. Personalised goals fuel motivation and drive meaningful outcomes.

Emotional Regulation

The programme teaches emotional management techniques, enhancing focus, decision-making, and interpersonal interactions.

Stress Management

Practical tools such as problem-solving, relaxation techniques, and acceptance strategies help manage stress and prevent burnout.

Coaching

Optional coaching sessions reinforce resilience and support behavioural change.

Cognitive Strategies

Participants learn techniques to challenge unhelpful thought patterns, improving emotional regulation and fostering healthier behaviours.

Behavioural Application

Aligning behaviour with personal values leads to intentional changes that promote long-term wellbeing.

Sustainable Change

Skills are integrated into everyday practice for lasting impact.

Online Access to Content & Toolkit

Flexible access to learning modules, exercises, psychometrics and a comprehensive resource centre ensure high completion rates.

Delivery Structure

7 Stages: 7 Weeks

Weekly Learning & Coaching

Self-Led Learning

1–1.5 hours per week of self-directed learning, reflection, and exercises.

Coaching Support

Optional individual or group coaching sessions for personalised guidance and deeper learning

Hybrid Format

Combining self-led online learning with optional coaching at each stage to:

- Deepen understanding and personalise the learning
- Integrate new skills for improved performance
- Optimise motivation, goal-setting, and outcomes

Engaging Content

Each stage includes modules, practical activities, quizzes, and reflection. Learning is flexible, with modular sections that can be completed in one or multiple sittings.

Participants apply their skills in real-world scenarios between stages to reinforce learning and drive results.

Stage 1 Taking Stock

Stage Focus: Assessing baseline resilience, stress, and mental wellbeing, and determining programme outcomes that are meaningful and motivational.

Participant Actions: Participants complete psychometric tests, conduct a values-based gap analysis, and set goals for behavioural change.

Benefits: The programme empowers individuals to achieve their full potential, by activating motivation for change and aligning goals to meaningful outcomes.

Stage 3 The Power of Self Belief

Stage Focus: Strengthening thinking processes. Getting the most from the mind-body connection.

Participant Actions: Participants use cognitive reframing (a powerful thinking strategy). They become stronger mentally through their physical health.

Benefits: This stage enhances positivity and better problem solving and productivity.

Stage 5 Thinking Confidently

Stage Focus: Learning the Think Feel Do model to modify behaviour, feelings, and manage unhelpful thinking patterns.

Participant Actions: Participants use the Think Feel Do model and Thinking Traps guide to actively manage thoughts and overcome cognitive distortions that can lead to negative emotions and unhelpful behaviours.

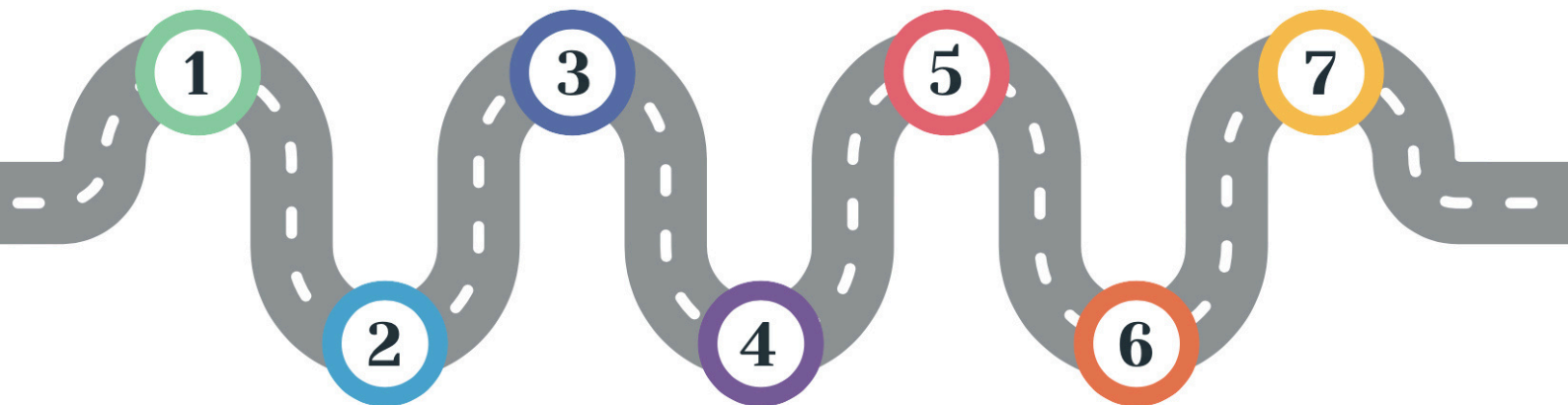
Benefits: Employees improve their mental clarity, emotional stability, and overall workplace performance.

