

Clear Thinking

WELLBEING & COACHING SOLUTIONS



GAIN CLARITY, ACHIEVE RESULTS.

CLEAR THINKING FOR WORKPLACES

Practical, people-centred 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-awareness,
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 around 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-awareness, 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.

Workplace Workshops

Practical learning. Real conversations. Meaningful change.

Our workshop collection is designed to build skills, strengthen confidence and create lasting impact in the workplace.

Each workshop is interactive, engaging and grounded in real workplace challenges – giving your people the tools and insights they can use straight away.

WORKSHOPS THAT WORK

Short, focused sessions that equip people with practical tools, encourage reflection and inspire action at work.

THE WORKSHOP COLLECTION

Twelve engaging workshops across four key themes.

THINK

Self-awareness, mindset and decision-making

- 01 Building Self-Awareness**
Increase insight and understanding of who you are and what matters.
- 02 Growth Mindset in Action**
Challenge limiting beliefs and embrace new possibilities.
- 03 Decision-Making with Clarity**
Make confident, values-aligned decisions that move you forward.

LEAD

Leadership, management and coaching

- 04 New Manager Reset**
A practical foundation for new managers stepping into leadership.
- 05 Leading with Confidence**
Develop the skills and mindset to lead people and performance.
- 06 Coaching Skills for Managers**
Build confidence in coaching conversations that support growth.

CONNECT

Communication, feedback and difficult conversations

- 07 Effective Communication**
Strengthen how you communicate, listen and connect with others.
- 08 Giving & Receiving Feedback**
Make feedback a positive, productive part of everyday work.
- 09 The Art of Difficult Conversations**
Have confident conversations that lead to better outcomes.

THRIVE

Wellbeing, resilience and sustainable performance

- 10 Building Personal Resilience**
Develop resilience to handle pressure and stay strong.
- 11 Managing Stress and Overwhelm**
Practical strategies to feel calmer, clearer and more in control.
- 12 Thriving at Work**
Create healthy habits and a sustainable approach to work and wellbeing.

FULL WORKSHOP COLLECTION BROCHURE AVAILABLE

Each workshop can be delivered as a 90-minute session, half day or full day – face to face or online.

Let's design learning that makes a real difference.

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

*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.*



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.

Activities are engaging and practical, designed around real workplace situations. Your team will leave with greater understanding, stronger connections and clear actions to build on the impact.

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

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's really impacting 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.

WHAT WE SEE

- Absence & turnover
- Stress & burnout
- Lower engagement
- Performance issues

WHAT'S BELOW THE SURFACE

- Workload & pressure
- Clarity & communication
- Leadership & support
- Culture & connection
- Recognition & reward
- Wellbeing & resilience

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
- Support implementation
- Measure progress
- Review and adapt

Clear Thinking Conversations

*Better conversations. Stronger relationships.
Healthier workplaces.*

The way we have conversations at work has a huge impact on people, performance and culture.

From learning new skills to having support with challenging situations, these four offers help individuals and teams have conversations that lead to understanding, clarity and positive change.



CONVERSATIONS THAT CREATE CHANGE.

Practical workshops and one-to-one coaching that build confidence, reduce conflict and create more positive, productive workplaces.



FOUR WAYS TO SUPPORT BETTER CONVERSATIONS



1. DIFFICULT CONVERSATIONS WORKSHOP

Learn the skills.

A practical, interactive workshop that equips people with the tools and confidence to have difficult conversations well.

- ✍ Understand what makes conversations difficult
- ✍ Learn a simple, practical framework
- ✍ Practice skills in a safe environment
- ✍ Leave with tools you can use straight away



Ideal for teams and individual contributors.



2. CONFIDENT CONVERSATIONS COACHING

Build your confidence.

One-to-one coaching to help you build confidence, prepare well and lead conversations with clarity and ease.

- ✍ Prepare for important conversations
- ✍ Build confidence and reduce anxiety
- ✍ Communicate with clarity and empathy
- ✍ Strengthen relationships and outcomes



Ideal for individuals who want tailored support.



3. CONFLICT COACHING

Find a way forward.

Focused one-to-one coaching support to help navigate conflict, reduce tension and identify constructive ways forward.

- ✍ Understand the situation from all sides
- ✍ Explore options and find solutions
- ✍ Improve communication and trust
- ✍ Create agreements and move forward



Ideal for individuals navigating challenging or ongoing conflict.



4. FACILITATED WORKPLACE CONVERSATIONS

Talk. Understand. Move forward.

I facilitate structured, purposeful conversations that help teams discuss important topics, challenges or change in a safe and constructive way.

- ✍ Neutral, experienced facilitation
- ✍ Encourage open, respectful dialogue
- ✍ Focus on understanding and solutions
- ✍ Agree actions that drive meaningful progress



Ideal for teams and organisations.



IMPORTANT: NOT MEDIATION

I am not a mediator and do not offer formal workplace mediation services.

The support I provide focuses on building skills, improving communication, facilitating dialogue and coaching individuals through conversations and conflict.

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



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 wellbeing diagnostics 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



WELLBEING DIAGNOSTICS

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.



CLARITY CONVERSATION

for organisations

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.