

Talks / Keynotes

Is Wellbeing Selfish or Selfless?

Despite wellness being worth up to £2.8 trillion worldwide, 1 in 6 adults in the UK still report a common mental health condition such as anxiety, depression or stress. For Black and Black British women in the UK, this rises to 1 in 3 experiencing these mental health challenges. Hear some of the reasons people don't focus enough on their own Wellbeing and the impact this can have. Consider a new way to look at Wellbeing.

Permission to thrive (authentically)

Do you have to choose between wellbeing, authenticity and high performance? Hear how choosing wellbeing and authenticity can support success both within and outside the workplace. Shanara shares key moments in becoming a four-time National Triple Jump medalist and navigating her portfolio career journey. Including from leading her first department aged 23 to being nominated and awarded for her work leading in Wellbeing and Equality and then pivoting into working in elite sport and 1:1 coaching. Plus overcoming major injury, surgery and mental health challenges to achieve sporting success.

Dream It. Believe It. Achieve It.

The setbacks you face do not have to define you. The impact of being intentional about reaching your personal and professional goals, both in your own journey and on those around you. Shanara shares key moments in becoming a four-time National Triple Jump medalist and navigating her career as a 'minority'. Including from leading her first department aged 23 to being nominated and awarded for her work leading in Wellbeing and Equality, while also overcoming major injury, surgery and mental health challenges to achieve sporting success.

Workshops / Training sessions

(Not exhaustive. Many take place after delivering a talk where I share about my journey overcoming mental health challenges and surgery, plus also my career journey)

Theme: Leadership and Career Development

Introduction to leadership

Delegates will explore their past influences (both personal and professional), present experience and future aspirations in their leadership journeys thus far. They will learn more about how others perceive them, including giving each other feedback, and also reflect on their current leadership journey through executive coaching and leadership tools. Delegates will identify and challenge their assumptions of who leaders are and 'should' be, and whether they lead or are led.

Strategic leadership for wellbeing and performance

Considering both UK-based and global wellbeing practises, this session explores barriers to wellbeing for leaders and line managers, as well as practical approaches to energy management throughout the day, during busy times and when juggling multiple commitments. Delegates will explore how to avoid the trap of 'busy work' which does not support workplace progression. Including exploring strategies to work strategically, manage up and across, signpost and delegate. Plus also set boundaries and navigate the guilt that can come with this.

Supporting / Promoting Wellbeing while looking after your own OR Wellbeing for line managers

Supporting you to promote and support others' wellbeing while also looking after their own. Developing tools to recognise when and how to signpost staff to further support. Particularly helpful for communications professionals, line managers or those working in roles such as a wellbeing champion. 'Promoting wellbeing while looking after your own' will also touch on the importance of building networks as part of this. For line managers; Developing and sharing tools to manage your own workload alongside your teams.

Line Managers as allies

Line managers will be supported to develop a better understanding of common challenges faced by staff from global majority backgrounds during their leadership journey and what active allyship looks like. They will discuss how to navigate common barriers to allyship, practise and come away with practical tools to support their direct reports on a 1:1 basis, in group settings and when their direct reports are not present in the room.

Strengths and personal development

Using a mix of techniques used in elite sport, executive coaching and leadership development, delegates will reflect on their unique strengths and areas for development. This includes incorporating what they have learned so far about themselves as leaders, leadership models, reflecting on their professional journey and the personal domain (E.G. Culture, heritage, strengths in different contexts). They will identify opportunities they can use and create within and outside of the workplace to leverage and showcase their strengths. Delegates will gain clarity on their individual strengths compared to those they display within a team. This includes reflecting on the language they use to communicate their skills and building confidence in distinguishing between and communicating their own personal successes, and team successes for self-promotion.

Theme: Executive Coaching

Tussling with the triangle: Inclusion, Wellbeing and Challenge

As coaches we aim to raise our clients' levels of self-awareness and self-efficacy. Much of this is done by building rapport, offering challenge and asking impactful questions. Exploring where the line could be between challenging clients and allowing them to be their authentic selves.