Stage 7 Embedding Mind Strength

Stage Focus: Evaluating achievements and sustaining behavioural changes.

Participant Actions: Participants reassess their resilience, stress and mental wellbeing, and develop a personal toolkit for ongoing benefits.

Benefits: This stage reduces relapse risks, sustains positive behavioural changes, and ensures long-term maintenance of improved mental strength.



Stage 2 Understanding Stress and Resilience

Stage Focus: Recognising resilience and stress management as learnable skills.

Participant Actions: Participants evaluate current stress levels, create action plans for improvement, and apply strategies for improving wellbeing.

Benefits: Reduced stress and better mental wellbeing enhance performance and engagement.

Stage 4 Feeling Strong and In Control

Stage Focus: Developing effective emotional management skills.

Participant Actions: Participants learn to manage reactions and deal with situations and stress effectively.

Benefits: Employees work better under pressure and with colleagues, and think more productively.

Stage 6 Supporting Mental Health at Work

Stage Focus: Recognising signs of poor mental health and implementing workplace changes.

Participant Actions: Participants undertake a personal review of their risks at work and develop a plan of action to make positive change.

Benefits: This stage promotes positive mental health at work and offers substantial business benefits, including lower absenteeism, improved engagement, greater organisational resilience, and effective risk management.

Accessible to All

While Mind Strength for Professionals is widely implemented in corporate settings, we recognise the importance of making this valuable resource accessible to a wide range of audiences.

Whether you are an individual professional, a coach supporting clients, or an organisation looking to enhance team performance, the programme is designed to meet your needs.

For Individuals:

Whether you're a leader, emerging professional, or simply looking to improve work-life balance, this programme gives you the tools to enhance your mental health and productivity.

Flexible and Convenient:

Access the programme online at your own pace, fitting it seamlessly into your busy schedule.

No Corporate Affiliation Needed:

You can access the programme and earn CPD points as an individual, without needing to be part of a company or team.

Meaningful: Follow your personal motivators and interests. Apply skills and techniques in the areas that will optimise their benefit for you.

For Coaches:

This programme is also perfect for coaches who wish to deepen their understanding of mental health and resilience strategies to support their clients.

Expand Your Toolkit: Learn evidence-based techniques to help clients manage stress, build resilience, and improve performance.

Use It with Clients:

Incorporate the framework into your coaching practice to offer clients a structured approach to mental wellbeing and goal-driven resilience strengthening techniques.

Boost Your Credentials: As a CPD accredited programme, for enhanced credibility and useful practical resources.

For Organisations:

Businesses can also leverage this programme to support their teams and leaders.

Tailored Solutions: Custom corporate packages are available to address the specific needs of your organisation.

Team Development:

Promote mental health, improve engagement, and boost overall productivity across your workforce.

Quick Rollout: The programme can be deployed across teams within two days of contract signing, enabling fast and effective implementation with minimal disruption.

CPD Accredited

Professional Development

You Can Trust

Mind Strength for Professionals is CPD accredited, ensuring that it meets the highest standards of professional development. As a participant, you'll gain valuable skills and insights that not only help you thrive in the workplace but also count towards your CPD requirements.

Enhance Your Expertise

Learn the latest psychological strategies for managing stress, building resilience, and improving performance.

Track Your Progress

Structured, self-paced modules allow you to assess your development as you go.

Earn CPD Points

Receive a CPD certificate upon completion, which can be added to your professional development record.

