



positive.<sup>TM</sup> Leaders

Psychological skills  
for the future

## Why Positive Leaders?

**Leaders are powerful drivers of organisational performance and culture. Their behaviours - both positive and negative - ripple through organisations, influencing how staff think, feel and behave.**

In today's uncertain and rapidly changing world of work, the pressure on leaders has never been greater. The organisations that succeed will be those with leaders who are resilient, productive, agile and collaborative, even in the face of change and challenge. These are leaders who understand their psychological health, and who have the tools they need to proactively manage it.



Grounded in science, Positive Leaders equips individuals with the core psychological skills they need to adapt and thrive, both professionally and personally. Just as athletes develop and refine their physical skills, we can learn and master psychological skills through practice.

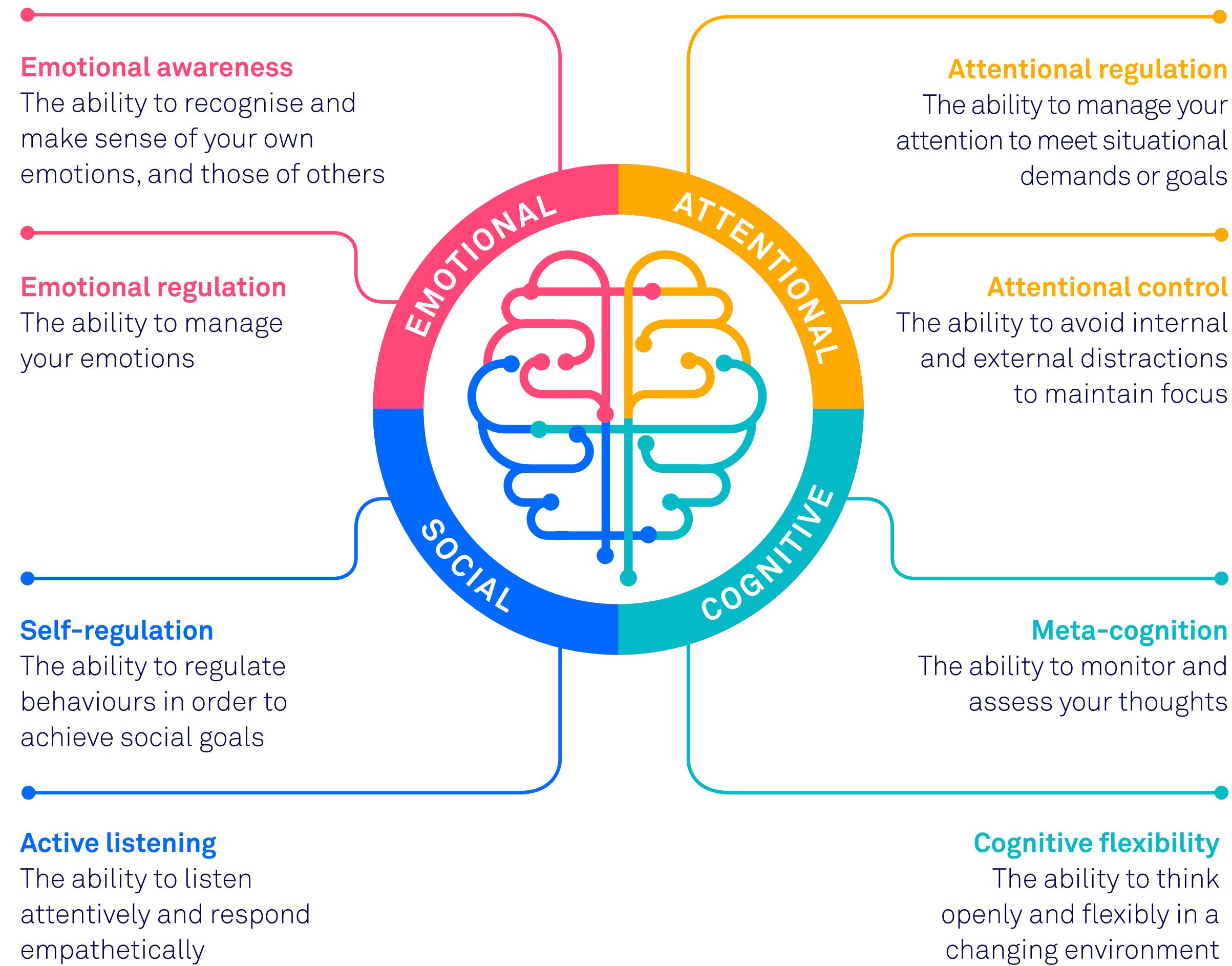
## Key facts

- ✓ Blended programme delivered virtually over 16 weeks
- ✓ 12 hours of live virtual classrooms
- ✓ Supported online with 12-month access to Positive NOW (digital learning platform)
- ✓ Small groups of <20 participants
- ✓ Positive Leader certification

