

TRAINING & SUPPORT PACKAGES

# Supporting People





Since launching in 2012 as a not-for-profit training and consultancy organisation, Petros has continually evolved to meet the needs of forward-thinking businesses that want their people to thrive.

Rooted in academic rigour and real-world experience, we design, deliver, and evaluate practical, evidence-based programmes that build lasting resilience, enhance wellbeing, and safeguard psychological health – from the front line to senior leadership.

Our services are backed by robust research and, in many cases, validated through case

studies that demonstrate not only powerful participant feedback but also measurable behavioural change and impressive economic returns – in some cases exceeding 500% ROI.

You'll find a directory of our core offerings below. And if you don't see exactly what you're looking for, we'll work with you to design a bespoke solution that fits your organisation's needs.

At Petros, we know that when people thrive, organisations flourish...

# Supporting People Training & Support Packages

## Assessment

Assessment of Dynamic Adaptation (ADA®) .....	5
Safeguarding Assessment .....	5

## Training

Apprentices & Graduates .....	7
Be Kind to Your Mind .....	7
Challenge of Change .....	8
Energy Management .....	8
Leadership Essentials: Empowering People Managers .....	9
MindHealth Awareness .....	10
MindHealth for Managers .....	11
Neurodiversity Awareness Training .....	11
Professional Boundaries .....	12
Recruiting with Resilience in Mind .....	12
Recognising & Responding to Microaggressions .....	12
Trauma Preparedness .....	13
Train the Trainer Programmes .....	13

## Support Packages

Decompression Sessions .....	15
Conflict Mediation .....	15
Bespoke Consultancy .....	15
Safeguarding Consultancy .....	16

## Evaluation

Evaluation & Review .....	18
---------------------------	----

# Assessment



### Assessment of Dynamic Adaptation (ADA®)

**Want to understand how well your organisation is supporting staff to thrive at work?**

A focused, evidence-based assessment is a sensible place to start. The Assessment of Dynamic Adaptation (ADA®) is a comprehensive, valid, and reliable psychometric tool designed to measure the key individual and organisational factors that predict thriving at work.

The assessment includes 100 questions assessing seven individual and seven organisational factors, proved by comprehensive research to predict job satisfaction, intention to stay in the job, and thriving. It takes approximately 5 minutes to complete. Every staff member who completes the assessment receives a comprehensive report explaining their scores as well as providing evidence-based hints and tips to support thriving at work, and at life. Anonymised graphical information also helps individuals see where they sit in the context of the cohort who completed the assessment at the same time, which may be their team or the entire organisation. The commissioner of the ADA™ receives an Organisational Report which provides anonymised data from the entire cohort and advice about how to address any vulnerabilities highlighted by the data.

**It is important to note that the data also highlights strengths in organisational practice.**

The ADA is an ideal complement to staff surveys, which generally lack the statistical rigour offered by a well-constructed psychometric assessment. Importantly, the ADA can be readministered in order that organisational change can be robustly measured.

**Cost on application\***

*NB for large groups (100 plus), discounts are available.*

*\*(excl VAT, travel and subs)*

### Safeguarding Assessment

The Petros Safeguarding Assessment reviews your organisation's safeguarding culture, recruitment, training, reporting and recovery after a safeguarding breach. This helps understand compliance with best practices and regulatory requirements, but more importantly how safeguarding is viewed and understood by staff.

**The resulting report from this assessment will identify strengths and potential vulnerabilities in safeguarding, such as;**

- **Organisational safeguarding culture** – How safeguarding is embedded in policies, leadership, and day-to-day practice.
- **Effectiveness of recruitment processes** – Ensuring safer recruitment practices that minimise risk and promote safeguarding awareness from the outset.
- **Training and staff confidence** – Assessing the quality, accessibility, and impact of safeguarding training, including staff understanding and application.
- **Reporting mechanisms** – Evaluating the clarity, accessibility, and effectiveness of safeguarding reporting procedures.
- **Response to safeguarding concerns** – How swiftly and effectively safeguarding concerns are addressed and managed.
- **Post-incident recovery and support** – Assessing how the organisation supports individuals and improves safeguarding measures following an incident.
- **Compliance with regulatory requirements** – Ensuring alignment with safeguarding legislation, policies, and industry best practices.
- **Areas of strength and vulnerability** – Identifying key successes and areas that may require additional attention or improvement.