This programme is ideal for individuals who want to improve their mental wellbeing and career performance while fulfilling their professional growth requirements.



Case Studies



Financial Service Sector

Challenge

A large financial services firm was experiencing high stress and burnout among its employees, leading to a decline in productivity.

Solution

The Mind Strength for Professionals programme was rolled out to improve employee resilience and mental wellbeing.

Result

Within six months, 70% of participants reported improved productivity, and absenteeism decreased by 30%.



Individual Manager

Challenge

Adam, a manager at Smart Pension, wanted to improve his mental wellbeing and performance during a high-stress period at work.

Solution

Adam enrolled in the 7-week Mind Strength for Professionals programme to build resilience and mental wellbeing.

Results

Adam experienced significant improvements in resilience, stress management, decision-making, and focus, alongside a positive shift in work performance and wellbeing.

Case Studies

Challenge

A Global Oil and Gas firm's HR team were facing stress and challenges due to significant organisational growth and operational changes.



Energy Sector

Solution

The 7-week Mind Strength for Professionals programme was implemented to improve resilience, stress management, and personal wellbeing within the HR team.

Results

100% of participants reported improved productivity, greater happiness at work, and increased likelihood of staying with the company, with significant improvements in resilience, stress, and mental wellbeing measured through psychometric assessments.

Mind Strength **for** **Leaders**

How it works

Mind Strength for Leaders helps managers recognise signs of poor mental health, promote better mental wellbeing, build confidence in having sensitive conversations about mental health, and equip them with the skills to support employees in maintaining good mental wellbeing.

Why Mind Strength for Leaders

Participants can expect measurable improvements:

- **Improved Resilience:** 80% improved knowledge and skills to support mental wellbeing.
- **Increased Confidence:** 70% more confident in their leadership role.
- **Enhanced Wellbeing Conversations:** 95% rated their ability to hold conversations on mental wellbeing as "good or outstanding".

How is it Delivered?

1. Three 30-minute self-led modules covering cutting-edge theory.
2. Followed by a 3 or 4-hour interactive workshop. Managers practice and refine practical skills through role-playing simulations with professional actors.
3. Optional 90 minute consolidation workshop after 3-6 months

Who is it for?

This programme is for senior management and anyone in your organisation who leads a team — whether large or small. It enhances leadership abilities with a focus on empathy and resilience.

The

Secret to Success

The programme stands out because of its experiential learning approach, particularly through the use of professional actors. This immersive, hands-on method allows participants to:

- **Practice real-world scenarios in a safe, controlled environment**
- **Navigate challenging conversations and sensitive situations with actors portraying diverse team dynamics, stressors, and emotional responses**
- **Receive immediate feedback, improving leadership effectiveness**
- **Observe others tackling complex scenarios, gaining new perspectives**

This approach accelerates skill development and enhances the ability to apply knowledge to real-world leadership challenges, making it easier for leaders to create a supportive, high-performing team culture.

Why Mind Strength for Leaders?

Employees who feel supported and valued are more engaged, productive, and resilient.

When leaders have the confidence and skills to nurture their team's resilience, optimal results for both the team and the business will naturally follow.

Key Features Of the Programme

The Mind Strength for Leaders programme is designed to equip line managers with the knowledge and skills to support their teams' mental wellbeing.

Spotting Signs of Mental Health Issues

Help managers recognise the signs and symptoms of poor mental health, including conditions like depression, anxiety, and substance abuse.

Promoting Better Mental Wellbeing

Increase managers' understanding of the habits and practices that support mental health and wellbeing in the workplace.

Building Confidence in Conversations

Develop confidence in knowing when and how to have sensitive conversations about mental wellbeing with employees, whether they are thriving or struggling.

Supporting Employees

Equip managers with the skills to guide employees in maintaining good mental wellbeing and offer the right support to those facing mental health challenges.

How is the Programme Delivered?

Stage 1. The Theory

- Three 30-minute self-led learning modules
- Cutting-edge content, developed by leading psychologists
- Flexibility: Modules are accessible online, so participants can complete them anytime, anywhere - no need for everyone to be in the same place.

