



**greencross**  
GLOBAL

# Watercooler Brochure

**Together. Growing Culture.**



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## About us

At Green Cross Global we pride ourselves on offering a 360° solution in Health, Safety & Wellbeing. For several years, we have been providing support to help improve the safety & wellbeing culture of the UK's biggest brands.

Our team of experts work with you to analyse, strategise & deliver the most effective solution tailored for you. No one size fit's all – a bespoke approach to achieve the best results every time.

## Meet the Team



**Ross Abbott**

Head of Health & Wellbeing



**Stewart Mackenzie**

Consulting Lead



**Ellice Whyte**

Lead Business Psychologist



# Our Consultancy Approach

Our person-focused approach emphasises the blended data-driven and holistic approach to enhancing the overall health, happiness, and productivity of both individuals and organisations.

By combining expertise in psychology, wellness, and organisational behaviours, our team helps you to design customised wellbeing programmes to unleash the full potential of a healthy, driven and supported workforce to drive the company's goals and ambitions.

Our tailored approach enables a company and person-focused wellbeing strategy to improve employee satisfaction, engagement, and performance alongside building a healthier and more supportive workplace environment to enhance talent attraction, development and retention.

## Your people **ARE** your business!



Together.  
Growing Culture.



Change is a critical part of the development lifecycle as it allows you to effectively understand what the change means, identify the scope and scale of what will be required and also to begin the process of visualising the benefits of the project in the first place.

## Change

- **Your goals, vision & timeframe**

Understanding the goals, vision, and timeframe provides a clear roadmap & helps to gain support and buy-in from stakeholders at all levels.

- **Current structures**

Analysing the existing structure allows for a more strategic and targeted approach to change implementation, enabling the customisation of solutions to suit the specific needs and challenges at all levels of your organisation.

- **Company temperature check**

This lets you assess the readiness for change, gain feedback about what people think needs to be included & get their ideas about what the benefits are for them.

- **Occupational risks**

Occupational risk analysis is crucial to not only protect employees but also contribute to a more efficient, harmonious, and successful workplace.

## Mechanism

- **Engagement & focus groups**

Forums provide a platform for open dialogue, feedback, and brainstorming sessions, driving employee engagement, boosting morale, and fostering an inclusive culture of empowerment and innovation within the business/organisation.

- **Surveys & GAP analysis**

GCG Surveys and gap analysis provide important detail for developing your wellbeing strategy. The data allows evidence-based decision-making to enhance performance, and drive continuous improvement and innovation across different functions and processes.

- **Strategy & recommendations**

A well-defined strategy, supported by data-driven recommendations, allows you to enhance your competitive advantage, drive growth, and successfully navigate the challenges of key metrics (attraction, development and retention) in today's dynamic business environment.



## Communicate

- **Project goals & actions**

Having clear and consistent plans are crucial for meeting goals, expectations, and changes: enabling employees to feel informed, motivated, and empowered in their roles.

- **Communication**

Communication is a fundamental aspect of any success. Effective communication fosters transparency, clarity, and collaboration, facilitating better understanding and alignment among employees, teams, and stakeholders.

- **Employee involvement**

Involving your employees in developing and endorsing your strategy is a crucial component in gaining their contributions and ideas, their insights, expertise, and perspectives on the process.

## Support

- **Coaching & mentoring**

Coaching and mentoring play a vital role in fostering learning, growth, and self-awareness, enabling individuals to excel in their roles, build confidence, and unlock their full potential.

- **Facilitation & training**

Tailored workshops, interactive sessions, and skill-building exercises guide participants in understanding, supporting and implementing their learning. Such activities nurture a culture of understanding, continuous improvement and inclusion.

- **Employee Resource Groups & support**

ERGs create a platform for networking, personal development, and mutual support thus creating a more inclusive and supportive work environment where all employees feel valued, respected, and empowered to succeed.

- **Digital internal resources**

Internal digital resources allow employees to access important documents, company policies, and training materials conveniently from anywhere, facilitating remote work, enhancing productivity, and promoting seamless collaboration among team members.

# Evaluate

- **Impact analysis**

Thorough impact analyses, let you make informed choices, mitigate risks, realise opportunities, and proactively address any potential challenges to effective and sustainable decision-making processes.