Theme: Inclusion, empowerment and overcoming adversity

Building confidence in authenticity

Is it imposter syndrome, or something else? Recognising, embracing and celebrating your unique strengths and how they can support you to achieve more in your career.

Advocacy and empowerment (1/2 day, 3 sections)

1. Building confidence in unique strengths as advocates and people with lived experience. Empowering people to recognise the influence they have and use their skills to speak up for themselves and others.
2. Exploring who is 'responsible' for equity. Recognising the differences between what advocates can control, influence and impact and how to spot marginal gains / progress. Discussing examples of effective advocacy from leaders from the global ethnic majority.
3. Understanding and practising different tools and phrases that can be used to advocate effectively, including signposting, coaching skills and taking action. Identifying a 'process' goal (rather than an outcome / uncontrollable goal) to take forward. Ending the session with a mini grounding or self-care practise, in recognition of the session content.

Navigating difficult conversations OR Wellbeing when dealing with conflict and / or micro-aggressions

Understanding, practising and developing different tools to deal with conflict, ways of giving feedback and recognising your own preferred conflict styles. Recognising the environment / systems you are working in. Exploring how to deal with emotions and feelings that may arise when dealing with conflict.

‘You are enough: Re-imagining resilience’

What is it like to be your ancestors' wildest dream? A workshop to recognise and celebrate our individual strengths within the Black community, and reimagine what we want resilience and success to look like alongside adequate rest and feeling 'enough'. Hearing Shanara's own journey from struggling with mental health challenges to standing on national podiums, and navigating an achilles rupture that led to 6 months on crutches and time signed off work, before recently jumping a huge personal best. An opportunity to recognise who has influenced our own journeys and what we want to keep and let go of.

Theme: Workplace Wellbeing

Staff away day - 2-hour wellbeing workshop

Sharing personal experiences of overcoming Mental Health and physical challenges to perform at a high-level within and outside of sport. Including; How staff can look after their own Well-Being while looking after others, including setting boundaries between work and home and dealing with guilt around prioritising Well-Being. Challenging misconceptions about having to choose between Wellbeing and achieving. Opportunities for staff to reflect on their roles and where they can make individual changes both within and outside of their organisation. Facilitating engagement between staff members to support team-building. Also weaving in topics including dealing with high workload and processing dealing with challenging people-facing experiences. Plus my experience including working in multiple industries, Workplace Wellbeing, as an athlete and with Olympians and Paralympians.

Boundary-setting OR Wellbeing, boundaries and burnout

Developing tools to set, maintain and communicate boundaries at work. Including setting boundaries in people-centric roles, navigating difficult conversations to communicate boundaries and navigating the guilt that comes with setting boundaries. Expect to engage with other attendees and consider individual solutions that can work for you.

Optional, but at an additional cost: Following the boundary-setting workshop, attendees can also receive an additional resource to help consolidate their thoughts, consider next steps and access further links and signposting.

For the Wellbeing, boundaries and burnout session, more time is spent on supporting attendees to develop a better understanding of workplace wellbeing and its importance, alongside what burnout is and how to avoid it through wellbeing practises.

Goal-setting, prioritisation and time management

An interactive session for all attendees to gain clarity on their existing time and commitments within and outside of the workplace. Exploring different goal-setting and time management techniques and tools from across different industries including elite sport and in executive coaching. Identifying distractions and gaining clarity on your long-term goals and aspirations. Often accompanied with some delivery on boundaries.

Managing Stress and boosting energy

Supporting attendees to understand and develop tools to navigate and minimise eustress (negative stress), manage energy levels during busier times and when juggling multiple commitments. Exploring ways to build in sustainable habits to support physical health and overall wellbeing throughout the day, and subsequently, longer-term. How lifestyle changes have supported Shanara's own journey from dealing with mental and physical health challenges, and major injury and surgery to becoming a four-time National Triple Jump medalist on the UK all-time list and business-owner.

Creating a (realistic) wellbeing plan

Building confidence and motivation to find relevant and individual wellbeing solutions that work for you, including your personal and professional development support network. Considering both UK-based and global wellbeing practises.