

The Manager's Code for Wellbeing and Performance

To build and sustain an Adaptive Culture as the context in which staff thrive, perform at their optimum, are engaged with their organisation, are energised to contribute, and derive personal and professional fulfilment.

Managers are expected to demonstrate:

Clarity of purpose	Clarity of purpose for the organisation in ways that are simply expressed and that staff and the public can understand and relate to.
The structures	Structures that enable staff to feel engaged in decisions about themselves and their work.
Challenge	Staff are stimulated with personal challenges in their work.
Teams	Building and sustaining teams with people who are sufficiently trusting of each other that they can critique each other's work without fear of humiliation or retribution, and in the knowledge that lessons can be learnt and applied.
Communication	Excellent communication – the process of interpreting messages, conveying them intelligibly, seeking responses, and reacting to them positively.
Involvement	Engagement of all staff, other organisations and the relevant sections of the public in the processes and critical decisions that affect them.
Performance appraisal	Regular and routine performance appraisal of staff as part of the bloodstream of management, together with providing appropriate supporting resources to raise performance where needed.
Career development	Nurturing and development of staff by providing opportunities to gain wider skills, knowledge and experience, and to use these in practice in career development.
Security	Continuation of already started activities to enable staff to complete tasks, projects and assignments.
Encouragement	Encouragement of staff in their work, and encouragement of calculated risks in their contribution to the work of the organisation.
Work life balance	Responsiveness to employee domestic crisis.
Openness	Building and sustaining openness (transparency) in the management of the organisation.

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About MAS

Our work focuses on the prevention of stress at work. Why? Stress costs and inhibits performance!

There are three interlocking features that prevent stress at work –

- Creating and sustaining a culture and environment where managers and workforce are fully engaged with the organisation and are *provoked into peak performance*.
- Leaders and managers exhibiting the behaviours that encourage commitment, trust and engagement which will *provoke peak performance in others*.
- Building and sustaining personal resilience against challenging situations which will *provoke peak performance in individuals*.

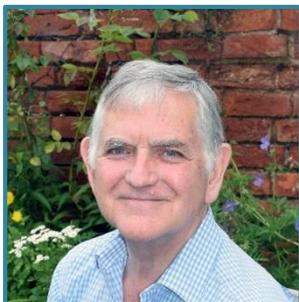
Our purpose is to help organisations achieve peak performance and productivity; to strengthen corporate and personal resilience and to prevent stress from occurring in the first place;

Our approach is to help organisations establish psychologically healthy workplaces by facilitating the implementation of our WellBeing and Performance Agenda framework.

Our services include consultancy; applied organisation health psychology; facilitation; assessments; cultural change; leadership and team development, tailored interventions, and one-to-one coaching.

Our programmes include topics such as:

- The WellBeing and Performance Agenda
- Creating a Culture for Wellbeing and Performance
- Adaptive Leadership – Leadership Development Programme
- The Manager’s Role in Resilience
- Team Resilience
- The Manager’s Role in Stress Prevention
- Strengthening Personal Resilience,
- Psychological Responsibility
- Brief Mindfulness
- Train-the-Trainer versions of our Resilience Programmes



The driving force of MAS and the Wellbeing & Performance Group is [Derek Mowbray](#), a Chartered Psychologist and Chartered Scientist, with a doctorate in the psychology of leadership. Derek specialises in the primary prevention of psychological distress. His work in the stress prevention field focuses on the problems at work that may trigger adverse reactions in people, causing them to feel unwell and under intense pressure resulting in under performance. His approach is to use positive psychology to help organisations create and sustain ‘the workplace as a fabulous and high performing place to work’ with a culture of psychological responsibility.

Derek’s mission is to ensure individuals have a fabulous experience from work and the workplace.

Our Products:

Personal Resilience ELearning

An in-depth programme designed to strengthen personal resilience. The programme could be branded for you and made available to your workforce.

<http://www.mas.org.uk/personal-resilience-elearning-programme.html>



Derek Mowbray's Guides – innovative, practical resources

The Guide to the WellBeing and Performance Agenda
The Guide to Corporate Resilience
The Guide to Adaptive Leadership
The Guide to Psychological Responsibility
The Guide to The Manager's Role in Resilience
The Guide to Personal Resilience
The Guide to the Manager's Role in Stress Prevention
The Guide to Team Resilience (Available Q2 2017)

The Guides can be branded and discounted for bulk purchases.

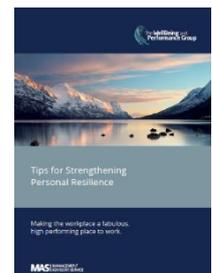
<http://www.mas.org.uk/publications.html>



Tips Booklets

We have an extensive range of high quality tips booklets which make great giveaways to accompany wellbeing initiatives. These could be branded for you.

Tips for Personal Resilience
Tips for the Manager's Role in Resilience
Tips for Fabulous Managers
Tips for Introducing Adaptive Leadership
Tips for Taking Psychological Responsibility
Tips for Creating a Culture of Sharing Responsibility for the Future Success of the Organisation



For details about our products and services, email barbara.leigh@mas.org.uk or call 01242 241882