

# Mental Health Consultancy Award

**Winner**  
**Petros**

This category recognises consultants, trainers or agencies who can demonstrate how they have worked their client(s) to deliver a successful and implementable mental health strategy.

Founded by Jo Clarke PhD, C.Psychol., AFBPsS, EuroPsy HCPC, Petros is a not-for-profit consultancy dedicated to enhancing resilience for a balanced and happy life. Forensic psychologist Jo founded Petros with a highly qualified team whose experience spanned work in maximum security prisons, high-security psychiatric hospitals, policing and with children in care. The team delivers training to multinationals, blue light services, schools, families and individuals. This includes the pioneering Decompression Sessions, MindHealth for Managers and “train the trainer” programmes for self-supporting organisational training. A national and international speaker, Jo holds the UK and European licence for the Challenge of Change™ resilience programme and is the only UK accredited deliverer of Dr Ross Greene’s Collaborative and Proactive Solutions™ model for challenging and disruptive children.

## Achievements

Two case studies illustrate how Petros is helping organisations make strides with their mental health strategies. United Response is a charity committed to improving life for people with disabilities. In response to a seemingly intractable problem with workplace stress and high staff turnover, Jo provided evidence-



**Petros’ MindHealth for Managers workshop helps managers support their staff**

based resilience training The Challenge of Change to 45 managers over six weeks. Beforehand managers were assessed for habits associated either with resilience or an increased risk of responding stressfully. Jo’s findings suggested employees had a high level of engagement and job satisfaction but needed resilience skills. The training helped individuals combat stress at work and home, empowering them to be more productive, competent and confident in the workplace. Six months after the training, managers’ habits were re-assessed and a reduction recorded in three habits associated

# Highly Commended

with increased stress – ruminating, perfectionism and emotional inhibition. There was also an improvement in detached compassion – a habit that supports a more resilient approach. By 2011, regions where managers had attended the training saw a 16% to 43% reduction in staff sickness absence and nearly 5% improvement in staff stability, compared with organisational improvements of just 0.25%. United Response was delighted with the change in resilience and work culture.

A recent survey for Mind reported just 11% of people would speak to their manager about their mental health. (Pulse Survey April 2020). The General Medical Council reports 85%, recognised as largely due to its partnership with Petros. Petros runs workshops for GMC frontline staff, such as MindHealth for Managers. This helps managers support staff's psychological health at work, including those with pre-existing mental health conditions. It has been adopted as a mandatory training module in the GMC.

The Supporting Staff Managing Challenging Interactions workshop empowers managers to support their frontline staff in response to trauma. A "train the trainer" programme has also been rolled out for key managers, and Petros produced guidance for GMC staff to manage working from home, bereavement and suicidal thoughts. Jo was heavily involved in the development of the overall GMC wellbeing strategy. The training has continued online throughout Covid-19. All Mind Health for Managers participants rated the course "excellent".

Petros continues to work with such diverse organisations as: London Zoo, Facebook, G4S, HEE, NSPCC, Girl Guiding and SSE. The company's profits support schools and charities. ■

## Judges' comments



**An excellent robust account of a highly effective training program – evidenced by the 85% score of employees comfortable to speak with their managers about their mental health. The longevity of the relationship demonstrates the trust and impact felt by the client toward Petros.**



**Strong tangible evidence of effectiveness and impact, which is recognised in the partnerships with key insurers. Interesting blend of clinical, theory and practice.**

Fortis Therapy & Training

## Shortlisted

- Oakwood Training
- Our Mind's Work