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WELLNESS THAT  
CHANGES YOUR  
WORKPLACE CULTURE

ABOUT

# MINDSET MATTERS

At Mindset Matters we believe it's time for workplace wellness and DEI to be transformed. Gone are the days when a calendar of 'awareness events' was enough to engage and empower your team.

A successful business depends on the success of its people. We will help you prioritise how your people feel, not just how they function, resulting in improved wellness, meaningful inclusion, and purposeful productivity.

We will help you move beyond short term solutions and towards proactive and sustainable strategies.

PASSION LED  
US HERE



## Our Mission

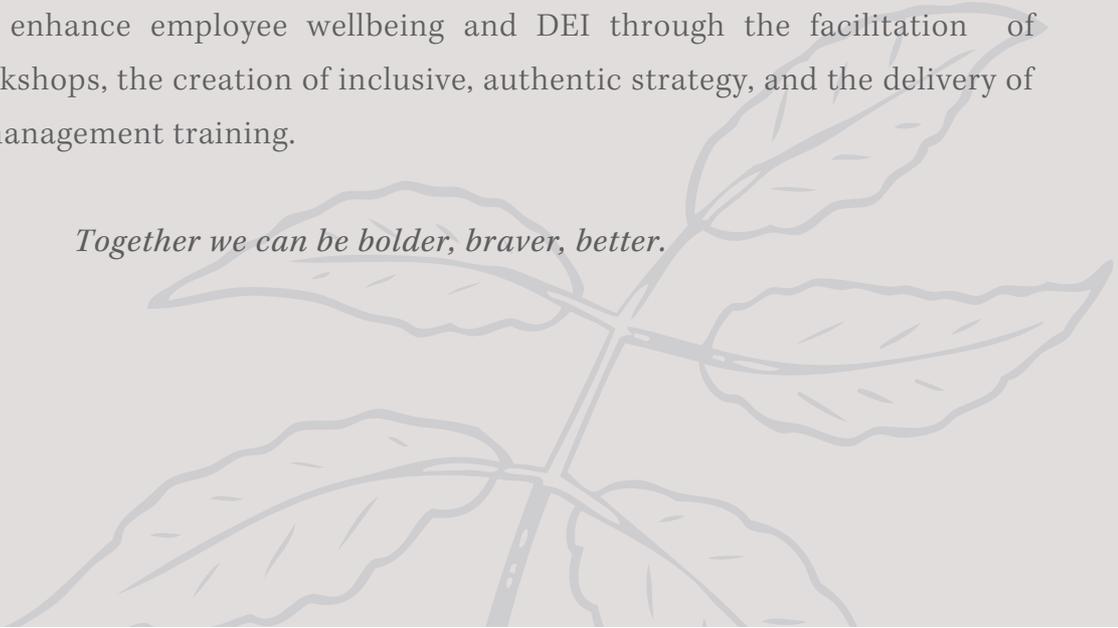
Mindset Matters was founded by Jade Ecobichon-Gray, in response to continued health and social inequity in our workplaces and communities. With a MSc. Health Psychology degree and over a decade of experience working in the voluntary, private and public sector, Jade is passionate about empowering organisations to embed social wellness and DEI programs that create sustainable positive change.

Too often workplace wellness and DEI initiatives don't work. Stress, anxiety, presenteeism and high turnover continue, with businesses at a loss as to why their return on investment is shrinking dramatically over time.

Mindset Matters is different, we understand that it is only when we invest in people, relationships and belonging that we can create cultures where everyone will thrive.

Our mission is to enhance employee wellbeing and DEI through the facilitation of evidence-based workshops, the creation of inclusive, authentic strategy, and the delivery of expertly designed management training.

*Together we can be bolder, braver, better.*

A faint, stylized illustration of a plant with several leaves, rendered in a light gray color. The leaves are simple in shape with visible veins, and the stem is thin and slightly curved. The illustration is positioned in the bottom right corner of the page, partially overlapping the text.