## The Positive Leaders Skillset

Positive Leaders targets the most fundamental psychological skills across four areas of capability in the human brain: emotional, attentional, cognitive and social.

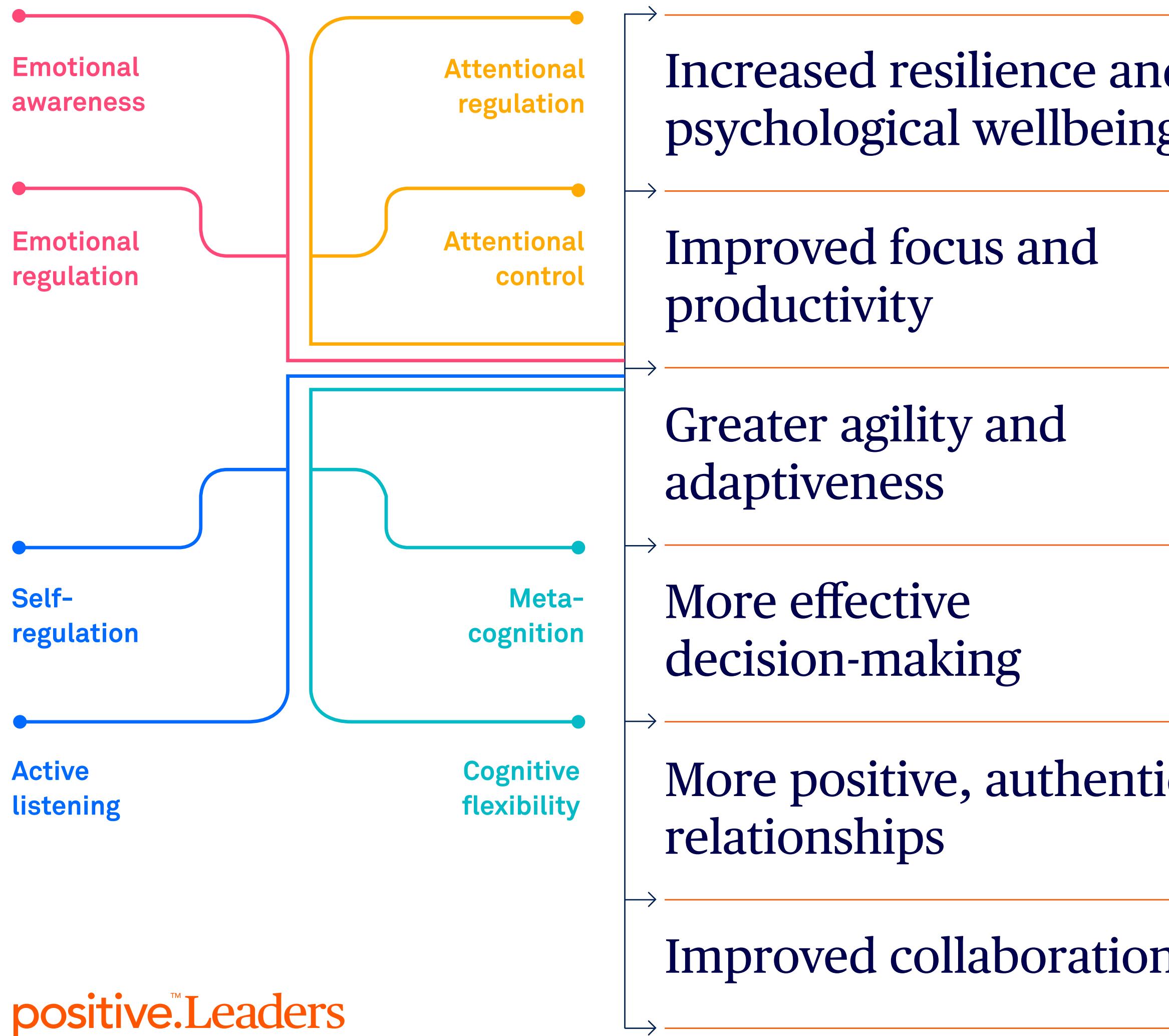
## Core Psychological Skills



Together, these skills are proven to have a significant impact on human performance and wellbeing.

