

STRENGTHEN

# AFTER BURNOUT

A 12 SESSION ONE-TO-ONE PROGRAMME

A photograph of four diverse professionals (two men and two women) smiling and looking towards the camera. They are positioned behind a large blue rectangular box that contains text.

*for  
High Potential  
Leaders*

REIGNITE | REVITALISE | RESTORE

[STRENGTHEN.ORG.UK/AFTERBURNOUT/](https://strengthen.org.uk/afterburnout/)



When your high potential leaders are taking the strain and you don't want to lose them, it's time to invest in their wellbeing, resilience and leadership strengths.

This uniquely tailored programme provides your employees with a blend of emotional resilience, mental fitness, back to work strategies, and skills and techniques to leverage their leadership strengths as they re-integrate back into the workplace.

Twelve 1:1 confidential coaching conversations aim to reignite resilience and restore leadership passion and ambition in your valued, high potential employees.

Our aim is to support your high potential leaders to revive joy and fulfilment in their work-life.

If you have leaders struggling with physical or mental fatigue or collapse due to work-related stress, we're ready to partner with you to support them as they return to work ready to fulfil their potential.

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Why investing NOW  
in individual  
burnout recovery  
coaching matters...



**86% of High Potential Employees feel burnt out.  
They are twice as likely as their peers to leave  
their organisation**

2021 DDI Global Leaders Forecast

OVER 50% OF  
CEOS WORRY  
ABOUT RETAINING  
TOP TALENT AND  
DEVELOPING THE  
HIGH POTENTIAL  
EMPLOYEES THEY  
HAVE ATTRACTED

## Our Solutions

### INDIVIDUAL LEADERSHIP COACHING

48% of leaders want external coaching. We individually tailor confidential, professional coaching to your top individuals and team leaders.

### STRENGTHS FOCUS

42% of leaders appreciate strengths diagnosis tools and want coaching to maximise the insights and productivity strengths focused leadership brings. Our coaching, based on strengths and positive psychology, will enable your leaders to fulfil their potential.

### EMOTION & WELLBEING COACHING

Burnout recovery coaching can reduce burnout by up to 52%\*. We focus on each individual's personal wellbeing profile and using evidence-based tools & approaches enable them to develop techniques to respond to and reduce the effects of stress.



STRENGTHEN



# After Burnout *Our Programme*

**Twelve individually tailored 1:1 hours of coaching**

"IN TIMES OF UNCERTAINTY, LEADERS  
WANT TWO THINGS:

MORE TIME TO LEARN,  
AND GREATER EXTERNAL VALIDATION  
THAT THEY'RE DOING THE RIGHT  
THINGS."

2022 DDI GLOBAL LEADERS FORECAST

## INCLUDES:

- **WELLBEING  
ASSESSMENT &  
BACK TO WORK  
WELLBEING STRATEGY**
- **REINTEGRATING BACK IN  
THE WORKPLACE PLAN**
- **STRENGTHS ASSESSMENT  
& COACHING**
- **WORK/LIFE BALANCE  
NURTURING**

**12 CONFIDENTIAL ONE  
HOUR, WEEKLY  
SESSIONS  
DELIVERED ONLINE VIA  
ZOOM.**

This is an ambitious and supportive programme in which every individual develops and adapts at their own pace. On completion of the programme, we offer an option to purchase Phase 2 monthly coaching for a further 6 or 12 months of support and development.





# High Potential Leaders

REIGNITING YOUR PASSION FOR LEADERSHIP AFTER BURNOUT

Burnout is a hefty nudge to redesign our approach to work. It's possible to return to the workplace *and* thrive whilst nurturing and defending our wellbeing. This programme enables the understanding, courage and tools to do just that.



## Andrea Urquhart

Emotion & Positive Psychology Coach, Business Mentor

An experienced teacher and trainer, Andrea is qualified at post-graduate level in Coaching Psychology & Applied Positive Psychology. She is also a full member of the Association of Business Mentors. She has learnt that every individual's story and needs are unique.

With lived experience of burnout and surviving cancer, Andrea believes in the power of individually tailored coaching and has co-designed this programme to combine emotional wellbeing and leadership strengths coaching to embolden leaders to nurture and defend a healthy and productive work/life balance as they return to flourish in the workplace.



## Karen Felton

Strengths & Leadership Coach  
Career Development Mentor

Karen's HR experience includes designing and implementing wellbeing strategy including mental health training for leaders, creating work-place coaching & mentoring programmes, and implementing talent development programmes for high potential leaders.

A Chartered Member of the CIPD and a Fellow of the Institute of Leadership & Management, Karen has a Post-grad Diploma in Management and is accredited by Cappfinity as a Strengths Profile coach.

Karen has seen that when leaders understand and use their strengths they thrive in their career. She specialises in enabling leaders to understand how their strengths and values enable them to lead and contribute in a unique and authentic way, creating a positive ripple effect for their teams.

Karen left her corporate career following her own experience of burnout and after reconnecting with her own strengths and values, she is now a strengths-focused, leadership career development coach.

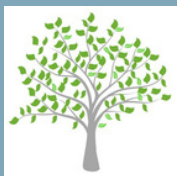
## About us



BOOK NOW!

[strengthen.org.uk/afterburnout/](https://strengthen.org.uk/afterburnout/)





# FAQs

## After Burnout

REVITALISE | RESTORE | REIGNITE



### HOW IS THE PROGRAMME DELIVERED?

12 hours of 1:1 coaching via Zoom with both Andrea & Karen.  
Ideally coaching is weekly over 3months

### WHEN IS THE BEST TIME TO START THE PROGRAMME?

A couple of weeks before returning to work or on the candidate's return to work. The programme includes a session on emotional readiness to return to work and a session on reintegrating proactively back into the workplace.

### WHAT IS THE COACHEE'S COMMITMENT?

To attend booked sessions promptly & make the most of this opportunity!

### WHAT IS THE SPONSOR'S COMMITMENT?

To enable coaching sessions during work hours, to provide wellbeing support in the workplace and to support the individual to apply their learning from the programme in the workplace.

### DO YOU COACH OTHER HIGH POTENTIAL RETURNERS?

Yes. We're happy to tailor our programme to other leaders. Please contact us to discuss.



### BETA TESTING

We are currently in a Beta Testing phase giving 10 individuals the opportunity to be sponsored by their organisation at a reduced price of £2,750 for the programme in exchange for feedback from themselves & their sponsoring organisation.



### PAYMENT

Payment in full via BACs or card is required before booking the first coaching session. It is expected that employers or sponsoring organisations invest in this coaching on behalf of their employees. Please note that confidentiality is maintained between the coach and the coachees. Payment for the programme does not infer a right on the organisation or individual paying the invoice to any updates or information about coaching session conversations.

### WHAT NEXT?:



### CONTACT

Further questions?  
Book a Discovery Call Zoom or telephone call with us via the weblink below:

[strengthen.org.uk/afterburnout/](https://strengthen.org.uk/afterburnout/)