Clear Thinking

WELLBEING & COACHING SOLUTIONS

CORPORATE @ CLEAR THINKING

PEOPLE-CENTRED SUPPORT FOR WORKPLACES

Practical, evidence-informed solutions to help your people think more clearly, work better together and thrive at work.

Think clearly. Lead intentionally.
Connect effectively. Thrive sustainably.



THINK

Self-avareness, mindset and decision-making

LEAD

Leadership, management and coaching

CONNECT

Communication, feedback and difficult conversations

THRIVE

Wellbeing, resilience and sustainable performance

WORKSHOPS • COACHING • TEAM DEVELOPMENT
WELLBEING • CONVERSATIONS

One partner. Many ways to make a real difference.

ABOUT CLEAR THINKING

Practical. People-centred. Purposeful.



Clear Thinking Wellbeing & Coaching Solutions helps organisations create healthier, clearer and more effective workplaces by focusing on what makes a meaningful difference to people's everyday experience of work.

Our approach combines people and organisational development expertise, coaching and practical workplace solutions — creating space for people to think, reflect, have better conversations and take purposeful action.

Whether supporting an individual manager, developing a team or working with an organisation more broadly, the focus remains the same: understand what's really happening, identify what will help and turn insight into meaningful change.

No tick-box development. No unnecessary jargon.
Just thoughtful conversations, practical tools and meaningful action.

FAY WINSTANLEY

Founder | Chartered People & OD Professional

Fay brings more than 25 years' experience across people management, organisational development, workplace wellbeing, leadership, culture and employee engagement, predominantly in the NHS.

PROFESSIONAL CREDENTIALS

- Chartered MCIPD
- Associate Member, EMCC (European Mentoring & Coaching Council)
- BA (Hons) Human Resources
- Postgraduate HR qualification
- NLP Coach
- Practitioner of NLP
- Practitioner of Hypnosis
- Time Line Therapy™ Practitioner
- Professional Life Coaching & Counselling Diploma

THE CLEAR THINKING APPROACH

THINK
Self-avareness, mindset and decision-making

LEAD
Leadership, management and coaching

CONNECT
Communication, feedback and difficult conversations

THRIVE
Wellbeing, resilience and sustainable performance

> *"People development that feels human, relevant and useful – and makes a difference beyond the day itself."*

THINK • LEAD • CONNECT • THRIVE

Four pillars. One approach. Lasting impact.

Our four-pillar approach brings together practical tools, thoughtful conversations and practical, people-centred support to help people and organisations think more clearly, work better together and thrive at work.

THINK

Self-awareness, mindset and decision-making

- Build self-awareness and clarity
- Understand your mindset and limiting beliefs
- Make confident, values-aligned decisions
- Focus on what matters most

Clarity within drives better choices and stronger outcomes.

LEAD

Leadership, management and coaching

- Develop confident, capable leaders
- Build strong management and people skills
- Coach, guide and empower for growth
- Create trust, accountability and high performance

Great leadership creates the conditions for others to succeed.

CONNECT

Communication, feedback and difficult conversations

- Communicate with clarity and confidence
- Listen actively and with empathy
- Give and receive feedback that works
- Navigate difficult conversations and resolve conflict

Strong connections build understanding, trust and collaboration.

THRIVE

Wellbeing, resilience and sustainable performance

- Support wellbeing and mental fitness
- Build resilience and manage pressure
- Create healthy habits and sustainable ways of working
- Thrive individually and collectively

When people thrive, organisations thrive too.

People development that feels human, relevant and useful – and makes a difference beyond the day itself.

PRACTICAL TOOLS • THOUGHTFUL CONVERSATIONS • REAL IMPACT

CORPORATE @ CLEAR THINKING

Workplace Wellbeing

Understand what's really happening.
Take action that makes a difference.



The Clear Thinking Workplace Wellbeing Check helps you look beneath the surface to understand what **may be affecting** your people, your culture and your performance.