Stage 2. Putting Theory into Practice

- A 3 or 4-hour interactive workshop
- Role-playing and simulation with professional actors in a safe, controlled environment
- Participants practice and receive feedback on real-world scenarios.

Stage 3. Lasting Consolidation

- An optional 90-minute virtual workshop (3-6 months after the main programme)
- Reinforces new skills and addresses ongoing challenges with expert coaches.

Flexible Delivery Options

We offer various delivery methods to suit your organisation's needs:

- In-Person Workshops: Engaging, face-to-face sessions for a collaborative learning experience.
- Online Learning: Self-paced modules that participants can access at their convenience.
- Hybrid Delivery: A combination of in-person and online learning for maximum flexibility and impact.

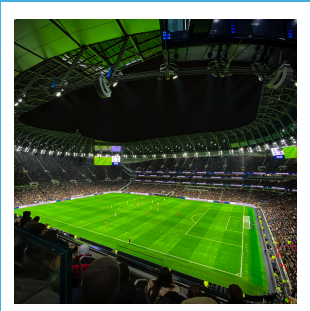
Case Study A

Challenge

The management team of an elite professional sports club set out to strengthen interpersonal dynamics and support team wellbeing, with a particular focus on enhancing team cohesion, handling difficult conversations confidently, and building greater comfort in providing emotional support.

Solution

The Mind Strength for Leaders programme was rolled out quarterly over two years, providing practical, real-world scenarios with role-playing exercises. Participants were able to practice active listening under challenging situations, ask more meaningful questions beyond work, with live feedback from professional actors to perfect skills in handling sensitive conversations.



**Professional Sport
Sector**

Result

The programme created a safe environment for participants to build confidence in managing tough conversations, improved understanding of company policies and mental wellbeing protocols, and equipped leaders with the tools to proactively check in with their teams. This fostered an enhanced empathetic and supportive leadership approach, with lasting improvements in team communication and wellbeing.

Case Study B

Challenge

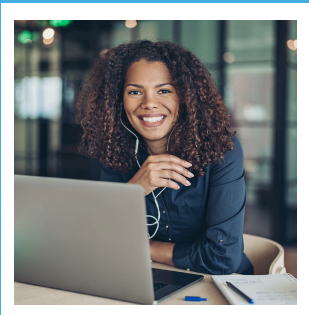
A global recruitment firm, aimed to enhance the mental wellbeing of its employees across 15 countries, focusing on building resilience and supporting employee wellbeing to foster a high-performing environment.

Solution

The organisation launched the Mind Strength for Professionals and Mind Strength for Leaders programmes, designed to equip employees and managers with tools to build resilience, manage stress, and improve mental wellbeing. The pilot involved 164 employees and line managers across multiple locations and cultures.

Result

The programmes led to measurable improvements in participants' resilience, stress management, and overall mental wellbeing, with 75% reporting increased productivity and 100% reporting greater happiness. Managers also felt more confident in supporting their teams, leading to improved team dynamics and a stronger sense of community within the organisation.



**Recruitment
Sector**

What Our Clients Say

"This 7-week wellbeing programme was really empowering and I saw improvements in my mental health and resilience within a few weeks! The wellbeing techniques provided through the online learning platform and coaching will stay with me for life and I'm already using these techniques to help others in my personal and work life. Thank you for an invaluable learning experience with great content."

Bindu Sudra, Global Director,
Talent Management and Engagement at Willis Towers Watson

"I recently completed the Mind Strength programme, and it truly came at the perfect time for me. After facing a challenging couple of years, I knew I needed to take action to enhance my resilience and regain balance in my life.

The tools and techniques I acquired during the programme have been invaluable in helping me progress. I now utilise these resources daily, resulting in significant behavioural changes.

I have noticed a remarkable improvement in my happiness, productivity, and overall life balance. Since completing the programme, my clarity of thought has increased, enabling me to make better decisions that positively impact my productivity. I highly recommend the Mind Strength programme for anyone seeking to enhance their resilience and achieve a more balanced and fulfilling life."