**This is an online assessment taking approximately 45-60 minutes to complete.**

**Cost on application\***

# Training



# Supporting People

## Training & Support Packages

### Apprentices & Graduates

Starting a career in any field can be both exciting and challenging. Early-career professionals often face pressures related to workload, wellbeing, and navigating workplace culture. This training equips apprentices and graduates with the skills to manage their transition into professional life effectively, ensuring they build resilience and confidence in their roles.

#### Topics covered include:

- **Work-life balance** – Strategies for managing workload, setting boundaries, and maintaining wellbeing in high-pressure environments.
- **Energy management** – Understanding personal energy cycles, preventing burnout, and sustaining long-term performance.
- **Working from home** – Best practices for remote working, staying motivated, and maintaining connection with teams.
- **Transitioning into your career** – Adapting to professional expectations, building confidence, and developing workplace relationships.
- **Managing feedback and expectations** – Developing a growth mindset, handling constructive criticism, and setting achievable career goals.
- **Professional resilience** – Strategies to navigate challenges, manage stress, and build confidence in decision-making.
- **Developing a professional identity** – Understanding values, ethics, and the role of personal strengths in career development.

Delivered flexibly either half days or a full day.

**Cost on application\***

*\*(excl VAT, travel and subs)*

### Be Kind to Your Mind

Originally developed for one of our multinational clients, in response to the extraordinary circumstances presented by the coronavirus pandemic, Be Kind to Your Mind has proved so popular that we have made the series available and relevant to any organisation that is serious about supporting and developing the wellbeing of its staff. Each episode is approximately 50 minutes long and is presented by one or more of the Petros team. Delivery is via Zoom and incorporates Mentimeter, thus offering interactive participation.

All recorded episodes are also complemented by Mentimeter slides, offering participants a record of all the (anonymous) contributions.

A dedicated workbook accompanies each episode for participants to keep their own notes and build a permanent resource. The aim is that by the end of the series participants will have their own personalised “manual” to take care of themselves, their colleagues and their loved ones.

A further feature is access to a tailored exercise programme. Designed by our highly qualified and experienced personal trainer, Tom Lininsh, the exercises complement each episode’s theme. For example, exercises for resilience, exercises to improve mood and exercises that develop skills. Each episode, Mentimeter slide deck, workbook and exercise programme is made available through a dedicated, private page on the Petros website for the duration of the licence term.

For organisations wishing to adopt the programme as part of an induction process, as a personal development target or just to record active participation, each episode has a short, multiple choice quiz of easy questions for completion.

And finally, all our participating organisations will be awarded the Petros kite mark for mind health for use on their online or printed material.

# Supporting People

## Training & Support Packages

### Be Kind to Your Mind Episodes include:

	Title
1	What is Resilience?
2	Your Brain and Your Mind – not the same thing
3	Emotion and Intuition
4	The Physiology of Emotion
5	Emotional Regulation and Helping Others
6	Compassion and Mindfulness
7	The Four Sights
8	Cognitive Skills

### Additional Optional Episodes:

	Title
A	Parenting Special – how to develop resilience in your children
B	Energy Management
C	Sleep
D	Organisational Resilience

## Challenge of Change

[www.challengeofchange.org.uk](http://www.challengeofchange.org.uk)

The ground-breaking training is best described by accessing the website. Teaching the principles of stress free-living it consistently impacts sickness absence, retention and accidents across a wide-range of industries, from high reliability organisations, critical occupations, finance, care, education, criminal justice and more.

**Delivered on line or face-to-face, this is a full day programme delivered to groups of 15.**

**Cost on application\***

## Energy Management

Based on the principles of sports psychology, this 1.5 hour, online training introduces strategies for optimising physical, emotional, mental and spiritual energy to prevent burnout and enhance efficiency.

