

Kath Koschel

Founder, Kindness Factory; Resilience Expert

MENTAL HEALTH FITNESS

What if we thought about mental health in the way that we thought about physical health? Just like physical fitness, mental fitness is pivotal to all human development; informing our performance and our mindset whilst also aiding our ability to connect with others effectively. Mental fitness underpins the foundation to a life well lived, in and out of the workplace.

Alarming statistics now show us that mental health related concerns are a global issue with depression, anxiety and even suicide rates rising dramatically from 2023 to 2024.

So how do we address these worrying trends that threatens to cripple the ability for humans to live happily, perform effectively and work together well?

In the **Mental Health: Building and Sustaining Mental Fitness** keynote, Kath unpacks what mental fitness means and how to effectively manage it with her mental health framework, backed by evidence-based strategies including:

- Self awareness as a foundation for growth and moving through to self- acceptance
- Growth through adversity and change – How to grow through what we go through
- Linking gratitude, humor and kindness to mental health and fitness
- How to cultivate community and conversation through connection and belonging
- How to build resilience, optimism and agility

WORKPLACE CULTURE

In an age where technology is taking over, 43% employees don't feel a sense of connection to their co-workers, 38% don't trust their co-workers, and 22% don't even have one friend at work. 70% of employees are disengaged from their jobs—with disengagement at a record high. Employee disconnection leads to lower productivity and lower rates of retention. Creating a workplace of belonging and kindness is proven to aid better mental health, as well as increasing profitability, productivity, high performance and retention. It's good for your people and good for your business.

Employees who experience high levels of belonging, psychological safety and kindness at work have greater resilience, well-being and personal and professional growth. They experience a 56% increase in job performance and 170% increase in employer promotor score, and better-connected employees save large organizations millions per year. Kath can also make this keynote bespoke to your workplace by working with you in the leadup to understand your specific needs and then addressing them via 4 of 12 common themes that can be addressed to better your companies culture via an evidence based framework of kindness; collaboration, compassion, empathy, gratitude, humor, humility, honesty, mindfulness, positivity, perspective, Self-acceptance and trust.

Key Takeaways:

- Learn 4 ways to increase psychological safety in the workplace
- How to foster higher levels of psychological safety in your team.
- How to deepen trust and build high-value relationships with co-workers, customers, and clients.
- How to build an inclusive culture
- Bringing collaboration back post covid

CHANGE RESILIENCE

Change is a reality for all and it comes at us in many ways. But be careful, history shows that only a small number of change strategies succeed. Your people will enable it, or obstruct it.

Kath knows what it takes to support change in an organisation. Having high instances of change in both her personal and professional life, Kath now helps organisations around the world to adapt to the new, pushing progress forward and into the now and future through a proven framework of gratitude, perspective and kindness.

Kath will build a bespoke offering with key and actionable take aways for the audience to implement immediately to overcome resistance, manage the change process and land on key messages for your business

Key Takeaways:

- Key steps to implementing change and how best to manage it
- Providing perspective to overcome resistance to the change process
- How to create and navigate opportunity in the change process
- How to bring choice to periods of change
- Adopting a resilience mindset in the face of change

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