

SECURE CORTEX

Creating Healthier Workplaces

Secure Cortex Corporate Overview

Helping organisations thrive.

> Healthy organisations are built by supporting the people who make them successful.

Our guiding principle



Welcome to Secure Cortex

Every **successful** organisation depends on its people.

Behind every successful team are individuals navigating deadlines, responsibilities, change and the everyday pressures of working life.

At Secure Cortex, we believe workplace wellbeing should never be an afterthought. It should be woven into the culture of an organisation, helping people feel supported, leaders feel confident and teams perform at their best.

Our approach combines counselling expertise, organisational leadership and practical workplace experience to deliver meaningful, sustainable change.

Whether we're working with senior leaders, delivering engaging workshops or supporting organisations through the **SPARK Charter**, our goal is always the same.

Helping organisations thrive by helping their people thrive.

Thank you for taking the time to learn more about Secure Cortex.

We hope this overview gives you a clear insight into who we are, what we believe and how we can support your organisation.

Richard McQuirke
Founder

Sue Doyle
Director

Thank you for taking the time to get to know Secure Cortex.

ABOUT SECURE CORTEX

Who We Are and What We Stand For



Secure Cortex was founded on a simple belief: **when people thrive, organisations thrive.**

We combine counselling expertise, organisational leadership and real-world experience to create workplaces where people feel supported, leaders feel confident and teams perform at their best.

Our Mission

To empower individuals and organisations to prioritise, nurture and sustain mental wellbeing through evidence-based practices, compassionate support and inclusive solutions.
We believe that mental health is fundamental to living and working well, and everyone deserves access to tools and resources that help them thrive.

Our Vision

A world of work where mental wellbeing is embedded in culture, stigma is a thing of the past and people and organisations flourish together.

Our Approach

We are practical, people-focused and partnership-driven. Every solution is tailored to your organisation's unique needs, with a focus on sustainable impact and lasting cultural change.

Our Values

These values guide everything we do and shape the way we work with clients, partners and each other.

Compassion	We lead with empathy and understanding, creating safe spaces for open conversations and meaningful support.
Integrity	We are honest, ethical and transparent in our relationships and our work, building trust through consistency and accountability.
Inclusivity	We respect and celebrate diversity, ensuring everyone feels valued, heard and included.
Innovation	We embrace creativity and continuous learning to deliver practical, forward-thinking solutions that make a difference.
Empowerment	We equip individuals and organisations with the knowledge, skills and confidence to take action and create positive change.

> We don't believe in quick fixes or one-size-fits-all solutions.
> We believe in partnership, understanding and creating environments where people and organisations can truly thrive.

OUR SERVICES

Practical Support. Real Impact. Lasting Change.

We work with organisations to strengthen wellbeing, build resilience and create environments where people can thrive. Our services are designed to be practical, evidence-informed and tailored to your needs.



What We Do

From insight to action, we provide the expertise and support to help your organisation prioritise wellbeing and create positive, sustainable change.

CONSULTANCY & INSIGHT

We help you understand the mental wellbeing landscape within your organisation.

- Workplace wellbeing reviews
- Leadership wellbeing assessments
- Culture and climate insight
- Action planning and recommendations

WORKSHOPS & TRAINING

Engaging, practical and evidence-informed workshops that build awareness, skills and confidence.

- Resilience & wellbeing
- Managing stress & preventing burnout
- Supporting others
- Change, communication & more

THE SPARK CHARTER

A simple framework to help organisations embed wellbeing into their culture.

- Bronze, Silver & Gold levels
- Self-assessment & action planning
- Practical resources & tools
- Visible commitment to wellbeing

Our Approach

1. **UNDERSTAND**
We listen, learn and gain insight into your people, challenges and goals.

2. **DESIGN**
We co-create a tailored plan that aligns with your organisation's priorities.

3. **DELIVER**
We deliver practical, engaging support that builds capability and drives action.

4. **SUSTAIN**
We help you embed change, measure impact and keep wellbeing front and centre.

> Sustainable success starts with healthy people.
> We help organisations create the conditions for everyone to thrive.

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WHY SECURE CORTEX

Why Partner with Secure Cortex?

Real expertise. Human approach. Meaningful results.



We bring together counselling expertise and organisational leadership experience to create workplace wellbeing solutions that are practical, evidence-informed and built for real life.

We're not here to tick boxes. We're here to help your people and your organisation thrive.