### Participants will explore:

- The four sources of energy
- Practical and evidence-based methods for balancing energy expenditure in all four domains
- Participant recommended techniques
- Develop individual action plans to enhance energy management
- Develop long-term strategies for preventing workplace fatigue and avoiding burnout

**This training is delivered using the interactive training software, Mentimeter, which allows for all slides to be downloaded, including the interactive ones, resulting is a comprehensive handbook of the training.**

**Cost on application\***

“Managing energy,  
not time, is the key to  
high performance  
health and happiness”

Loehr and Schwartz, 2003

*\*(excl VAT, travel and subs)*



### Leadership Essentials: Empowering People Managers

---

“The time-of-day people most dislike, is the time they spend with their boss. This says something about the management style that we have been generating in recent years. There is too much rule by the creation of anxiety and fear, and not enough by motivation and enjoyment and inspiration. **We need bosses who will inspire, and lead by inspiring, rather than by frightening people.**”

Lord Richard Layard

---

**But the reality is only around 20% of organisations train their managers to manager people!**

Our highly effective Managing People programme is designed to create a workplace where managers are confident and equipped to build highly productive and resilient teams and individuals, improve productivity, staff retention and grow profitability. It is designed to ensure core learning combined with tailored training, dependent

on existing skills, development needs and senior leader recommendation. In this way our People Manager programme is highly adaptable throughout businesses and organisations, irrespective of sector, role or seniority.

#### Core Modules

##### **The Assessment of Dynamic Adaptation®:**

Managers team members complete this assessment in order that managers are thoroughly informed about levels of thriving within their teams. Results would then form the foundations of the MindHealth for Managers training and support specific interventions.

[More on the Assessment of Dynamic Adaptation](#)

##### **MindHealth for Managers®:**

A one-day foundation training programme designed to empower managers to understand the factors that predict thriving at work. Already compulsory training for all managers in some organisations with which we work.

[More on MindHealth for Managers](#)

##### **The Challenge of Change Resilience training®:**

A highly regarded one-day intervention, evidenced to have significant impact on sickness absence and retention figures across a wide range of sectors, not just among individual who complete it, but also among the teams of managers who have received the training. Evidence also suggests that trained individuals are better equipped to manage conflict at work. Together with MHfM, managers will be well positioned to provide leadership characterised by motivation, inspiration and joy that Lord Layard identified as so sadly lacking.

[More on the Challenge of Change](#)

# Supporting People

## Training & Support Packages

### Optional Modules

- Building psychological safety
- Managing Challenging Interactions
- Conflict resolution and mediation
- Assertiveness Training
- Listening Skills
- Motivational Interviewing Skills
- Organisational and Environmental Resilience
- Energy Management
- The Four Sights – Insight, Foresight, Hindsight, Oversight
- Emotion and emotional intelligence
- Intuition
- Cognitive Skills
- Professional Boundaries
- Compassion and Mindfulness

You may wish to offer this training to discrete cohorts of managers. Cohorts could be prioritised according to criteria such as grade, experience and ADA® assessment results.

Alternatively, a programme could be published, and managers join as and when they can, or a combination of delivery methods.

### We would be happy to advise if required.

- Core Modules will ideally be delivered face-to-face but can be delivered online with an interactive format.
- Additional modules are all delivered live, online with interactive format.
- Sessions may be recorded and made available via our website, accessible for the duration of the programme via a unique password.
- Some reflection and observation work between sessions will be required.
- Recommended reading is offered though not compulsory.

**Costs are calculated by programme**

### MindHealth Awareness

Many of us feel that we lack knowledge and understanding of mental ill health, and this can lead to concern about engaging with people who have a mental health condition.

This awareness session takes a practical and common-sense approach, providing advice and understanding of how to recognise the common conditions such as anxiety and depression.

You will be introduced to the essentials of mental health, consider it in the context of physical health and to normalise it in terms of its applicability to all of us.

### The Aims of the course are to:

- To raise awareness and understanding of concepts of mental ill-health and distress.
- To recognise the causes, signs and symptoms of a range of common mental health conditions.
- To contribute to Continuing Professional Development of staff.

### Our intentions, through this training, are

- To destigmatize “Mental Health” and introduce the concept of Mind Health, a much more neutral term that aligns with our understanding of physical health.
- To think about what impacts on how we feel day-to-day.
- To generate ideas for thriving at work and at life.
- To introduce a common language for the organization.
- To normalize Mind Health.

