

# The Change Bulletin

F E B R U A R Y 2 0 2 1 E D I T I O N

Hi ,

I want to share my exciting news!



And to let you know that this edition has a lot to say about **Financial Wellbeing**

February might feel like a dreary month but I've received two nominations about my achievements and I'm feeling very happy!

I've been nominated for **2021 International Women's Day #ChoosetoChallenge100** in recognition of my contribution when the pandemic hit, developing resources and resilience. I'll be sharing my story on 8<sup>th</sup> March with Natwest, SEMLEP, OxLEP and CambsLEP, and featuring in their e-book showcasing 100 inspirational women.

I'm also excited to feature on the **Industry Leaders** website where I was interviewed in recognition of my role. I'm feeling very proud about being nominated as someone who shows up as an industry leader. Check out my interview [here!](#)

If you want to know what all the fuss is about, [drop me a line](#). Better still, join me on

my journey to breakdown barriers to mental fitness and employee engagement. And share the [Change Bulletin](#) link!

*Lisa* 



£15.2bn is the annual cost to UK employers of not getting this right. Want to know more? [In my article](#) I write about the **impact** of poor financial wellbeing on business and **how to tackle the problem**, with links to some great resources.

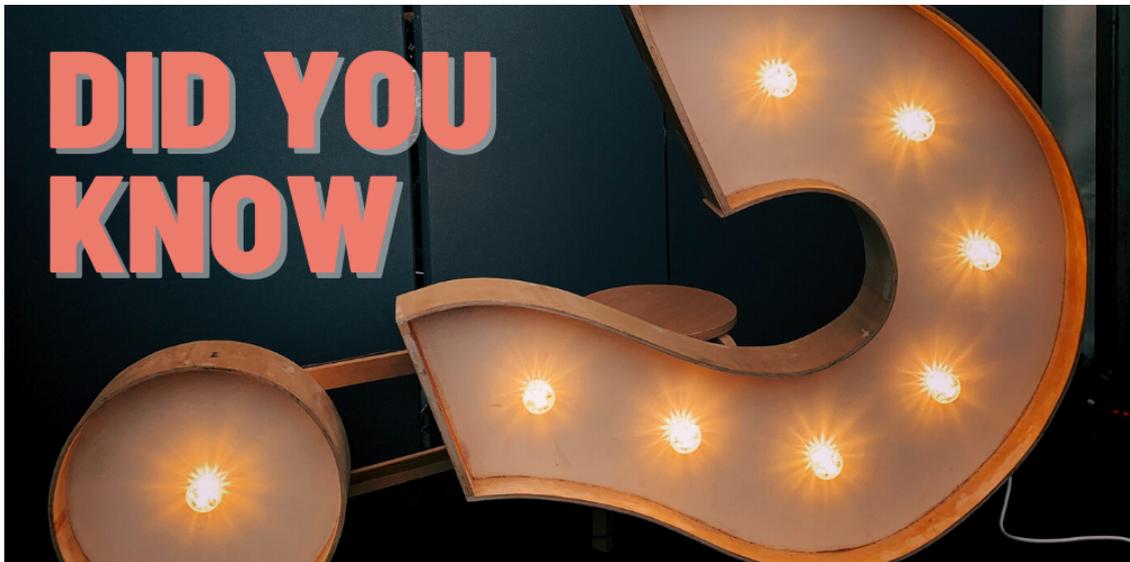
Here are some exceptional people who can help:

[Lorna Nichol](#), local director at [Metro Bank](#), provides talks to larger Businesses on managing finances and getting the best out of your bank and talks to schools on financial education. Tune into my [interview with Lorna](#) to hear her insights.

[Susan Ni Chriodain](#) from [Beyond The Numbers](#) helps leaders get to grips with the people behind the numbers – getting back to basics and having the conversations that make a difference. Watch my [interview with Susan](#) to hear more about her pivotal role.

[Tony Pound](#) is a financial planner with a difference! He takes a holistic approach to wellbeing and health, providing lunch and learns, and clinics, to educate, coach and advise. Check out his podcast '[Health, Wealth & Happiness](#)'

[Liz Maudsley](#) is a financial planner providing financial wellbeing workshops. She is also an ambassador for raising financial awareness for women and speaks at a range of events. Check out how she can [help](#).



100% of Venture Harbour's employees found the recent opportunity to **individually** explore learning from the **Mental Wellbeing at Work workshop** I provided in December, beneficial.

Following up is critical otherwise up to **98% of learning can be lost!** That's a HUGE WASTE of investment. The opportunity to reflect on, process personally, discuss challenges and share successes provides real value. Check it out:

## A PERSONAL APPROACH TO MENTAL FITNESS

100%

FOUND THE SESSION VERY HELPFUL

### FEEDBACK

It was just **great**. Really enjoyed the breathing and visualisation at the end.