# HOW WE EMPOWER BUSINESSES



## Wellness & DEI Workshops

Interactive and evidence-based workshops to fulfil a range of needs and requirements.



## Strategy Consulting

Supporting businesses with the development of inclusive and sustainable strategies that deliver results.



## Management Training

4-part training series expertly designed to up-skill and empower managers to create environments that foster wellbeing, inclusion and innovation.



## Cultural Humility Training

1-day training designed to take your organisation beyond cultural competency as a skill, and towards cultural humility as a continuous practice of self awareness, relationship building and systemic change.

# WELLNESS & DEI WORKSHOPS



What is Social Wellness?  
1hr

Our aim is to highlight the importance of connection, community, relationships and equity in promoting wellbeing and inclusion at work.



Learning to Appreciate Stress  
1hr

Instead of trying to eliminate stress, we present groundbreaking research which proves that not only should we embrace some stress, we should appreciate it.



Cultivating a Growth Mindset  
1hr

Your mindset can empower you with the confidence to explore, fail, but most importantly, learn. We provide tools and strategies to help you build a growth mindset business



Wellness & DEI  
1hr

Explore the inextricable link between workplace wellness and diversity, equity and inclusion initiatives, because we know that you cannot make progress in one area without the other.



Resilience  
1hr

Our aim is to demystify resilience, challenge the current status quo, and show you what a healthy dose of resilience looks like and how it can be obtained.



Rethinking Anxiety  
1hr

We explore the impact of anxiety and introduces research to show how we can break the cycle of anxiety, stress and panic.



Women's Wellness  
2hr

When you empower a woman to transform her wellbeing, you also improve the health and happiness of families, workplaces and communities.



## STRATEGY CONSULTING

A key requirement for a successful transition from a calendar of events to a culture of wellness and authentic DEI, is strategy. Research consistently shows that it significantly increases return on investment, and value on investment.

*Programs generating the highest returns to employers focused on organisation-wide activities driving cultural change, in addition to proactive and reactive mental health support. This kind of program achieved returns of 6:1 on average*

*Deloitte. Mental health and employers – Refreshing the case for investment. 2020*

Our Founder Jade Ecobichon-Gray, brings over a decade of industry experience and academic insight into strategic consulting. Jade will provide an objective analysis of your starting point, achieved through data exploration, employee engagement, stakeholder interviews and current industry insight. She will then take your business on a journey of collaborative and inclusive strategy development resulting in a fresh, innovative and unique approach to workplace wellness for the future.

