



**GIRUMOA**



### Framing Statement

This session is based on a widely accepted principle in organisational psychology: internal thought processes and emotional responses influence behaviour, decision-making, and performance at work. In demanding environments, individuals may experience cognitive and emotional responses that affect concentration, confidence, and professional interactions.

The session is guided by the principles of **Truth, Reason, Encouragement, and Empathy**, providing a structured and evidence-informed approach to increasing awareness and strengthening self-management skills. The focus is on supporting clarity, emotional regulation, and constructive behaviour in the workplace, contributing to psychologically safe and effective working environments.

### Why Book This Session?

This session supports individuals to better understand how internal responses can influence their work, particularly during periods of sustained demand, organisational change, or uncertainty. It introduces practical, accessible strategies that help people respond more effectively, supporting consistency, professionalism, and wellbeing.

Although the learning is focused on individual capability, the benefits extend to teams and organisations. Improved self-management and emotional awareness support more effective collaboration, reduce avoidable workplace friction, and contribute to stable and productive working cultures. The session aligns with organisational priorities around wellbeing, engagement, and retention.



## Key Outcomes

Participants will be able to:

- Increase awareness of common internal responses that can affect focus, confidence, and professional conduct at work.
- Apply practical strategies to manage unhelpful thinking patterns in a work-appropriate and constructive manner.
- Maintain clarity and emotional balance in pressured or complex situations.
- Support effective communication and working relationships through improved self-regulation.
- Strengthen personal responsibility and professional boundaries in emotionally demanding roles.
- Contribute to psychologically safe, respectful, and collaborative team environments.
- Support organisational objectives relating to wellbeing, resilience, and sustainable performance.

## Session Summary

This session provides a structured and practical overview of how internal experiences influence workplace behaviour and performance. It avoids clinical or therapeutic framing and focuses instead on everyday skills that support emotional regulation, clear thinking, and professional conduct.

Participants gain practical tools to manage pressure and maintain effectiveness at work. For organisations, the session supports key HR and leadership priorities, including wellbeing, psychological safety, engagement, and retention, offering a low-risk, evidence-aligned contribution to people development and wellbeing strategies.

## Professional Perspective & Fees

This work is informed by extensive cross-sector experience and is delivered with a strong emphasis on professionalism, psychological safety, and organisational relevance. Sessions are designed to be appropriate for diverse audiences and aligned with established workplace wellbeing and people management frameworks.

Fees reflect senior-level expertise and the care involved in delivery, with typical organisational bookings ranging from **£3,500–£6,000**. Tiered pricing is available for public sector and third-sector organisations.