**This half day programme can be delivered face-to-face, online or in a digitised self-learning format.**

**Cost on application\***

*\*(excl VAT, travel and subs)*

### MindHealth for Managers

**This one-day programme is for up to 12 staff who have responsibility of managing others (from 1st line supervisors to senior leaders). It can be delivered online or face-to-face.**

It offers a unique and exclusive combination of an empirically tested model applied to real life situations and enables attendees to immerse themselves in a lived-experience case study. Attendees experience, first-hand, ways of addressing and supporting people to reduce the risk of experiencing mental ill health, meaning attendees are:

- More informed about mental health.
- More empowered to use their knowledge.
- More competent to apply a validated model of wellbeing, both to themselves and those they manage.
- More prepared and confident in supporting those struggling with mental health.

Training methods include a quiz, videos, small and large group discussion, small group exercises, and case study analyses (*both hypothetical and lived-experience*).

Depending on requirements this training can include the Assessment of Dynamic Adaptation (ADA™), bringing empirically validated assessment data to the training.

**Cost on application\***

### Neurodiversity Awareness Training

Neurodiversity awareness is essential for creating inclusive, supportive, and high-performing environments. This training helps organisations understand the value of neurodiverse perspectives and equips staff with the knowledge and tools to work effectively and respectfully with neurodivergent colleagues and stakeholders. It also supports leaders in fostering a culture where neurodivergent individuals can thrive.

#### Topics covered include:

- **Understanding neurodiversity** – Exploring the range of neurological differences such as autism, ADHD, dyslexia, and more, and how these can affect communication, learning, and working styles.
- **Challenging stereotypes and stigma** – Promoting accurate, respectful language and addressing common misconceptions about neurodivergent individuals.
- **Workplace adjustments and support** – Identifying practical and reasonable adjustments that can remove barriers and improve workplace inclusion.
- **Inclusive communication** – Techniques for adapting communication styles to support collaboration and mutual understanding.
- **Strength-based approaches** – Recognising and valuing the unique contributions of neurodivergent individuals within teams.
- **Legal and ethical responsibilities** – Understanding the organisation's duty under equality legislation to support neurodivergent employees.
- **Creating a culture of psychological safety** – Fostering an environment where staff feel safe to disclose differences and access support.

**Delivered online or face-to-face, this is a half day programme delivered to groups of 15.**

**Cost on application\***

\*(excl VAT, travel and subs)

# Supporting People

## Training & Support Packages

### Professional Boundaries

Maintaining professional boundaries is critical to ensure ethical practice, prevent burnout, and uphold trust and healthy relationships with colleagues and stakeholders.

**This training explores the principles of boundary setting, including:**

- Differentiating between professional and personal boundaries.
- Recognising and responding to boundary violations.
- Personal assessment of susceptibility to boundary violations.
- Managing difficult interactions while maintaining professional integrity.

**This training can be delivered as a full day training or a longer, modular version, either online or face-to-face.**

Training methods include self-assessment, theory and research evidence, small and large group discussions, case studies and skills practice to maintain boundaries.

**Cost on application\***

### Recruiting with Resilience in Mind

Resilient teams can be built through strategic recruitment.

**This training helps organisations develop recruitment processes that prioritise resilience, adaptability, and emotional intelligence. Participants will learn:**

- How to identify resilience and adaptability in candidates.
- Evidence-based recruitment strategies for high-demand environments.
- The role of emotional intelligence in recruitment.

- Interview techniques and competency-based assessments for resilience.
- Strategies for fostering a resilient organisational culture post-hire.

**This 3-hour training can be delivered face-to-face or online and includes the use of case studies, small and large group discussions, reflective practice and action planning.**

**Cost on application\***

### Recognising & Responding to Microaggressions

This interactive training equips staff and managers with the skills to recognise, respond to, and prevent microaggressions—those subtle, often unintentional, actions or comments that can negatively impact others.

**Designed to increase awareness and empathy, this session explores:**

- Recognising and understanding microaggressions.
- The difference between intent and impact.
- Practical strategies for responding when you witness or experience microaggressions.
- Fostering openness to others' experiences and acknowledging unconscious bias.