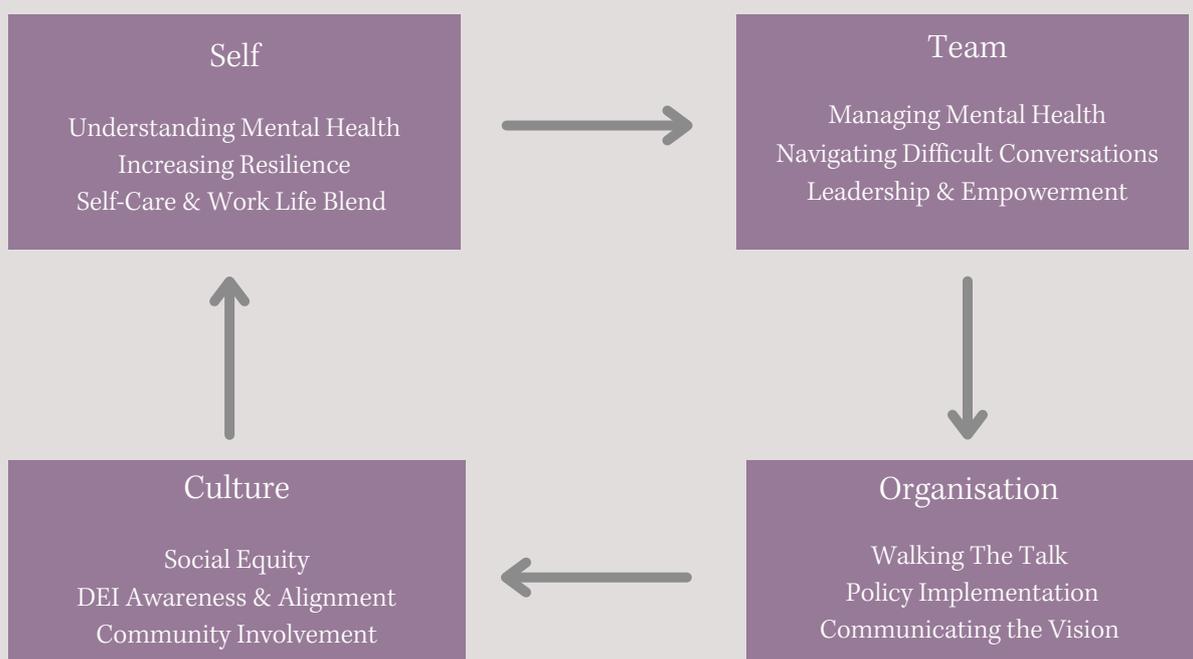
# MANAGEMENT TRAINING

Our Management Training has been expertly designed to make a difference. We know that in order to create and sustain a culture change in businesses we must empower Managers to play a contributing role in workplace environments that enable wellness and inclusion to thrive.

Research tells us that Managers are the lynchpin of any business, tasked with carrying out policies that align with the business strategy, and interacting daily with employees both formally and informally. Employees who don't have adequate support from their managers report feeling a decreased sense of belonging, respect, and commitment.

*Wharton University. Improving Workplace Culture Through Evidence-based Diversity, Equity, and Inclusion Practices. 2021*

At Mindset Matters our 4-part Management Training seeks to enhance knowledge of wellness for self, team, organisation and culture (2-day training)



# CULTURAL HUMILITY TRAINING

Our Cultural Humility Training has been expertly designed to take your organisation beyond the limitations of cultural competence as a skill, and towards cultural humility as a continuous practice and process-orientated approach to building and sustaining authentic and empowering relationships that seek to challenge and change power balances and create a more equitable future for all.

The evolution from competence to humility requires critical self-awareness and scrutiny, active listening, informed curiosity, continuous reflection on action, and a growth mindset.

Our 1-day training seeks to

- Introduce concepts of culture, cultural identity and intersectionality
- Explore the principles and differences between cultural competency and cultural humility and how we can move towards a blended approach
- Discuss the ways in which bias, power and privilege affect organisational culture
- Identify strategies to enhance cultural humility in the workplace.

*“Tell me and I forget. Teach me and I remember. Involve me and I learn.”*

Benjamin Franklin

We inspire and connect attendees with the concepts of cultural competency and cultural humility through:

- Facilitator-led discussions to introduce theories and concepts
- Group discussions to enhance understanding, reflection, and the sharing of best practice
- Practical and creative activities to enhance learning in action
- Interactive polling and Q&As to allow for in-the-moment feedback
- Opportunities to hear lived experience perspectives to enhance awareness, empathy and understanding



# CONTACT US

For more information about our range of services and products head over to our website for detailed information, testimonials and a gallery of clients we have worked with.

[www.mindsetmatters.uk](http://www.mindsetmatters.uk)

Alternatively, if you'd like to schedule an informal call to discuss your business requirements and pricing please schedule a time that works for using the link below

[Lets Connect](#)



To stay up-to-date with our news, articles and events head on over to [LinkedIn](#) and connect with Jade.

*I was delighted to work with Mindset Matters UK on the development of a workplace wellness strategy for my organisation. I was immediately impressed with Jade's knowledge, experience and passion for the subject, which convinced me to engage her company. The work she led was well organised and thoughtful, adjusting where necessary for our specific needs. Jade is an inspiring speaker and staff enjoyed her workshops and training sessions, several contacting me afterwards to say how much they had enjoyed them. Mindset Matters UK proposes a whole new way of thinking about how to lead teams and manage people and provides the practical tools to make change happen. "Highly recommended" would be an understatement.*

Mark Egan, Former Greffier, States Assembly Jersey