It combines insight, honest conversations and practical recommendations to help you prioritise what will make the biggest difference.

A CLEARER PICTURE. BETTER DECISIONS. POSITIVE CHANGE.

A simple, practical way to understand wellbeing in your organisation and take action that truly makes a difference.

THE CLEAR THINKING WELLBEING CHECK

Looking below the surface to understand what really matters.



The iceberg reminds us that the things we see are often symptoms, not the root causes.

Our approach helps you explore what's really going on for your people and identify the factors that will create lasting change.

WHAT YOU'LL GAIN

- A clear insight into workplace wellbeing across your organisation
- Evidence of strengths, challenges and risk areas
- Prioritised recommendations tailored to your organisation
- A practical action plan to support your people and culture
- A partner to help you turn insight into meaningful change

THE JOURNEY: INSIGHT → PRIORITIES → ACTION

1. INSIGHT

Understand the real picture.

We use a mix of data, conversations and observation to explore how your people are feeling and what's impacting them day to day.

- Wellbeing check-in
- Focus groups / interviews
- Manager conversations
- Workplace review

2. PRIORITIES

Focus on what matters most.

We analyse the findings together to identify the key themes and prioritise the areas that will make the biggest difference.

- Identify root causes
- Assess impact and risk
- Agree priority areas
- Shape practical recommendations

3. ACTION

Create change that lasts.

We work with you to create a clear, achievable action plan and support you to embed changes that create lasting impact.

- Action plan co-created
- Implementation support (agreed separately)
- Measure progress
- Review and adapt

CORPORATE @ CLEAR THINKING

Manager Coaching

Support for every stage of your leadership journey.



Practical, one-to-one coaching programmes designed to help managers build confidence, have better conversations and lead with clarity.

Three focused programmes. Real impact. Lasting change.

SUPPORT THAT MAKES A DIFFERENCE

Practical, focused coaching that helps managers build confidence, strengthen conversations and lead with clarity.

THREE PROGRAMMES, TAILORED IMPACT

Each programme is delivered 1:1 and tailored to the individual and their context.
Sessions are practical, supportive and focused on real workplace challenges.

NEW MANAGER RESET

Build confidence.
Lead with impact.

A practical foundation for new managers stepping into leadership.

- Understand your new role
- Build confidence and self-awareness
- Develop essential management skills
- Build relationships and influence
- Create a strong start for lasting impact

3 SESSIONS
1:1 COACHING

CONFIDENT CONVERSATIONS

Have the conversations that make a difference.

Develop confidence to lead conversations that are clear, respectful and effective.

- Prepare for difficult conversations
- Communicate with clarity and empathy
- Manage challenge and conflict
- Give and receive feedback well
- Build trust and stronger relationships

3 SESSIONS
1:1 COACHING

LEADERSHIP CLARITY PROGRAMME

Lead with clarity.
Create meaningful results.

A deeper leadership development programme for experienced managers.

- Increase self-awareness and confidence
- Clarify your leadership style and impact
- Lead people and manage performance
- Make aligned decisions with confidence
- Build habits for sustainable leadership

6 SESSIONS
1:1 COACHING

YOUR DEVELOPMENT. YOUR CONTEXT.

Every programme is tailored to you and your organisation. Together we'll focus on what matters most and create practical actions that make a real difference.

More confident.
Better conversations.
Stronger leadership.
Better results.

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Team Development



Stronger teams. Clearer communication. Better results.

The Clear Thinking Team Day is an interactive, engaging and practical development experience designed to bring teams together and create lasting positive change.

Through guided activities, open conversations and practical tools, your team will build understanding, strengthen relationships and work more effectively together.

ONE DAY, FOUR FOCUSED AREAS.

A proven structure that helps teams connect, communicate and collaborate in meaningful ways.

THE CLEAR THINKING TEAM DAY

A simple journey that creates a powerful impact.

