

Yorway



Connecting the dots between people and performance

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What we do

At Yorway, we believe that thriving teams are the foundation of successful organisations, so we partner with individuals, managers, and leaders to strengthen performance within and between teams —to access unlocked potential.

Insight is just the beginning. We support you to address challenges at the source, using a blend of conflict management, training & coaching, and therapeutic approaches, we adapt our methods to align with your culture and values, ensuring that change continues once we step away.

Automated team health monitoring tools keep progress visible and help drive accountability, offering a clearer picture of how your teams are performing — and where targeted action will make the biggest impact. The tailored insights we provide are more than just data: it's business intelligence that empowers you to act decisively and with confidence.

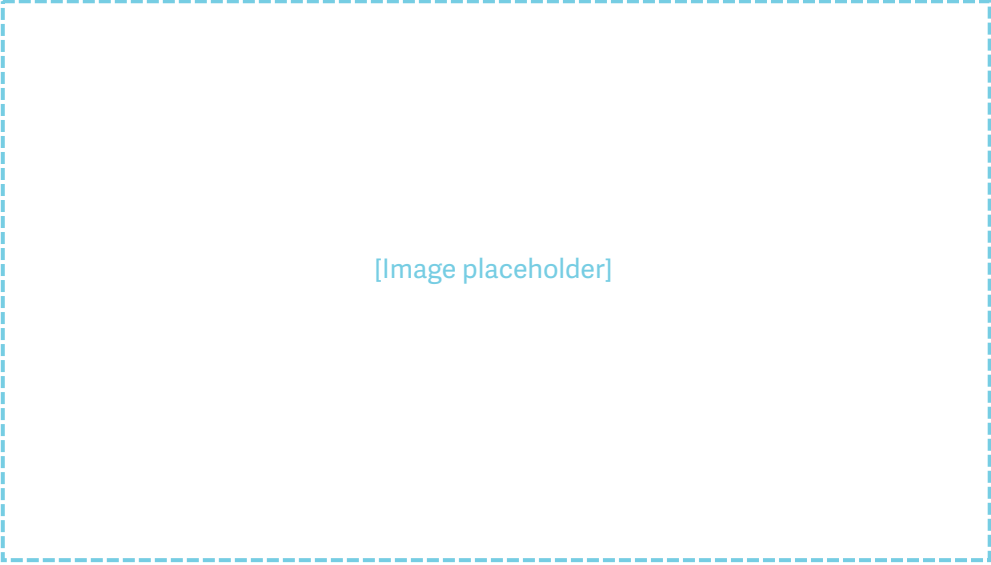
The result? High-performing teams that go beyond surviving conflict but adapt to grow through it. Teams that are confident, informed and aligned to deliver better business outcomes.

At Yorway, we don't believe in one-size-fits-all solutions. We recognise your needs so we can connect the dots between your people, performance, and organisational success, your way.

Who we are

We're a multi-disciplinary team of mediators, conflict coaches, psychotherapists and data analysts, each bringing experience and insights from former careers. This diversity in skill and experience, unites in a shared approach – empathetic, informed by evidence, and always aligned with your culture, values and interests.

With over 25 years of experience supporting the UK Armed Forces, National Security Sector, and NHS psychological services, we understand the realities of high-pressure environments. Our team includes BABCP-accredited psychotherapists, registered conflict coaches and mediators, and innovative data analysts. But qualifications are just a standard for our team. We value most the ability to listen, understand and recognise your needs and interests, so we can support you, your way.



[Image placeholder]

What we offer

Conflict Management

We facilitate mediation and conflict coaching to help individuals and teams navigate challenges constructively. Our mediators create spaces for honest, often long-overdue conversations. By exploring perspectives and uncovering underlying motivations, your people can gain mutual understanding and agree on clear next steps.

Yorway offer impartial mediation for two or more individuals, usually delivered over a full day, with private morning sessions followed by a joint meeting in the afternoon. For those unable to take part in mediation, conflict coaching offers up to three confidential 90-minute sessions, typically two weeks apart, to build self-reliance and confidence in handling difficult situations. Together, these approaches help teams communicate openly, resolve tension, and move forward with purpose.



[Image placeholder]

Team Health Tools

We build bespoke and automated tools to help organisations monitor team sentiment and wellbeing. Our **Team Health** service enables leaders and managers to create a psychologically safe space for honest feedback.

Single-Use or ongoing, focus your attention on time-bound thematic reporting or regular Team Health engagement. We with you to build and deploy dashboards that meet your needs, generating business intelligence that aligns to your values and interests,

[Image placeholder]

Training and Coaching

We believe in providing the ladder to help you climb to the top. Our focus is building self-reliance rather than dependence on our services.

