

Sustainable Performance at Work Training Series

A practical training series designed to help teams and managers maintain focus, communicate effectively, and sustain performance during periods of pressure or organisational change. Sessions focus on applied workplace skills that strengthen team resilience, leadership capability, and sustainable working practices.

Mental Fitness for Focus & Sustainable Performance

This session focuses on practical techniques for maintaining attention, managing cognitive overload, and protecting mental energy during demanding work periods. Participants learn structured prioritisation tools, interruption management techniques, and practical methods for maintaining focus in hybrid and fast-paced working environments. The session includes practical exercises to help participants redesign their own working patterns to support consistent performance.

Audience: hybrid teams, knowledge workers, project teams, organisations experiencing high workload or digital overload.

Manager Skills for Supporting Staff Under Pressure

This workshop develops practical leadership skills for responding when staff are struggling with workload pressure, stress, or performance challenges. Managers learn structured conversation approaches for recognising early warning signs, opening supportive conversations, and guiding staff towards appropriate support without taking on a counselling role. The session includes structured practice conversations to build confidence in real workplace scenarios.

Audience: managers, supervisors, team leaders, middle managers, HR professionals.

Handling Difficult Conversations with Confidence

Many organisations struggle with performance discussions, conflict situations, or sensitive wellbeing conversations. This session provides a clear framework for preparing and conducting difficult conversations while maintaining professional relationships and psychological safety. Participants practise structuring conversations, managing emotional responses, and reaching constructive outcomes.

Audience: supervisors, middle managers, HR leads, project leads, and team leaders.

Preventing Burnout and Managing Team Workload

This workshop focuses on practical approaches for managing sustained workload pressure within teams. Participants learn how to recognise early signs of burnout, identify structural workload issues, and introduce practical team practices that protect wellbeing while maintaining productivity. The session includes tools for workload mapping, prioritisation, and boundary-setting.

Audience: line managers, team leaders, and staff working in high-pressure environments.

Building Psychologically Safe Teams

Psychological safety is increasingly recognised as a key factor in high-performing teams. This session explores the specific leadership behaviours that enable open communication, constructive challenge, and learning from mistakes. Participants practise techniques for encouraging staff to raise concerns, giving constructive feedback, and creating team environments where people feel confident contributing ideas.

Audience: team leaders, managers, project leads, senior staff responsible for team culture and performance.

Supporting Colleagues Without Becoming the Support Service

In many organisations staff informally support colleagues who are distressed or struggling. Without clear boundaries this can lead to emotional overload and role confusion. This session develops practical listening skills, appropriate responses, and clear boundaries so staff can support colleagues while maintaining professional limits. The training also clarifies when and how to escalate concerns appropriately.

Audience: all staff, particularly peer supporters, team mentors, frontline teams, and staff working in emotionally demanding roles.

Pricing Structure:

Introductory lunchtime or short workshop: £500 - £800

Half-day training: £900 - £1,200

Full-day training: £1,400 - £1,800

Start a conversation:

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