

Renewed clarity and momentum

An early-years organisation focused on creating the right environment for colleagues and children. Their work centres on providing high-quality childcare and supporting staff wellbeing across diverse settings.

CHALLENGE:

Before the programme, this organisation had a positive culture but lacked structured time for deep thinking about mental-health inclusion.

“ It's also a safe space for very open, honest reflections and provocations which is hard to always get from the workplace on a specific project / topic”

“Create the time and space for deep thinking as with that, you really do get momentum!”

THE PROGRAMME:

The programme offered shared ideas, reflective space, and provocations that helped us think deeply about organisational actions.

KEY OUTCOMES:

Renewed clarity and momentum:

1

- A healthy, engaged and informed wellbeing team with more dedicated time and improved communication.
- Regular meeting dates shared in advance.
- Clear roles and responsibilities for wellbeing.

2

Increased confidence to embed mental-health inclusion:

- Stronger appreciation of creating the right environment for colleagues
- A new structure for manager meetings to build in peer support and shared problem solving.

THE IMPACT:

We now have a clearer, more confident approach to wellbeing, supported by an engaged team. With dedicated time, defined roles, and better communication, wellbeing has become a more visible and consistent part of everyday practice. Managers are better equipped to support colleagues through regular peer-support meetings, helping create a more open, empathetic culture where staff feel safer to talk about their needs.