**Really** enjoyed it and found it very **valuable**.

I've already started reading the book you recommended - I'm now just **really excited** about the **positive change** I can make for myself and for Venture Harbour. Thank you :)

**Really useful**. Lisa was very **helpful** in getting to the bottom of bad habits and procrastination.

I just wanted to say **thank you again**, you gave me a **toolkit** to deal with the past so I can be a **better leader**.

**Great session!** Thanks :)

### IMPACT

Being able to **appreciate** what I've **achieved**

It will help manage workload and **increase quality output**

I will be **more energised** as the session will help me separate home and work better.

Let me have **better focus**

Time will tell! I expect **very positive**.

It will make me think a lot more deliberately about my **strengths**, and **communicate** those more **effectively**

### VALUE

**Insight** and **focus** and **clarity**

Little techniques to **improve happiness**

Helped me to **plan** for my new role and organise a **process** of managing how I plan my days

Gave **actionable points** to help me plan week/evenings. The **mindful session** at the end was **great** too!

Helped me to **realise what** parts of my daily routine were **holding me back**

A **good solution** to a problem that's bugged me for a while (benefits vs. drawbacks of team meetings)

100%

WOULD LIKE TO TAKE PART IN FUTURE SESSIONS





[WWW.ITSTIMEFORCHANGE.CO.UK](http://WWW.ITSTIMEFORCHANGE.CO.UK)



CLOSING THE LEARNING LOOP: INDIVIDUAL SESSIONS FOLLOWING A COMPANY MENTAL FITNESS WORKSHOP

Next month I'll be highlighting the cost of wasting training budgets that make little, if any difference to organisations, when they're not part of a **wider strategy**. I'll explain how to **maximise the return on your learning investment**.



If you missed this the first time round, don't worry... we're back!!



**SIGN ME UP!**

Employment legal responsibilities and wellbeing go hand in hand, so join us to find out how to support your employees and to ask your questions.

"This was a really insightful webinar hosted by [Roy Magara](#) and [Lisa LLOYD](#). If you missed it and have employees, I thoroughly recommend it."

Margaret Shields



On the 23rd of February I'm joining [Amantha King](#), [Stuart Carroll](#) and [Steve Phillip](#) for a [Coaching Conversation](#) about reforming the **Mental Health Act**, currently in

open consultation. Check out the recording when it goes live on LinkedIn!

Have your say!

# THE CHANGE CLUB ROUND UP...



... some of the best bits to accelerate  
wellbeing, engagement & leadership success

I was interviewed by [Susan Ni Chriodain](#) from [Behind The Numbers Beyond](#) for her podcast, [#30 Leading Change](#). We discuss **putting the human factor back into workplaces** and how companies need to be taking a different approach.

[Arteel](#) is hosting a free [webinar](#) focused on the **4 key strategies needed for a thriving company culture** with high employee engagement. Their solution is a vehicle to achieve this. Join [Ian Feaver](#) on 5 March.

[FormScore](#) is a brilliant app that helps you **become more intentional about your wellbeing** and connect with people you know to follow how they're doing. Version 2 is ready to beta test so check it out or contact [Rob Stephenson](#) for more info.

Check out the [Freeths webinar recording](#) about **Workplace Culture and Wellbeing**. [Christopher Sing](#) provides a legal perspective, [Emma Browning](#) of [Meraki HR](#) shares her HR insights, and I provide a psychological perspective.

**Mental Fitness for Work.** Breaking down barriers to employee engagement, I worked with the [Department for International Trade](#) when [Amy Clements](#) asked me to provide workshops as part of [National Apprenticeship Week](#).

The amazing [Outliers Wellbeing](#), are providing awesome support for companies, including **B-Corporations**. I enjoyed their ability to keep it real when I joined them to

lead a workshop about **Anxiety and Stress** for New Look this month.

In addition to my [Mental Health Series of workshops](#) for schools [PEPMK](#) have taken a holistic approach to driving engagement and outcomes by inviting me to lead a workshop on **relationships** between staff and parents. [Contact me](#) for more details.

February has been wet and cold and so my **Monthly Indulgence** has been all about creating a workspace I enjoy. [Y'OR Scented Candles](#) are hand crafted in Oxfordshire by Mark, an olfactory alchemist who knows his stuff! [Citrus Garden](#) is symphony of citrus, white flowers and fresh botanicals that linger in my room long after the flame has been extinguished. Truly exquisite!



"As part of National Apprenticeship Week we asked Lisa to provide a tailored wellbeing session for apprentices. The session was delivered brilliantly, providing individuals with information and techniques to manage their studying, workload and personal lives; to look after their mental health to avoid burnout. The session was interactive and received great feedback from our apprentices. I highly recommend."

**Amy Clements, Dept for International Trade**



# READY TO GET PEOPLE RIGHT TO GET BUSINESS RIGHT?

I'm ready to hear from you at [lisa@itstimeforchange.co.uk](mailto:lisa@itstimeforchange.co.uk) – let's start the conversation & I can let you know how I can help.

If you haven't already done so, don't forget to connect with me on [LinkedIn](#)

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