

## Looking back and moving forward

The past year has been challenging for us all and as we approach the end of the year, we are again facing challenges to our health and wellbeing in relation to the pandemic and how it impacts our life and work.

Employee wellbeing has been on the minds of many business leaders and continues to rise up the corporate / business agenda, with many businesses taking additional measures to support the wellbeing of their employees throughout the pandemic.

Some of these measures have included the promotion of current wellbeing support that is available through benefits such as Employee Assistance Programmes. Other measures include increasing the focus on awareness of mental health, through awareness training for Line Managers and training people within a business to be Mental Health First Aiders. This creates a vital first line of response, support and signposting to relevant help and support people may need. When needed organisations have also provided access to more personalised support to their employees, using impartial 1 to 1 coaching to help someone who may be struggling with issues in their life and or work.



All these measures have been vital in helping people through and beyond the difficult and uncertain times we live in and at Fit for Tomorrow, we are proud to have worked with many businesses across different sectors and sizes, providing coaching and training to raise awareness of mental health and wellbeing or enhance their current wellbeing strategies and programmes.

One aspect we have seen an increasing need for, is around awareness training and coaching for Line Managers on the topic of mental health and wellbeing. Whilst there is an increasing awareness of employee health and wellbeing amongst senior leadership, ensuring this is passed through to Line Managers and getting their buy-in is still a challenge. Without the buy-in from Line Managers any strategy or initiative will struggle to have an impact, be sustainable and reach the wider workforce. Through training and coaching for Line Managers we have helped to ensure the good intention of an organisation to support their employee's health and wellbeing becomes reality. We provide Managers with the insight and confidence to feel comfortable talking to their employees about mental health and spotting early warning signs when someone may be struggling. It also serves as an important support for Managers themselves as they deal with the many challenges of managing others through difficult times and the pressures they may face in their roles.

Wherever you are on your journey we are always happy to help and provide guidance around coaching and training that will have a positive impact on your business and the wellbeing of your employees.

To help you review and identify where your organisation may be regarding employee health and wellbeing, we have created a **simple flow diagram**, which provides some ideas of where you can get started in supporting employee mental health & wellbeing or where you may have any gaps in your current programme.

If you're answering **no** at any point please do get in touch and we can discuss how best to support, you and even if you've answered **yes** there may be something we can do to enhance and add more value to your current programme, so we'd still love to hear from you.

Stay healthy & keep safe  
Michael & Jen  
Fit for Tomorrow  
Workplace Coaching & Training Solutions

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Building & maintaining support structure



Line Manager Coaching & Training



Awareness & Inclusivity



A different approach to support

