

Employee Assistance

Psychotherapy & Coaching Services

COUNSELLING / PSYCHOTHERAPY

Helping people manage or change repeating or intense emotions or patterns of thinking or behaving that affect them at work.

For employees facing a professional or personal challenge, specific counselling or psychotherapy support can be a very beneficial support for their health, wellbeing and performance at work. Typical issues I work with are:

STRESS MANAGEMENT, ANXIETY, TRAUMATIC INCIDENTS, DEPRESSION, NEGATIVE BEHAVIOUR, HARASSMENT, ABUSE, RETURNING TO WORK AFTER LONG TERM SICKNESS, DIFFICULT RELATIONSHIPS, UNDER-PERFORMANCE, CAREER / ROLE TRANSITION.

I work directly with organisations and also through EAP providers such as CUEDOC Occupational Health.

LEADERSHIP COACHING

Assisting people to be clear about goals, use a range of skills and strengths, overcome challenges, be authentic and take action.

A set of leadership coaching sessions over a six-month period is an excellent way to develop professionals. There is a clear focus to each session underpinned by psychology assessments and practical resources. Typical topics covered:

CAREER GOALS AND DIRECTION, AUTHENTIC LEADERSHIP, CHARACTER STRENGTHS, EMOTIONAL RESILIENCE, MENTAL TOUGHNESS, CREATIVE THINKING, MANAGEMENT STYLE AND APPROACH, STRATEGIC OPTIONS.

I work directly with organisations and also as a consultant with leading organisations delivering leadership training and development, including Brathay and Outward Bound.

PERSONALITY AND BEHAVIOUR ASSESSMENTS

I offer a range of profiles and assessments (usually as part of Leadership Coaching programmes) which can also be purchased separately for individuals or teams.



CHARACTER STRENGTHS The 24 measurable and distinctive qualities that underpin achievement, engagement, positive emotions, relationships and meaning.

MENTAL TOUGHNESS A measure of levels of control, commitment, confidence and challenge which determine in a large part how people deal with challenge, stressors and pressure.

DESIRES AND VALUES The 16 basic and universal desires that shape behaviour and determine personality. What motivates people, what they value most (and what causes stress).

PERSONALITY A measure of four basic preferences of thinking and behaving that reveal how people see and interact with the world.

BEHAVIOUR Assessment of the habitual patterns of behaviour that shape working preferences, motivational and decision-making strategies.

VIA Strengths

MTQ48



NLP Meta-Programs

NEAL ANDERSON – PROFESSIONAL BACKGROUND

I am a psychology specialist who works as a coach, facilitator and trainer for individuals and teams who are in transition and have a positive desire to move forward.

I began my career in aerospace design and followed my talents and interest in people, processes and business leadership. My passion for learning and development and experience as a consultant within the private and public sectors over the past 20 years spans organisational teams, leadership teams, individual clients and elite competitors. I have a private psychotherapy practice in Kendal, two successful training organisations and am the Professional Standards Manager for the Institute for Outdoor Learning (IOL).

My training and qualifications include:

- BSc (Hons) Mechanical Engineering
- MSc Recreation Management
- Qualified Teacher Learning and Skills (QTLS - AD034395)
- Postgraduate Diploma in Neuro-Linguistic Psychotherapy
- Registered Psychotherapist with United Kingdom Council for Psychotherapy (UKCP Reg. No 2010161350)
- Accredited Neuro-Linguistic Psychotherapist with the Neuro-Linguistic Counselling and Psychotherapy Association (NLPtCA)
- Accredited Supervisor with the Neuro-Linguistic Counselling and Psychotherapy Association (NLPtCA)



- Registered Supervisor with United Kingdom Council for Psychotherapy (UKCP Reg. No 2010161350)
- Registered Coach Trainer (INLPTA)
- Registered Trainer of Neuro-Linguistic Programming (INLPTA)
- Certificate in Child and Adolescent Studies and Therapeutic Skills
- Qualified provider of Mental Toughness (MTQ48), Reiss Motivation Profile (RMP) and Myers Briggs Type Indicator (MBTI) assessments

REPORTING

Several options are available:

- None required. The employee will report directly to you.
- Initial Assessment. Brief notes detailing the initial assessment of the employee and plan for working with them over the number of sessions.
- Summary Report. Outline of the main achievements within the sessions (agreed with the client) and suggestions for the future.
- Coaching Review. To discuss how the process of the coaching worked and the general themes discussed.

The client specific content of the sessions is confidential. I will discuss the reporting arrangements you have requested with the employee at our first meeting.

LOCATION

Most sessions are provided via Skype or from my practice in central Kendal. I can come to your organisation, or a suitable location, if that is more convenient. Initial assessment can be by phone or form part of the first session.

STANDARD PROGRAMMES & FEES

_____ **Counselling Programme.** Three 1-hour sessions, once every 2-3 weeks. £250. Sessions can be extended to a series of 6 or 9 as required.

_____ **Leadership Programme.** Six 90-minute sessions meeting once a month including follow-up notes, range of personality tools and assessments, email support. £1400

_____ **Personality Assessments.** Assessment and 1-hour coaching session plus follow-up resources. £195 each

Fees will be invoiced at the conclusion of the first session.
Concessions may be available for charitable organisations.