**Available as a half day for all staff or full day for managers & supervisors.**

**Cost on application\***

*\*(excl VAT, travel and subs)*

### Trauma Preparedness

Some professions are unique with regards the likelihood and frequency of exposure to trauma. These are called Critical Occupations, ones where it is known that the role is likely to exert critical impact on the psychological wellbeing of those within them. Unlike professions that involve physical risk, where every step is taken to minimise the risk of harm, professions that involve the risk of psychological harm are decades behind in terms of prevention. There is plenty of research available to suggest that it is perfectly possible to significantly reduce and even eliminate the risk of psychological harm, if the right strategies are in place, including (*but not limited to*) a trauma informed and responsive work culture and appropriate training.

**Trauma Preparedness is a one-day training programme for up to 12 delegates, developed for frontline staff working in critical occupations (*ones that regularly and inherently expose staff to trauma*). This programme can only be delivered face-to-face owing to the nature of the content.** This training is psycho-educational with a specific aim to minimize the risk of experiencing long-term psychological harm as a result of experiences at work.

#### The training covers

- Typical and atypical trauma inducing incidents (*it isn't always the obvious stuff that causes us problems*).
- Understanding what happens to mind and body in response to high-risk situations.
- Individual differences in response to trauma.
- Understanding normal responses to abnormal situations and knowing when to seek support.
- Strategies for adapting well in the aftermath of a traumatic event, and strategies that don't work.
- The context of trauma recovery.
- The three duties of care: to yourself, to the organisation you work for, and their duty of care to look after you.

Training methods include a small element of theory presentation, videos, small and large group discussion, small group exercises, case study analysis and building personal models of prevention.

**Cost on application\***

### Train the Trainer Programmes

Our Train the Trainer programmes allow your staff to deliver our evidence-based training, with support and supervision. We believe strongly in sustainability and legacy and want all our partners to be able to continue the work we start with you.

#### **We can train your suitably experienced and/or qualified staff to deliver:**

- MindHealth for Managers
- Trauma Preparedness
- Mental Health Awareness
- Decompression Session Facilitation
- Supervision Skills

Not only do we provide comprehensive training, we provide regular supervision of your in-house facilitators, materials templates, regular updates as knowledge and evidence develops, and follow-up support. This is a cost-effective way to embed meaningful learning across teams and sustain cultural change.

Covering the core modules and any combination of optional modules, the Train the Trainer programme are delivered over five days with groups of four attendees. Talk to us about availability and fees.

Training internal trainers involves a contractual arrangement with Petros, whereby royalty fees become due each time a module is delivered. Petros undertakes to provide supervision and support for trainers and ensure module content is kept up to date.

**Cost on application\***

**Contact us today to talk about our Train the Trainer Programmes.**

\*(excl VAT, travel and subs)

# Support Packages



### Decompression Sessions

A Decompression Session is personal, facilitated time for an individual to literally decompress, or unload. Designed to provide staff an opportunity to discuss their work and its impact in a safe, non-judgemental and supportive environment, with someone totally neutral. It is neither therapy or coaching, simply space!

Imagine that over the last few months you have felt over-worked, have had to manage some really challenging work or deadlines, your boss has been away (*off-sick, travelling, on leave*), the boiler blew up at home, your kids/elderly parents need you more than usual and your partner/best friend is facing their own pressures so you don't want to burden them. What do you do with all that? Well mostly, we just carry that around with us and get on with it – after all that's life isn't it? But, it doesn't have to be that way.

A DCS gives you time to put all that stuff down, process the bits that need processing, let go of the things you can, consider alternative ways of dealing with the pressures and renew your energy to carry on thriving! You can use the time in a DCS to think about any or all of the following:

- Work related issues
- Anything that's vexing you
- Problem solving
- Learning from success
- Just to take some time out

Decompression Sessions can be arranged individually or commissioned for teams as part of an organisation-wide wellbeing offer. Get in touch to discuss what would best support you or your staff.

**Cost on application\***

\*(excl VAT, travel and subs)

### Conflict Mediation

Conflict is inevitable in workplace environments, but it can be managed effectively. This training equips leaders and staff with skills to resolve disputes, strengthen teamwork, and improve client outcomes.

**The programme covers:**

- Root causes of conflict.
- Mediation techniques for resolving disputes constructively.
- De-escalation strategies for tense interactions with colleagues and patients.
- Structured communication approaches to manage and prevent conflict.
- Role-playing exercises to practise conflict resolution skills in real-world scenarios.

