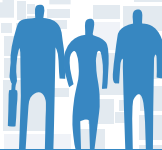




SERVICES FOR BUSINESSES AND ORGANISATIONS

OVERVIEW



INTRODUCTION

CPA has pioneered the application of cognitive-behavioural approaches and other clinically-proven interventions in the context of business. We have consistently demonstrated positive outcomes that represent an excellent return on investment for our clients. The emphasis we place on early intervention – and, above all, prevention – enables them to minimise the disruption caused by reduced productivity and stress-related absences.

OUR TEAM

- Clinical and Counselling Psychologists who are HPC-registered
- Employed directly by us for quality and consistency (not associates)
- Available at locations across the UK
- Experts in mental health, psychological functioning and emotional well-being in work settings
- Proven track record of success



OUR KEY OUTCOMES

- Improving mental health and well-being
- Minimising stress-related absences
- Preventing burnout
- Increasing productivity
- Optimising performance
- Enhancing the functioning of teams
- Facilitating effective communication
- Resolving conflict
- Reducing staff turnover
- Preventing presenteeism

OUR CLIENTS

Our clients range from medium-sized UK businesses to companies that are listed on the FTSE 100. Our current client base includes companies operating in a diverse range of sectors: investment banking, insurance, private equity, utilities, pharmaceuticals, media, leisure and occupational health, as well as government agencies.

Everything we deliver for our clients is bespoke rather than 'off the shelf'. All our cutting-edge intervention programmes are implemented following a process of detailed consultation. This allows us to understand each organisation's specific HR or management needs.



BURNOUT PREVENTION

Our burnout prevention programmes are based on individualised profiles that identify the early indicators of stress and burnout in terms of people's cognitive processes, emotional responses, physiological sensations and behavioural patterns. Tailored strategies are then implemented to enhance resilience and the ability to cope with sustained pressure.

Our unique online monitoring and support system, which includes clinical assessment tools, ensures long-term burnout prevention by detecting changes in functioning, wellbeing, coping or productivity. And whenever it is necessary, employees can access immediate psychological support via the telephone, email or in person.

CONFLICT RESOLUTION

As well as being very demoralising, conflict causes significant stress, anxiety and depression, undermining the capacity of employees to function effectively in the workplace. This has serious implications in the form of disruption, reduced productivity, loss of skilled and experienced people, and sometimes even legal action.

We help employees to identify and address the underlying cognitive and emotional factors that, in reality, cause the negative attitudes and unhelpful behaviours that prolong conflict.

PERFORMANCE OPTIMISATION

We have developed a unique and highly effective approach to optimising the performance of key individuals who are working in demanding roles. Our programmes include a systematic assessment of information processing, memory and the use of different cognitive modalities in task performance, as well as an analysis of the factors that underpin drive and motivation.

We provide tailored strategies that significantly enhance working memory, information processing and efficiency in performing work roles. In addition, we support managers in developing and implementing motivational enhancement strategies that will incentivise employees in the most meaningful ways and offer the maximum psychological reinforcement.



COMMUNICATION ENHANCEMENT

We have a proven track record of enabling individuals and teams to communicate more effectively and manage anxiety in social or performance situations. We analyse the most important contributory factors to communication problems: the negative ways in which people appraise their own performance and interpret the reactions of others; their emotional responses; the symptoms of physiological arousal; and the unhelpful behaviours they use in attempting to control their anxiety.

We then intervene to change unhelpful thinking patterns, control emotional and physical reactions, and replace unhelpful behaviours with positive coping strategies.

STRESS MANAGEMENT

We deliver training programmes that enable managers at all levels of organisations to implement a proactive approach to the mental health and well-being of employees. They acquire vital knowledge and skills in relation to mental health awareness, detecting early indicators, and discussing sensitive issues with employees.

This training is complemented by professional development workshops for employees that increase their awareness of the most common indicators of stress, enabling them to recognise and act on these signs at an early stage. These workshops enable employees to identify and consider the effectiveness of their current coping styles, and learn a range of specific evidence-based techniques that help them to minimise the effects of stress.

CRISIS INTERVENTION

Through our crisis intervention service, we provide companies with essential access to rapid, flexible and highly effective clinical intervention whenever and wherever this is required. We are experts in the assessment and treatment of the entire spectrum of mental health problems experienced by employees in times of difficulty, including depression, anxiety, phobias, panic attacks, agoraphobia, PTSD, social anxiety, health anxiety, OCD, anger control problems, addictions, bereavement, and adjustment to medical diagnosis or adverse life events.

We also intervene with groups of employees in situations where, individually or collectively, they are experiencing anxiety, depression or other psychological problems as a result of difficult circumstances at work. This ensures that issues are resolved with minimum disruption to their work, and their wellbeing and productivity are restored as quickly as possible.



Contact us today to discuss your organisation's needs.

(t) 0161 834 4662

(e) enquiries@cpa-ltd.co.uk