1 UNDERSTAND OURSELVES

Build self-awareness and explore what shapes our thinking, behaviour and contribution to the team.

- Personal strengths and working styles
- What drives and motivates us
- Our impact on others

2 UNDERSTAND EACH OTHER

Deepen understanding, build trust and appreciate the diversity that makes the team stronger.

- Communication preferences
- Values and perspectives
- Building trust and connection

3 COMMUNICATE BETTER

Strengthen the way we communicate, give feedback and have conversations that move things forward.

- Clear, open communication
- Active listening
- Constructive feedback
- Handling challenging conversations

4 WORK BETTER TOGETHER

Put it all together to create stronger collaboration, better problem solving and high performing teamwork.

- Shared goals and commitments
- Effective collaboration
- Agreed actions for the future

PRACTICAL. INTERACTIVE. RELEVANT.

A structured Team Day that includes preparation, a practical and engaging team development day, and follow-up support to keep the momentum going and turn insight into lasting change.

When teams understand each other and communicate well, great things happen.

IDEAL FOR TEAMS WHO WANT TO...

- Strengthen relationships and build trust
- Improve communication and feedback
- Work together more effectively
- Improve performance and results

CORPORATE @ CLEAR THINKING

Workplace Workshops



Practical learning. Real conversations. Meaningful change.

A collection of interactive, relevant and engaging workshops designed to build skills, support wellbeing and create a healthier, more effective workplace.

- Real workplace challenges and practical tools.
- Engaging, reflective and grounded in everyday reality.
- Equips people to think differently and take action.
- Supports healthier, more resilient and higher performing teams.

THE WORKSHOP COLLECTION

Twelve workplace workshops across four key themes.

THINK

Self-awareness, mindset and personal effectiveness.

01 Beyond the Fruit Bowl

A fresh take on workplace wellbeing that goes beyond the basics.

02 From Overwhelmed to Clear Thinking

Create more headspace when life feels too much.

03 Pause. Focus. Proceed.

Simple, practical ways to slow down, reset and refocus on what matters.

LEAD

Leadership, management and coaching.

04 Leading Yourself First

Better leadership starts with self-awareness and balance.

05 New Manager Reset

A practical foundation for new managers stepping into leadership.

06 Coaching Skills for Managers

Build confidence in coaching conversations that support growth.

CONNECT

Communication, feedback and relationships.

07 The Tuesday Afternoon Test

What does it really feel like to work here? A practical look at everyday culture and experience.

08 The Art of Difficult Conversations

Say what needs to be said clearly, respectfully and constructively.

09 Assertive, Not Aggressive

Communicate with confidence, set healthy boundaries and build stronger relationships.

THRIVE

Wellbeing, resilience and sustainable performance.

10 Boundaries Without Guilt

Protect your energy and capacity without damaging relationships.

11 Quieting the Imposter Voice

Build confidence and self-belief by challenging the inner critic.

12 When Good People Are Running on Empty

Recognise, respond to and prevent burnout before it takes hold.

FLEXIBLE DELIVERY TO SUIT YOUR NEEDS

Each workshop can be delivered as a 60–90 minute session, a half-day or a full-day, in person or online.

FULL WORKSHOP COLLECTION BROCHURE AVAILABLE

For detailed content, participant takeaways and examples, please see our Workshop Collection.

CORPORATE @ CLEAR THINKING

Workplace Conversations

Better conversations. Stronger relationships. Healthier workplaces.



Specialist support to help individuals, teams and leaders navigate the conversations that matter at work.

A practical and compassionate approach that builds confidence, reduces conflict and creates the conditions for more open, respectful and productive conversations.

CONVERSATION SUPPORT THAT MAKES A DIFFERENCE.

Tailored facilitation, coaching and practical support to build confidence, resolve challenges and move conversations forward constructively.

OUR CONVERSATION SUPPORT OPTIONS

1. CONVERSATION SKILLS DEVELOPMENT

Build practical skills.

Practical, interactive learning to help people have clearer, more confident and more productive conversations at work.

