

BALANCEOLOGY

EXPERTS IN WORKPLACE BURNOUT
PREVENTION & RECOVERY

Corporate Brochure

Hello

We are Jayne and Dylan, experts in burnout prevention, recovery and workplace wellbeing. Between us we have 25 years' combined mentoring and coaching experience. We launched Balanceology in response to the rising demand from organisations facing the reality of the current burnout epidemic that has led to 6 in 10 managers burning out.

Our aim is to dissolve workplace burnout and restore balance with some much-needed levity and laughs along the way. We engage with forward-thinking companies, like yours, to review your company culture and better align all aspects of the organisation with your values. We help you take a look at existing workplace practices and wellbeing benefits, so that you can ascertain what is working and what needs to be improved, in order to best support your staff and reduce burnout-related absences.

We offer a number of mental health and corporate culture solutions and are excited to share our brochure as an overview of how we can work together to prevent and/or overcome burnout in your organisation.

If you have any questions or would like to discuss our packages further, we would love to hear from you. We look forward to helping you bring balance back to your business.

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Jayne and Dylan





Burnout

Burnout is a state of physical, mental and emotional exhaustion. It is the collective result of various factors culminating in prolonged stress and health/lifestyle issues, which lead to the severe depletion of the adrenal glands and immune system. Burnout is often job related and is compounded by continued physical and emotional stress in other areas of life. Long-held internalised beliefs around over-achievement, coupled with ongoing external societal pressures, contribute to the root cause in the majority of cases.

IN 2020-21 STRESS, DEPRESSION OR ANXIETY ACCOUNTED FOR 50% OF ALL WORK-RELATED ILL HEALTH CASES

HSE WORK RELATED STRESS, ANXIETY OR DEPRESSION STATISTICS IN GREAT BRITAIN 2021 REPORT

Now, more than ever, burnout is being openly and widely discussed. Reported levels of burnout are continuously increasing year on year in the corporate world.

Burnout levels have been exacerbated by the ongoing impact of the COVID-19 pandemic and heightened global anxieties in relation to worldwide unrest.

Employers are experiencing the far-reaching damaging impact that burnout can have on business sustainability.

Burnout has the biggest direct effect on unplanned absences and employee turnover. It is also one of the main reasons being attributed to The Great Resignation. Wellbeing and mental health awareness training programmes are now widely deemed essential to any company who wants to nurture, protect and develop its workforce. Balanceology's mission is to give employers the resources, skills and tools needed to future-proof their business against burnout, by fully supporting and retaining a positive, motivated workforce.

6 IN 10 UK MANAGERS BURNED OUT

AT WORK DURING 2021, WITH A FIFTH CONSIDERING QUITTING



The Burnout Epidemic



77% OF PROFESSIONALS EXPERIENCE BURNOUT

According to a Deloitte Burnout survey of 1000 corporate professionals, over 77% have experienced burnout

TOP REASONS FOR WORKPLACE BURNOUT

- #1 Lack of support or recognition from leadership
- #2 Unrealistic deadlines or results expectations
- #3 Consistently working long hours or on weekends
- #4 Other combined reasons



1 IN 5 UK WORKERS FELT 'UNABLE' TO MANAGE PRESSURE AND STRESS LEVELS AT WORK

YouGov PLC 2021



IN THE US, BURNOUT ACCOUNTS FOR \$125-190 BILLION OF ANNUAL HEALTHCARE COSTS

Harvard Business Review

'Burnout' first coined by Dr Freudenberg

WHO recognises burnout as an "occupational phenomenon"

Only 23% of UK workplaces have burnout mitigation plans - YouGov 2021



How We Can Help



We combine our extensive skills, expertise and experience of working globally with organisations and individuals to address stress management, resolve burnout and transform toxic work cultures into more positive and productive workplaces. We create engaging workshops and deliver highly impactful wellbeing coaching programmes based entirely on the needs of your team to ensure tangible, beneficial outcomes.

Whether you have employees experiencing early signs of burnout, or are already faced with team members off on long term stress leave, we are here to help.

We understand the immeasurable impact that burnout can take on your business and know how best to support you in restoring balance.