**Cost on application\***

### Bespoke Consultancy

Our consultancy services help organisations navigate complexity, pressure, and change. We work with teams, departments, and leadership groups to build systems that support people to do their best work while staying well. From managing cultural change, to supporting high-risk teams or responding to critical incidents, we bring grounded psychological expertise and a calm, collaborative style.

**How we support resilience through consultancy:**

- Developing psychologically safe team cultures.
- Enhancing preventative strategies to safeguard psychological wellbeing.
- Advising on post-incident support systems.
- Supporting transitions (*e.g. restructuring, leadership change*).
- Helping embed reflective practice models into supervision.
- Reviewing and strengthening support structures for high-risk roles.

**Cost on application\***



# Supporting People

## Training & Support Packages

### Safeguarding Consultancy

Safeguarding extends beyond compliance—it fosters a culture of care, inclusion, and accountability.

**We are able to provide an overview of all safeguarding support available, including:**

- The importance of diversity, equity, and inclusion.
- Recognising and responding to safeguarding concerns.
- Staff training and policy development for safeguarding compliance.
- Creating a proactive safeguarding culture.
- Implementing best practices for patient and staff protection.
- Safeguarding for Adult at risk/vulnerability.

**Cost on application\***



*\*(excl VAT, travel and subs)*



# Evaluation & Review



### Evaluation & Review

Ensuring that training delivers measurable benefits is essential for long-term impact. Petros provides a structured evaluation and review process to assess the effectiveness of all training programmes, helping organisations understand their return on investment and drive continuous improvement. This process examines both qualitative and quantitative outcomes to provide a clear picture of training impact.

#### Areas of evaluation include:

- **Workplace outcomes** – Measuring changes in key indicators such as staff retention, absenteeism, sickness absence, and overall engagement.
- **Behavioural impact** – Assessing how training has influenced day-to-day practice, decision-making, and team dynamics.
- **Staff feedback and experience** – Gathering insights on how participants perceive the training, its relevance, and areas for improvement.
- **Knowledge retention and application** – Evaluating how well participants retain and apply training concepts in their roles.
- **Safeguarding and wellbeing improvements** – Identifying enhancements in safeguarding culture, resilience, and overall staff wellbeing.
- **Organisational impact** – Reviewing broader shifts in workplace culture, communication, and leadership effectiveness.
- **Recommendations for further development** – Providing data-driven insights to refine training content, delivery methods, and future learning strategies.

**Cost on application\***

*\*(excl VAT, travel and subs)*

# Why Clients Choose Us...

“It’s so refreshing to hear from someone who has a genuine understanding of ‘ideal vs real-life’. I’ve listened in to a lot of webinars over the past two years, and to be honest, I tune out of many as they’re often repeating the same, idealistic, ideas. However, Jo kept me engaged as not only her style but significantly her content was new, interesting, practical, and informative – this is the kind of session that I’m going to find myself talking about and repeating snippets from.”

**Energy Management webinar delegate**

.....

“You and your team put a lot of time and thought into the training to understand what the needs were of employees during these unusual times. You provide a much higher level of understanding of their own thoughts and feelings to be able to change them. Providing the tools for people to create their own success in making those tentative steps to make positive changes is the best way to achieve continued success for years to come.”

**Delegate from Cummins Business Services**

“You and your team put a lot of time and thought into the training...”

...You provide a much higher level of understanding of their own thoughts and feelings to be able to change them...

...Providing the tools for people to create their own success...”

**Be Kind to Your Mind Programme Testimonial**

.....

I wish I would have known this 20 years ago. I thought the presenter and presentation were excellent. A lot packed into a short time. Thank you!

Loved that this was underpinned by references to science and research! Jo was excellent at using her life experience to illustrate key points.

**CoC delegates**

.....

A great seminar, with lots of thought-provoking content - thanks so much.

The content was excellent and very well presented in an enthusiastic and energising way.

Really great presenter, not rushed or hurried but did a really great job packing loads in in a relaxing and informative session. Thank you.

**CoC Cambridge Assessment delegate**

Contact our award-winning team to support your individual and team training – building resilience, balance, and productivity while reducing stress, anxiety, and depression

**PETROS**<sup>®</sup>  
Resilience for Life

To learn more about our Training and Support Packages, please contact [laura@petros.org.uk](mailto:laura@petros.org.uk)