- **Benefit realisation**

Consistently emphasising the benefits of each stage of the project helps in enhancing decision-making processes, improving resource allocation, and driving continuous improvement by learning from successes and failures to maximise the value delivered from your initiatives.

- **Strategy review**

Reviewing the insights from a strategy review allows you to make informed redirections, adapt to changing circumstances, capitalise on emerging opportunities, and ensure that the strategic plans remain dynamic, relevant, and impactful in achieving long-term success.

- **Reflect, plan & present**

Successfully embedding the wellbeing project into the workplace requires time to reflect on past outcomes, analyse current trends, plan for future opportunities, challenges, and potential risks, further refine the strategy, and present a cohesive and adaptive plan that aligns with the businesses/organisation's growing vision and goals.



# Some of our services

## **Senior leadership engagement**

Supporting the senior team to understand their role, responsibilities, legislation and the business case.

## **Manager engagement**

Activities and training /coaching the help Managers (or anyone with people responsibility) to understand their role in facilitating the change and supporting colleagues.

## **Facilitation & Training**

### **Wellbeing**

- Wellbeing awareness
- Managing wellbeing
- Train the Trainer
- Trauma Informed Care
- Webinars

### **Financial**

- FINWell
- Champions
- FAWA
- Webinars

### **MHFA Courses**

- Aware
- Champion
- MHFAider
- Refresher
- Manager

### **Neurodiversity**

- Awareness
- Managers
- Champions
- Audits
- Screening
- Webinars

### **Stress**

- Awareness
- Managing stress
- Stress Risk Assessment
- Webinars

### **MHFA Implementation**

- Roles & responsibilities
- Recruitment
- Peer support
- Policy assessment/design
- 1-1 sessions
- MHFA engagement review
- Internal comms



# Some of our services Cont'd

## Facilitation & Training Cont'd

### Wellbeing Webinars (*Examples*)

- Health  
(*Stress & Burnout, Anxiety, Menopause Awareness*)
- Mental Health & Wellbeing  
(*What is mental health & how does it affect us?, Mental Health conditions, Support Conversations*)
- Financial  
(*What is financial wellbeing?, How to improve your personal relationship with money, How to achieve financial empowerment*)
- Awareness days  
(*Mental Health Awareness Week, Neurodiversity Awareness Week, World Suicide Day*)

### Suicide Courses

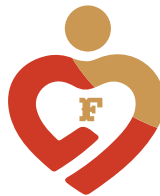
- Livingworks SafeTALK/ASSIST
- SFA light/1 day
- GCG Awareness
- Policy writing
- Webinars

We pride ourselves on providing our clients with comprehensive & bespoke solutions.

If there is something you don't see above, or if you need a tailored solution - don't hesitate to ask!



## Some of our wellbeing community...



WELLBEING @FERRERO



## Here's what they had to say about us...

“ We're working with Green Cross Global on establishing a CCEP-wide mental health culture and up-skilling employees in that field since more than one year.

We value the great experience they provide us during that process and well as the practice-oriented trainings. The joint work to develop training concepts has always been very customer-oriented. The feedback from our participants was positive throughout.”

**Nadine Hoffman**

*Associate Director of  
Wellbeing & Workplace*





“ Ross and team were fantastic at working with us on the scope, design and delivery of our Managing Wellbeing training. They really wanted to know what our people were saying on the ground about wellbeing and what support they needed, and used all of this data to design a bespoke programme specifically for our managers and leaders globally. They took time to create resources for each market about their mental health and wellbeing offerings, and share our EAP resources in the context of the training.

We had amazing feedback from managers about the programme, and 93% of our managers said they'd recommend this course to others. We've had calls to bring this programme back, as well as adapt it for all levels, whilst 83% rated content as relevant to their jobs.

Quotes from our people include:

“Attending is an essential management requirement in my opinion.”

“It's legitimized conversations about mental health which is good for our company culture.”

“The 45 minute sessions are perfect, the sharing of the decks and links afterwards are great. I'm enjoying the energy and accessibility.”

**Aimee Young**  
*Senior L&D Partner*

**OLIVER**

**Ready to start your  
journey?**

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Call: 0330 120 0105

Visit: [greencrossglobal.co.uk](http://greencrossglobal.co.uk)



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