PREVENTION

Whole team trainings. Senior leadership consultancy and coaching

Your catalyst to change

1 Hour Workshop



Full Wellbeing Health Check Questionnaire
↓
Analysis and Wellbeing Strategy Proposal
↓
Culture Change Implementation
↓
Ongoing Coaching and Leadership Support

1:1 Leadership Burnout Prevention Coaching
↓
Group Burnout Prevention Coaching for Teams
↓
Monthly Team Wellbeing Workshops



RECOVERY

Senior leadership/ middle managers who have been signed off work due to stress, anxiety or burnout

Your key to reignite senior staff

3 Day Burnout to Balance Programme



Return to Work Transition Support - Weekly 1:1 Coaching
↓
Team Recalibration Coaching
↓
Monthly Team Wellbeing Workshops

Jayne Morris

Co-Founder and Programme Lead

Leading UK burnout expert featured on BBC TV and Radio and in The Independent, The Guardian, The Telegraph, Psychologies Magazine, Cosmopolitan and many more.

15 year' experience specialising in burnout prevention, recovery and culture change consultancy, following a career change after burning out at a major UK corporation.

PGcert Personal and Professional Coaching with Advanced Diploma in Integrative Art Psychotherapy. ICF and NCP accredited.

Author of the bestselling ***Burnout to Brilliance: Strategies for Sustainable Success.***

Former resident life coach expert for NHS Online Health Sector and HuffPost blogger.

Enjoys laughing lots, creative projects with her two daughters and spending time outdoors and with animals.

Fun fact: Jayne holds a Black Belt in both Karate and Tae Kwon Do.



Dylan Cox

Co-Founder, Trainer, Facilitator and Coach

Significant experience capacity building for organisations in the sports sector, working in the fields of sport development, coaching and events. Worked internationally as a mentor/trainer in the UK, Belgium, UAE and Switzerland. MOE certified Coach.

Producer and co-host of [The Art of Balance](#) podcast and our exclusive online video series for Psychologies Magazine's [Life Labs](#).

Probably a stand-up comedian in another life, Dylan brings bags of humour to the serious topics we cover, keeping the mood light and upbeat.

Enjoys family time, running, cycling, watching boxing and long walks with the family dog, Blade.

Fun fact: Dylan was personal chauffeur to Lennox Lewis and Amir Khan at the London 2012 Olympics whilst working as a manager in the boxing competition. He still rates this as his greatest career highlight.



Popular Packages



Wellbeing Workshops

Whole team sessions

Popular topics include burnout, productivity, stress management and sustainable remote/hybrid working

One-off or monthly as part of a wellness programme

Remote or in-person

£250 + VAT
per workshop



1:1 Coaching

Leadership coaching sessions

Designed to prevent burnout, support those making large-scale cultural change and help transitions back to work post-burnout

3 month packages consisting of 10 x weekly sessions.

Remote or in-person

£150 +VAT
per hour

Organisational Change Coaching

Whole team + leadership sessions

Re-align your team with a shared vision, purpose and values. Dissolve toxic / burnout culture. Re-energise and re-engage team members. Increase productivity

6 month programme consisting of 10 x full team days, report writing, leadership coaching and consultancy

Remote or in-person

£800 +VAT
per day



Burnout to Balance Recovery Programme

Senior leadership training

Designed to bring your key staff back following longterm stress/ burnout leave

3 day intensive initial training programme followed by 3-6 month re-integration coaching support

Remote or in-person

£1500 +VAT
initial training



Testimonials

"The Burnout to Balance Programme is life changing"

Stefan - CFO major airline, UK

"An absolute joy to work with - fantastic support including 1:1 coaching sessions, organisational structure mapping, clarification of vision, purpose and values, engaging team workshops, appraisal system set up and whole team ethos alignment."

Piers Milburn, CEO Sprigster & Pythouse Kitchen Garden, UK

"Helped enormously to align myself and our organisation. Thank you!

Seth Tabatznik, Co-Founder & CEO 42 Acres

"I see the impact from the Burnout to Balance Programme every day."

Julie - Change Manager, Switzerland

"Wealth of experience in working with forward thinking organisations."

Hannah Seward-Thompson, Director DO, UK

"Highly experienced - Balanceology workshops combine research, theory, and practical suggestions"

James Dillon - Senior Content Production Manager, Sydney

"Fantastic speakers - Balanceology gave us so many golden nuggets in how to avoid burnout."

James Adeleke, CEO Generation Success, UK



Get in Touch

If you would like to have an informal chat to learn more about burnout and/or workplace wellbeing we'd love to hear from you.

We offer a 30-minute complimentary consultation and would be delighted to share further information with you and explain how our burnout solutions could help your organisation.

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Bristol, UK and Remote Worldwide

