



Team wellbeing services



Intro & Service Options

aim-you well at work



This booklet provides a summary of the support we can provide, our history and the outcomes you can expect as an organisation.

This package was developed out of in-depth research into MDT functioning, public sector delivery challenge, change and wellbeing.

Our approaches are evidence-based and designed to fit around public sector working.


Don't frame our offers as training.

We invite teams onto a journey of transformation.

**growth is invited
and never forced**

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who are we



We are a team of Chartered Psychologists with additional expertise in:

- coaching interventions
- clinical interventions
- wellbeing facilitation (organisational)
- team insights research
- leadership development
- diversity / inclusion methods
- systems theory
- ... and more

Our experience covers 2 decades and includes a range of specialist staff including:

- Clinical Psychologists
- Coaches
- Research Psychologists
- Organisational Psychologist
- Social Psychologist
- Educationalists

We are all trained to the highest standards in our professions and chartered by the BPS and HCPC.

Powerful Insights
Intentional Growth
Reflective Space

Felt transformation

aim-you our impact

previous working partnerships



our healthsector awards



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evidenced outcomes



- Innovation acceleration.
- Increased staff confidence.
- Better role definition.
- Clearer career progression plans.
- Improved work-life balance.
- Improved team connections & communication.
- Improved leadership approach & confidence.
- Improved wellbeing & reduced stress.
- Reduced intent to leave role.
- Improved change management leadership skills.
- Improved remote working relationships and meeting structures.
- Sustained gains.
- Reduced stress / burnout signals.

Evaluation evidence (NHS reports) available on request



200+

Teams Supported



100%

Would recommend us to their
peers



1,500+

Staff supported in 1 to 1 sessions

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service options



Our next pages show the details of some of our most regularly commissioned service offerings:

Leader wellbeing
Individual wellbeing
Team wellbeing
Wellbeing research

aim-you capable leadership & wellbeing



Leadership Development:

Leadership training courses.

Bespoke to your organisation - linking best practice, national policy and your internal support structures into engaging and interactive leadership training spaces.

Lead through COVID (change capable) programme

A developed 6 week course designed to support leaders in understanding psychological safety, leading through crisis and supporting rapid change. Evidence-based outcomes based on 2 years of embedded public sector team research.

Leadership Wellbeing

Find the Ground Programme (1 to 1)

A 1 to 1 support programme to enable leaders to address own wellbeing issues in the context of leadership and personal success aspirations.

Find the Ground Programme (group)

A 6-8 group membership support group to support personal wellbeing, leadership and a community of practice within organisational leaders.

See <https://www.aim-you.com/findtheground> for more information.

aim-you individual wellbeing



Proactive Wellbeing

We can provide a range of services to support the wellbeing of staff at work.

We work with organisations to understand the needs of their teams and to offer solutions that are aimed at staff retention, stress reduction and success improvement.

These methods are proactive rather than in response to mental health need. Wellbeing in this light is framed as a right for all staff, rather than a destination for the unwell.

Our services are bespoke and can include:

- Insights research (from small to large scale).
- Organisational Development Reporting (recommendations).
- Bespoke training, development or 1 to 1 support packages.

We do not compete with EAP programmes - rather offer a specialist and targeted coaching programme to support the success of people and teams.

Our services often require a setup and onboarding period, alongside an expectation that provision may adapt after periods of learning (agreed review dates). We are specialists in service improvement and see all interventions as opportunities to learn alongside an organisation.

Our methods are evidenced based - showing improvements in wellbeing and reductions in staff disengagement.

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team functioning & wellbeing



Team Development:

Specialist Psychologist led packages to support individual teams or teams of teams with:

- Team functioning (improve or repair)
- Remote working connectedness issues
- Communication
- Processing and returning from crisis
- Wellbeing awareness and team approaches to wellbeing
- Innovation during crisis

Team Wellbeing

Specific commissions can be made for support to teams who have experienced significant emotional distress.

Diversity and Inclusion

We are specialists in integrating applied considerations around diversity and inclusion - at all stages of intervention design, delivery and intervention.

Resources / Signposting

We can provide tailored wellbeing resources via a dedicated platform - alongside localised signposting for staff (via information pages or a bespoke self-triage survey).

aim-you wellbeing research



Whatever your need, we likely have the expertise.

We have provided over 100+ service evaluations in the public sector alongside being leads for national NIHR and other public sector research projects.

Our research can include:

- Staff experience / issues / wellbeing assessments
- Current wellbeing policy development / recommendations
- Pre & post assessment
- Intervention evaluation
- Key learning and spread reporting.

Peer review publications can be supported, alongside formal ethics processes.

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how to purchase



Get in touch, we don't bite.

We are flexible with our offers with experience creating offers to support a single staff member up to hundreds of connected teams.

Contact us via our website www.aim-you.com

Notice values


Commit

Don't agree

Feel free

aim-you

what others say



"It's been amazing - reflecting on how much we've grown both as a team and as individuals, how much diversity we have within our team and the positive impact it has on each of us as individuals and the delivery of our programme - it's incredible".

"I think the workshops have helped mould us into a team - which is particularly challenging when we're all working remotely and trying to deliver a great deal".

"It's not rocket science but brings a different perspective and enables you to unpick assumptions and feel more empowered to question or challenge things within your own thinking or with them team".

"Coaching that challenges and shines a spotlight on what you say you want and what you actually mean and do. It's life-changing"

"My experience of aim-you has been fantastic, it has been very different from previous coaching experiences. The approach has been inviting, playful and impactful."

"Aim-you have helped us harness the great breadth of diversity and skills we have within our team to improve the impact and connections we have with each other as well as a team, enhancing our capabilities as a team. I would highly recommend them!"

aim - meet your Psychologist

Dr Craig Newman is a qualified Clinical psychologist and coach with over 20 years of experience in supporting personal growth in clinical and non-clinical settings. This has included clinical patients, clinical teams, small businesses and leaders and numbers in the thousands. Beyond therapeutic models his training included systems approaches, leadership development, change-management, research and group facilitation.

In addition to a clinical doctorate, he has a Doctorate in Behavioural Economics with a specific interest in how to change self-sabotaging behaviours.

Craig has experience in leading teams towards success, with a long list of eminent awards including twice winning the highest award in medicine (BMJ award), twice winning the most internationally competitive health innovation award (HSJ) and numerous other international innovation awards. He has designed and delivered national NHS commissioned digital innovations. His experience goes beyond academic, to include real world success in leadership and performance.

Craig now focuses on developing teams and leaders in the context of innovation and change management challenges.

aim-you is committed to equality, diversity and accessibility.

Our core values are rooted in the idea that opportunity and wellbeing at work are rights that can be supported by empowerment and striving towards providing access for all.

Our services are shaped to meet these values via fair pricing, flexible programmes of service delivery, and remote access. We pair this outward facing model with our own internal model that values the unique genius of our supporting team and community whilst aiming to support the development of those who seek to learn more and to achieve more in their coaching work.

Our model strives to be considerate of the environment, seeking to deliver what it can via remote access tools that are flexible to the needs of clients and coaches.



aim-you is an expert coaching service that
provides accessible and meaningful
support to clients.

www.aim-you.com



www.uxcgroup.com

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