Adam Withers,
Client Relationship Manager at Smart Pension

What Our Clients Say

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“The Mind Strength programme made a difference because it encouraged me to take action. I focus on the things that I can control, I tackle my stresses head on, and I now see things through a positive lens. I am so excited that I am taking better care of my resilience and my health.”

Robell Abdul Samad,
Group Talent and Learning Manager at Yinson

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“The programme has provided a valuable resource to the continued personal development of the NEF workforce. Staff members have stated that their coping strategies in difficult situations have improved. It also gave staff an opportunity for self-reflection on their own practice and many commented it had built their self-confidence. In addition, the support given to the staff from the course director was excellent. I would highly recommend this course as part of anybody’s personal development pathway.”

Nick Darvill,
Head of Operations at DIVERT

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Getting Started

Getting started with our programmes is simple and efficient. As a turnkey solution, our programmes can be rolled out quickly across your organisation with minimal setup time, allowing you to start seeing results almost immediately.

The programmes can also be scaled effortlessly to meet the needs of teams or entire organisations, all at a very competitive price point.

To ensure a smooth and seamless customer rollout, we provide a comprehensive comms pack that includes all the tools you need to communicate the programme's benefits and keep everyone aligned.

From key messages and email templates to internal FAQs and presentation materials, the comms pack ensures your team is fully supported throughout the process, leading to a successful and impactful implementation.



***Resilient People
Perform Better***

Next Steps for **Companies**


Take the first step toward building a resilient, high-performing workforce today. We offer free consultations and demo sessions to help you understand how our programmes can benefit your organisation.

- **Schedule a Discovery Call:** Email info@mindstrengthforbusiness.com to schedule a discovery call and learn more about how we can transform your team.
- **Request a Free Demo:** Email info@mindstrengthforbusiness.com to request a free demo and experience the programme firsthand.
- **Visit our Website:** Visit our website www.mindstrengthforbusiness.com to find out more.



Next Steps for **Individuals and Coaches**

If you're looking to enhance your own resilience and performance, getting started with the Mind Strength for Professionals programme is simple:

- **Join the Programme:** Visit www.mindstrengthforbusiness.com to purchase the programme directly online.
 - **Request a Free Demo:** Not sure if the programme is right for you? Request a free demo session by emailing info@mindstrengthforbusiness.com to experience the programme firsthand before committing.
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About the Author of our Programmes

Dr Paola Carr-Walker

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Dr. Paola Carr-Walker is a Chartered Clinical and Forensic Psychologist with extensive expertise in enhancing workplace performance and building resilience for individuals both at work and at home. With over two decades of experience in frontline clinical settings, including inpatient and community mental health services, Dr. Carr-Walker has a deep understanding of mental health, resilience, and cognitive functioning, which she adapts into practical, accessible strategies for everyday people seeking to thrive.

Specialising in the latest psychological approaches, behavioural management, and risk reduction, Dr. Carr-Walker designs and delivers transformative programmes that improve mental health, increase engagement, and optimise cognitive performance. She also holds a postgraduate qualification in Clinical Neuropsychology, which enables her to provide a nuanced understanding of how brain functioning and thought processes influence wellbeing and performance.

As the co-founder of Mind Strength for Business, Dr. Carr-Walker applies her rigorous psychological expertise to address a wide range of workplace challenges—from helping high performers achieve incremental gains to promoting work-life balance, managing anxiety and depression, and empowering clients to harness the power of their thoughts to improve their mental health and performance.

Dr. Carr-Walker's mission is to make psychological knowledge and expertise accessible to all—whether individuals are under mental strain or simply seeking to perform at their best. She believes that mental wellbeing support should be available to everyone, not just those facing significant challenges.

In addition to her role as a clinical psychologist, coach and consultant, Dr. Carr-Walker is the author of our two key programmes: Mind Strength for Professionals and Mind Strength for Leaders—designed to help individuals access the tools and techniques of psychology to drive performance, improve wellbeing, and build resilience.

We're Trusted By

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YINSON

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Harlequins



Turner & Townsend

Our Purpose

We're on a mission to transform how organisations build resilience in their people – to release higher performance in their business.



Contact Us:

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