- Build confidence to speak up
- Listen actively and with intent
- Explore different perspectives
- Turn conversations into positive action

Ideal for teams and wider groups.

2. WORKPLACE CONFLICT COACHING

Navigate and resolve.

Focused one-to-one support to help individuals manage conflict, reduce tension and find constructive ways forward.

- Understand the situation and its impact
- Explore options and next steps
- Build confidence for challenging conversations
- Create a practical way forward

Ideal for individuals navigating conflict or a difficult situation.

3. FACILITATED WORKPLACE CONVERSATIONS

Create space to talk.

Structured, impartial facilitation to bring people together, explore key issues and reach agreed, positive next steps.

- Provide a safe and respectful space
- Support open and honest dialogue
- Explore issues and different views
- Agree clear, constructive actions

Ideal for teams, project groups or cross-functional working.

4. BESPOKE CONVERSATION SUPPORT

Tailored to your needs.

Flexible support designed around your organisation's specific challenges, people and culture.

- A tailored blend of facilitation, coaching and skills development
- Focused on your priorities and outcomes
- Practical, relevant and people-centred
- Designed to create lasting change

Ideal for teams, leaders and organisations.

A PRACTICAL, PEOPLE-CENTRED APPROACH

Not about blame or mediation, but about building understanding, confidence and stronger working relationships through effective, respectful conversations.

My role is to help people talk better, listen better and work better together.

CORPORATE @ CLEAR THINKING

Supporting People Through Change

Helping people find clarity, confidence and a sense of direction when work and life change.



Change can be challenging, whether it's planned or unexpected. We provide practical, compassionate support to help people process the transition, rebuild confidence and move forward with purpose.

A COMPASSIONATE APPROACH TO WORKPLACE TRANSITION.

Practical, people-focused support that recognises the emotional, practical and professional impact of change.

BEYOND THE LABELS – LIFE AFTER CHANGE

Beyond the Labels

LIFE AFTER CHANGE

A supportive programme for people navigating life and work transitions.

Beyond the Labels (BTL) helps individuals explore what's next, rebuild confidence, rediscover their strengths and create a positive and realistic way forward.

WHO IS IT FOR?

REDUNDANCY

Support to process, reset and plan the next chapter.

CAREER TRANSITION

Clarity and confidence to explore new opportunities.

RETIREMENT

Space to reflect, redefine and move into the next phase with purpose.

OTHER LIFE CHANGES

A compassionate space to make sense of change and look ahead positively.

WHAT PEOPLE GAIN

- Clarity and perspective
- Renewed confidence
- A stronger sense of identity
- Practical tools and next steps
- Emotional resilience and positivity

FOR ORGANISATIONS

A valuable programme to support employees through redundancy, restructuring, retirement and other significant transitions, as part of a compassionate and people-centred approach.

FLEXIBLE DELIVERY

Available online or in person, as a structured programme or tailored to your organisational needs.

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Professional Support & Connection



Space to reflect. Opportunities to connect. Support to grow.

Practical, people-focused support that helps professionals stay reflective, resilient and at their best, while also building connection, learning and a sense of shared purpose.

- Reflect and gain perspective.
- Develop confidence and capability.
- Explore challenges and solutions.
- Stay resilient, connected and future focused.

TWO COMPLEMENTARY OFFERS

PROFESSIONAL SUPERVISION

A dedicated space for reflective practice, professional development and support.

A confidential, structured space to think, reflect and explore professional challenges, dilemmas and opportunities in a supportive and non-judgemental way.

- Reflect on your practice and experiences
- Explore challenges and consider different perspectives
- Build confidence and professional resilience
- Support your ongoing development and wellbeing

Available for individuals or small groups, online or in person.

PaCC
PEOPLE & CULTURE CONVERSATIONS

A supportive community for people professionals.

A space to connect, share learning and support each other through the realities and opportunities of people, organisational development and workplace practice.