The Secure Cortex Difference

Qualified Counselling Expertise

Our foundation in counselling means we understand people deeply. We know what supports wellbeing, what drives behaviour and how to create safe, supportive environments for meaningful conversations.

Practical, Real-World Approach

We don't do theory-heavy or one-size-fits-all programmes. Our solutions are practical, engaging and tailored to your organisation's challenges, culture and goals.

Creating Lasting Cultural Change

We go beyond awareness. We help you embed wellbeing into everyday ways of working, so that positive change is sustained and measurable.

Who We Work With

We partner with organisations across a range of sectors, supporting leaders and teams at every level.

- Local Authorities
- Education & Academy Trusts
- Care & Health Services
- Employability & Training
- Private Sector
- Charities & Not for Profit

> "The session was engaging, practical and relevant. Our team left feeling more confident and better equipped to support their own wellbeing and others."
>
> Health & Wellbeing Lead
> *Care Home Group*

OUR CONSULTANCY APPROACH

Understanding Your Organisation

Insight-led. Evidence-based. People-focused.



Our consultancy services help you gain a clear understanding of your workplace wellbeing landscape, identify opportunities for improvement and develop practical strategies that create lasting impact.

We listen. We analyse. We collaborate. Together, we build a roadmap that supports your people and aligns with your organisational goals.

How We Can Help

Understand
We gather insights through surveys, interviews and data analysis to build a clear picture of your current wellbeing landscape.

Identify
We identify strengths, challenges and priority areas that will have the greatest impact on your people and culture.

Recommend
We co-create practical, evidence-informed strategies tailored to your goals, resources and organisational context.

Support
We support implementation, provide ongoing guidance and help you measure progress to ensure sustainable change.

Our Process

1 DISCOVER
We start with a conversation to understand your priorities, challenges and goals.

2 ASSESS
We gather data and insights to understand the current wellbeing landscape.

3 ANALYSE
We identify key themes, strengths and opportunities for improvement.

4 RECOMMEND
We co-create a tailored action plan with clear priorities and measures.

5 SUPPORT & REVIEW
We support delivery, measure impact and refine as you grow.

Case Study

Local Authority Partnership

We supported a local authority to understand the wellbeing needs of their staff and leaders. Through targeted insight and collaborative action planning, they improved communication, increased support for managers and strengthened their wellbeing culture across multiple departments.

Outcome: Improved staff engagement and wellbeing, with a clear action plan for the future.

> “Secure Cortex helped us understand what was really happening for our people and gave us a practical, achievable plan to make meaningful change. Their approach is collaborative, insightful and grounded in real-world experience.”

HR Director
Education & Academy Trust

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OUR WORKSHOPS & TRAINING

Practical Learning. Real Impact.

Engaging workshops that build skills, confidence and resilience.



Delivered Online (Teams)

Engaging, interactive sessions that are accessible and convenient.

Our interactive workshops are designed to be practical, evidence-informed and relevant to today's workplace. Delivered online or in person, they provide valuable tools and strategies that participants can use right away.

Because when people have the right skills, everyone thrives.

Our Core Programmes

Each workshop is 2 hours long and can be tailored to your organisation's needs.

Building Personal Resilience
Strengthen resilience, emotional intelligence and self-awareness to manage pressure and thrive.

Emotional Regulation (PAC Model)
Understand how we think, feel and react – and how to choose a calmer, more effective response.

Coping with Change (Kübler-Ross Model)
Navigate change with confidence and learn how to support yourself and others.

Stress & Burnout
Understand stress responses, prevent burnout and build sustainable habits for wellbeing.

Managers – Supporting Staff Wellbeing
Practical tools and conversations to support your team, spot signs early and create a supportive culture.

Bereavement & Emotional Impact (Care Homes)
Compassionate support for teams and residents during times of loss and change.

Headspace for the Workplace
For residents not yet ready for employment programmes. Build confidence, routine and resilience.

Group sizes: Up to 12 participants (education workshops up to 25).

What You Can Expect

- Interactive and engaging sessions
- Practical tools you can use immediately
- Real-life examples and scenarios
- Tailored to your people and challenges
- Supportive, inclusive and confidential
- Resources and materials to take away
- Pre/post measures to evaluate impact

> "The workshop was engaging, practical and easy to relate to. Our team left feeling more confident and better equipped to support both their own wellbeing and others."

HR Manager
Local Authority

THE SPARK CHARTER

Small Actions. Lasting Change.

A simple framework to embed wellbeing into your culture.