We offer a range of workshop packages that are grounded in core cognitive behavioural therapy (CBT) principles, helping individuals, managers and leaders to understand the connection between thoughts, behaviours and emotions and how to manage these effectively in workplace contexts.

Equipped with these skills, your organisation can develop a culture and teams that recognise and break unhelpful cycles, respond rather than react, communicate effectively and build self-reliance.

[Image placeholder]

Why Yorway

Healthy teams build healthy organisations. At Yorway, we help you create lasting change - not quick fixes. Our approach is built on the belief that there's no one-size-fits-all solution: team health and conflict are best managed in ways that reflect your culture and your people. We provide the ladder to help you climb up.

[Image placeholder]

Big picture - organisations today face rising pressure - economic uncertainty, evolving workforce expectations and increasing stress.

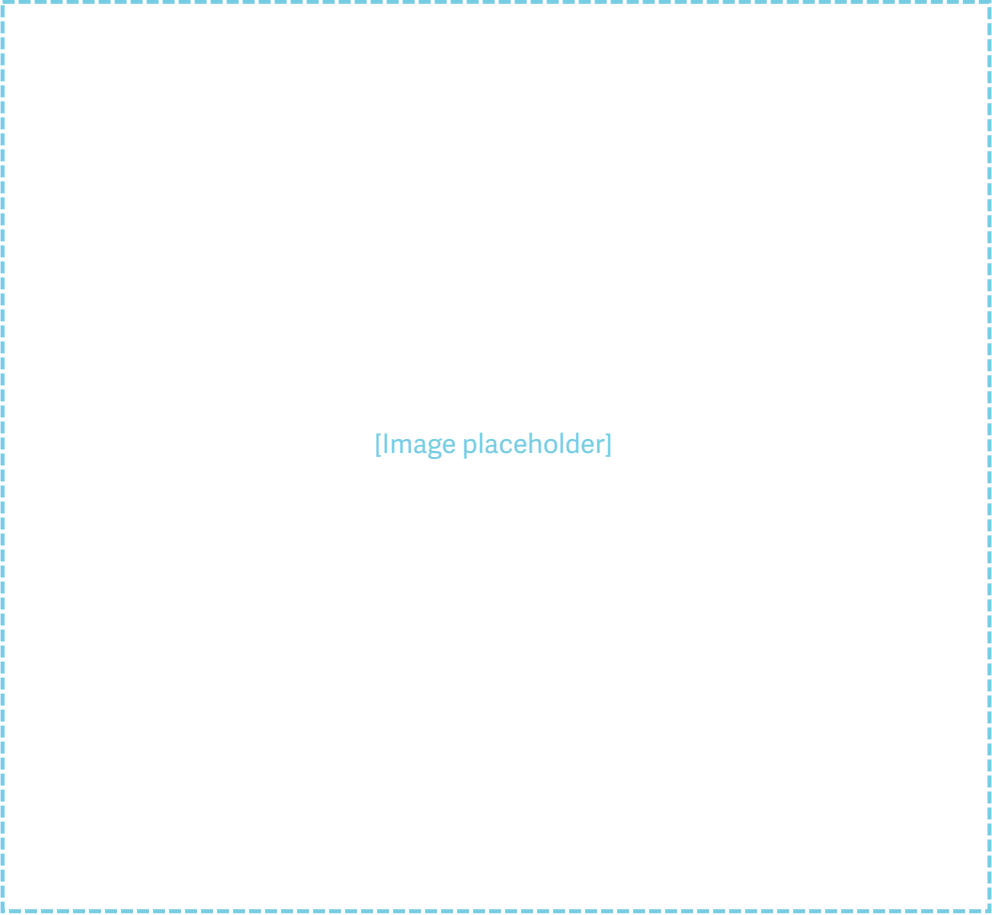
- 1 in 2 lost working days in the UK are stress-related
- Poor mental health costs employers billions annually
- Healthy teams outperform peers in engagement, retention and innovation
- Therapy (CBT)

Little picture

Bad - when team health isn't addressed, organisations face burnout, turnover, low morale, stalled innovation.

Good - when it is: teams communicate better, solve problems faster and stay engaged.

- **Tailored** - shaped around your culture and goals
- **Evidence-based** - grounded in Cognitive Behavioural Therapy (CBT)
- **Flexible delivery** - workshops, strategy sessions, team days
- **Empowering** - building self-reliance, not dependency



[Image placeholder]