- A trusted network of like-minded professionals
- Share ideas, insights and real-world experience
- Stay up to date with relevant trends and practice
- Build connection, support and collaboration

A growing community, with online and in-person opportunities to connect and learn.

THE BENEFITS

- Greater self-awareness
- Professional growth
- Increased resilience
- Stronger connection
- A sense of belonging

FOR ORGANISATIONS

Invest in your people by providing access to supervision and/or PaCC (People & Culture Conversations), supporting wellbeing, reflective practice and sustained performance.

FLEXIBLE DELIVERY

Available online or in person, with options for individuals, small groups or organisation-wide support.

CORPORATE @ CLEAR THINKING

Build Your Own Organisational Programme

Designed around your people. Focused on what matters. Built for real impact.



One workshop. A manager cohort. A team intervention. Or a tailored development programme.

Every organisation is different. That's why we work with you to design a practical, meaningful programme that meets your goals and fits your people, culture and challenges.

We combine workshops, coaching, team development and workplace wellbeing to create a solution that's relevant, engaging and effective.

YOUR PEOPLE. YOUR PRIORITIES. THE RIGHT SUPPORT.

We partner with you to understand what will make the biggest difference and build a programme that delivers lasting results.

WE CAN BRING TOGETHER WHAT YOU NEED

A flexible mix of solutions to create the right programme for your organisation.

WORKSHOPS

Practical, interactive sessions on topics that matter.

- Build skills and knowledge
- Spark reflection and insight
- Encourage action and embed learning

COACHING

One-to-one or group coaching to build confidence, capability and impact.

- Leadership and management development
- Confident conversations
- Support through challenges and change

TEAM DEVELOPMENT

Activities and interventions that strengthen relationships, trust and performance.

- Understand each other better
- Improve communication
- Build collaboration
- Achieve more together

WORKPLACE WELLBEING

Insight into what's really going on beneath the surface.

- Workplace wellbeing check
- Identify strengths, challenges and risks
- Prioritise what will make the biggest difference

OUR APPROACH: FROM INSIGHT TO IMPACT

1. DISCOVER

We listen, explore and understand your people, challenges and goals.

→

2. DESIGN

We co-create a tailored programme that fits your needs and context.

→

3. DELIVER

Engaging, practical sessions and coaching that make an impact.

→

4. MEASURE

We review progress and gather feedback to track what matters.

→

5. SUSTAIN

We help embed change so your people and organisation continue to grow.

PROGRAMMES THAT DELIVER REAL RESULTS

- Aligned to your strategy and priorities
- Focused on meaningful, lasting change
- Practical, people-centred and engaging
- Flexible and scalable to suit your organisation
- Clear outcomes that make a real difference

Let's Start a Conversation



Clarity creates change.
Conversations create possibilities.

Whether it's an individual in the workplace looking for support, a manager wanting to grow, or an organisation seeking meaningful change — I'd love to hear from you.

SUPPORT ACROSS YOUR ORGANISATION

INDIVIDUALS
Targeted workplace coaching and support.

MANAGERS
Coaching and development for confident, capable leadership.

TEAMS
Development that strengthens relationships, communication and collaboration.

ORGANISATIONS
People, culture and wellbeing solutions designed around organisational priorities.

CORPORATE CLARITY CONVERSATION

A focused 30-minute conversation for senior leaders and HR professionals.

We'll explore your people and culture priorities, current challenges and what success looks like — so we can identify how the right support can create real, lasting impact.

- Explore your people, culture and business goals
- Identify challenges and areas of focus
- Understand where support will have the greatest impact
- Discuss potential solutions and approach
- Next steps — no pressure, just clarity

GET IN TOUCH

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Based in Chorley, Lancashire
Supporting clients online and in person

When people think more clearly, communicate better and feel supported, great things happen.

Let's create positive change together.

PRACTICAL TOOLS • THOUGHTFUL CONVERSATIONS • REAL IMPACT