The SPARK Charter helps organisations of all sizes create a workplace where mental wellbeing is valued, supported and part of everyday practice.

Progressive levels. Practical tools. Visible commitment.



What is The SPARK Charter?

The SPARK Charter is a practical framework that helps organisations embed wellbeing into their culture through five key principles.

S SUPPORT
We support and care for our people.

P PROMOTE
We promote open conversations and understanding.

A AWARENESS
We raise awareness and reduce stigma.

R RESILIENCE
We build resilience and equip people with practical skills.

K KINDNESS
We show kindness, respect and value in all we do.

Three Progressive Levels

BRONZE
Build the Foundation

Self-assessment and action planning to get you started on your wellbeing journey.

Ideal for organisations starting out.

SILVER
Develop and Embed

Guided support and resources to strengthen your culture and embed good practice.

Ideal for organisations building momentum.

GOLD
Lead and Inspire

Embed wellbeing at every level and become a recognised leader in workplace wellbeing.

Ideal for organisations that want to lead by example.

What's Included

- **Self-assessment survey** — Understand where you are now.
- **Action plan template** — Create a practical plan that works for you.
- **Practical resources & tools** — Guides, templates and communication materials.
- **SPARK pledge & poster** — Show your commitment and inspire others.
- **Recognition & digital badge** — Celebrate progress and demonstrate your commitment.

> "The SPARK Charter gave us a clear framework to build on what we were already doing. It's helped us start conversations, take action and make wellbeing a visible priority across our school community."

Headteacher
Academy Trust

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Supporting Organisations Beyond the Workshop

Practical insights, guides and resources that help organisations continue building healthier workplaces.

Learning doesn't stop when the session ends.

Our resources are designed to help you and your team put learning into action, build confidence and create lasting change.



What You'll Find

Articles & Insights
Expert blogs and practical advice on mental wellbeing and workplace culture.

Free Resources
Downloadable guides, templates and handouts for you and your team.

Tools & Strategies
Simple, practical tools to support wellbeing and build resilience.

Wellbeing Calendar
Awareness dates and monthly themes to help you plan and engage.

Case Studies & Stories
Real examples of organisations making a positive impact.

Tips for Managers
Practical tips to help leaders support their teams with confidence.



Free Resource Library

Explore our collection of practical guides, checklists and templates – designed to support mental wellbeing in the workplace.

Available online at ***www.securecortex.co.uk/resources***

Latest Article



Why Can't I Switch Off?

5 Reasons We Overthink and What Helps

Understanding overthinking and how to find calm, clarity and control.

Read the full article at www.securecortex.co.uk/insights

Stay Informed

We regularly share new insights, resources and event invitations.

Sign up to our newsletter at **www.securecortex.co.uk**

Looking for something specific?

If there's a topic or resource you'd like to see, let us know – we're here to help.

Email us at info@securecortex.co.uk or call 07778 995033

> "The resources have been practical, easy to use and have really helped us keep the conversation around wellbeing going long after the training sessions."
>
> **HR Manager**
> *Local Authority*

MEET THE TEAM

Experienced People. Shared Purpose. Lasting Impact.



Behind Secure Cortex is a shared commitment to helping organisations create healthier workplaces where people and performance can thrive together.

We combine professional qualifications, real-world business experience and a deep understanding of what it takes to support people and organisations to thrive.



Richard McQuirke

Founder

Richard is a qualified counsellor with over 17 years' experience supporting individuals through life's challenges. Alongside his counselling practice, he has built a successful career in commercial leadership, bringing more than 25 years of experience in sales, business development and team leadership.

Richard combines a deep understanding of people with a strong commercial mindset to help organisations create supportive, resilient and high-performing workplaces.

Qualifications

Level 4 Diploma in Person-Centred Counselling
BACP Individual Member



Sue Doyle

Director

Sue brings a wealth of leadership and operational experience from a successful career in business management. She is passionate about creating positive, inclusive cultures where people feel valued, supported and able to thrive.

Sue plays a key role in shaping strategy, partnerships and the delivery of services, ensuring every organisation we work with receives practical, high-quality support that makes a real difference.

Expertise

Leadership | Operations | Strategy
Partnerships | Culture Development

Why We Created Secure Cortex

Secure Cortex was founded on a shared belief that healthier organisations are created by investing in the wellbeing of their people.
By combining counselling expertise with commercial experience, we help organisations build cultures where people feel supported, valued and able to perform at their best.

