

Returning to Work Package

Simplifying and energising the return to work

How is your return back to work?

With the world opening up, every business is facing how to redesign their new ways of working including WFH and flexible working contracts. This last year has created new expectations and needs for employees and employers alike, and we see many new constraints with regards to reformatting of offices, open spaces, distance and health challenges. As leaders of businesses there are many new challenges in their companies that are struggling to preserve and maintain culture whilst balancing new needs. Whilst a lot of time is spent planning the organisational structure and processes needed to return to work, a lot less time is given to the organisational culture. Culture is the heart of every single business and the truest competitive advantage we can all have. At Lea_p we want to help you deal with all the issues that COVID-19 has created for your people; including how to overcome huge stress, mental health issues, building relationship and trust in a virtual world. Our bespoke Returning to Work package will create the space for our workforce to thrive and give leaders tools to help everyone return to work stronger, more connected and ready to turn disruption into opportunity.

McKinsey recently surveyed employees on a wide variety of topics related to recent employee experience and what employee experience factors impacted their work effectiveness, engagement and well-being. They found that:

55%

improvement in engagement can happen by addressing employee's needs for work recognition

51.8%

of employees engagement and work effectiveness can be improved by experiencing social cohesion and inclusion

49.3%

of employees feel their wellbeing would improve by having individual purpose and contribution

Our Returning to Work package supports businesses make the most of returning to work.

Are you experiencing or seeing signs of:

- ☐ A sense of **disconnection** between employees and the company?
- ☐ Challenges in preserving or **maintaining company culture** and onboard new and young recruits?
- ☐ A need for **new skills and tools** for employees and managers to navigate and **thrive in uncertain, unfamiliar and changing environments**?
- ☐ Behavioural impacts of the **prolonged high stress** brought on by the pandemic?
- ☐ **Higher employee demands** and needs in regards to work-life balance and wellbeing brought on by the pandemic?
- ☐ **Dissatisfaction with prolonged virtual and remote** work in its current state?

If you ticked off any of the statements above, get in touch so we can support you to achieve the following outcomes.

Outcomes of our offering include:

- Creating a sense of belonging, connection and feeling valued.
- Bringing clarity on what is your company culture and operationalising your values.
- Providing tools and mindset to understand and navigate change.
- Giving individuals the tools to look after ourselves and our mental health.
- Educating on how we create trust, how we act in conflict and creating a forum where people can connect, feel heard and share their needs.
- Practicing skills for honest and hard conversations to happen.
- Understanding employees desires and new needs.
- Processing your lockdown experience.



A strong culture keeps companies together. But how we used to connect to and build organizational cultures has changed dramatically under COVID-19, requiring leaders to pivot with new culture-building strategies that keep teams together and thriving.

- ESMT, Berlin

How we work

The best moment to carry out a sustainable business transformation is during period of significant disruption. When it's no longer work as usual - like it is right now - organisations can seize the moment to design new ways of working and redefine their social contract with their employees integrating more well being and care. Our work centers around:



Processes + People

Often we focus on improving organisational structures and a lot of time and effort goes into those tasks such as creating a physically safe space for employees to return to work.

However, employees have been on a destabilising time, and many are feeling disconnected. It's crucial that people at work come together and create a culture where everyone feels supported and valued.



Self-awareness

Leadership always begins with self. When we have a better understanding of ourselves, we are able to experience ourselves as unique and separate individuals and are then empowered to make changes and to build on our areas of strength as well as identify areas where we would like to make improvements.



Mental Health + Wellbeing

Resilience and the ability to deal with difficult situations is critical to wellbeing. During stressful periods, employees with high levels of resilience will be able to persevere and remain engaged and productive. Mindfulness at work can support resilience by equipping employees with the ability to understand their emotions, their level of stress, and their ability to influence them.

How it works

Programmes tailored to your needs, context and key priorities:

**Introductory
Call &
Understanding
Needs**



**Assessments &
Bespoke Design**



**Diagnostic
Workshops for
Key Stakeholders**



1 Month

Putting people at the heart of your transformation.

About Us

Lea_p Leadership are an experiential learning and development company. From leadership programmes, assessments, training workshops to one to one coaching; behavioural transformation is the core of our work. We offer new ways to respond to the challenges of an increasingly complex and changing world. In order to create sustainable and real transformation, we must understand why we behave the way we do. For this reason, we always start with individuals, helping them gain deep insights into their own behaviours allowing them to then apply this knowledge to those around them, through our training and development courses and programmes

Find out more about:

- [The team](#)
- [What our clients say](#)
- [Our offerings](#)

"My expectations were completely surpassed. The session was highly engaging, challenging and offered a real insight into how to understand ourselves in order to become effective leaders. A number of our leaders expressed that it was the best leadership session they had attended in their careers and I would highly recommend anyone considering leadership development programmes to speak to Lea_p"

- Laura Harty,
HR Director at Paragon BC

Logistics



Format

Two full days which can also be broken down into four half days. This can be delivered in person in the UK or over Zoom. To those outside the UK, this can also be delivered on Zoom. All interviews will be done virtually.



Costing

Prices start from £18,500 + VAT.



Contact us

Contact Lauren Burton at lauren@lea-p.com if you're interested or have any questions.

Lea_____p

A new way in leadership
www.lea-p.com