Compassion
We care deeply about people and approach every partnership with empathy.

Integrity
We are honest, transparent and committed to doing the right thing.

Collaboration
We believe in the power of working together to create meaningful change.

Excellence
We deliver high-quality, evidence-based solutions that drive real results.

Purpose
We are driven by our mission to improve wellbeing and help people thrive.

SECURE CORTEX

WORKPLACE WELLBEING. HUMAN IMPACT.

Healthier People. Stronger Cultures. Better Outcomes.

At Secure Cortex, we believe that when people feel supported, organisations thrive. Together, we can create workplaces where people are valued, empowered and able to perform at their best—today and for the future.

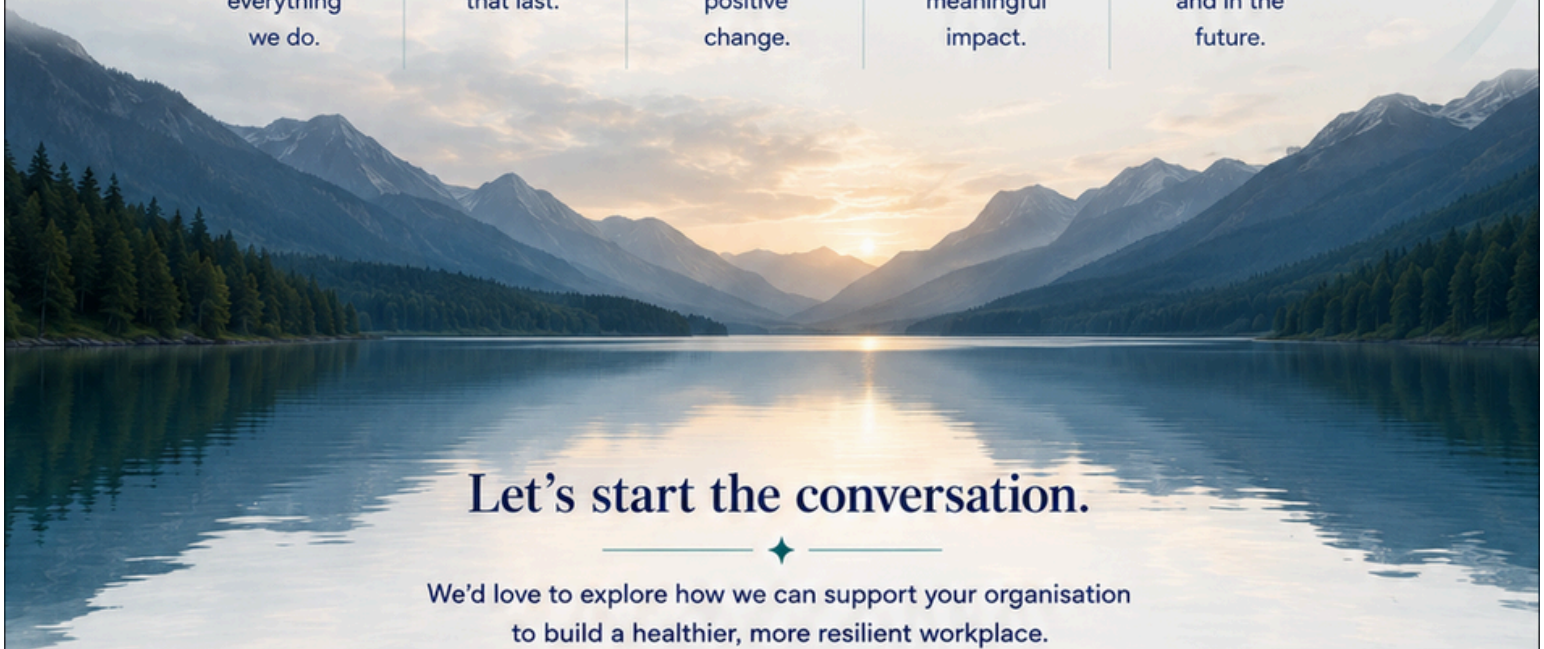
We put people at the heart of everything we do.

We build resilient cultures that last.

We empower individuals and inspire positive change.

We partner collaboratively to deliver meaningful impact.

We help organisations thrive—now and in the future.



Let's start the conversation.

We'd love to explore how we can support your organisation to build a healthier, more resilient workplace.

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WORKPLACE WELLBEING ✦ HUMAN IMPACT ✦ LASTING CHANGE