Positive Leaders teaches individuals how they can develop these skills for themselves, as well as how they can share and use the same psychological techniques with their teams.

## Core Psychological Skills

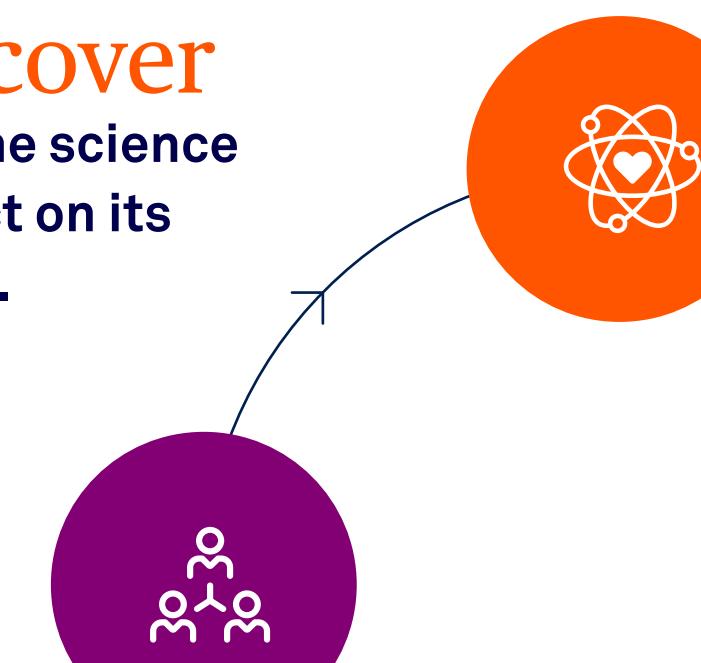


## What are the Benefits of Positive Leaders?

## The Positive Way

Positive takes a unique, proactive and scientific approach to psychological health. All of our programmes are informed by psychology and neuroscience and incorporate our Discover, Design, Do, Reflect methodology for sustainable positive change.

**1. Discover**  
Explore the science and reflect on its relevance.



**2. Design**  
Discuss what it means to you and design a time-bound plan of action.



**4. Reflect**  
Share and reflect on your experience, and adjust your approach accordingly.



**3. Do**  
Implement your plan, using the tools to build new skills and habits.

# The Positive Leaders Journey

The Positive Leaders programme is made up of four pillars, each one addressing a different area of capability in the human brain.

All four pillars are delivered via a blend of live and peer-to-peer learning, and supported online. For each one, participants will:

- Prepare using guided content and materials.
- Attend 2 x 90 minute virtual classrooms, with teaching from Positive experts and interactive breakout sessions.
- Apply the tools for themselves, and share and reflect on their experiences with their virtual practice groups.

Participants also have access to Positive NOW for the duration of their programme. This is an online and app-based platform that gives individuals direct access to all of their courses, as well as the digital Positive toolkit.

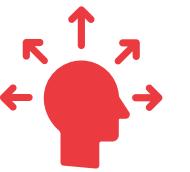
Week 1 Week 2 Week 3 Week 4 Week 5 Week 6 Week 7 Week 8 Week 9 Week 10 Week 11 Week 12 Week 13 Week 14 Week 15 Week 16



## Kick-off



## Positive Leader



### Timing\*

#### Pillar

#### Area of capability

#### Skills

#### Tool

### Weeks 1-4

#### Awareness

#### Emotional

Emotional awareness  
Emotional regulation

Emotional Barometer

### Weeks 5-8

#### Focus

#### Attentional

Attentional regulation  
Attentional control

Positive Switch

### Weeks 9-12

#### Mindset

#### Cognitive

Meta-cognition  
Cognitive flexibility

Positive Pinboard

### Weeks 13-16

#### Connection

#### Social

Self-regulation  
Active listening

Active Listening

\*Recommended

positive.<sup>TM</sup> NOW

# Programme Overview

## Pillar 1 Awareness

### Wellbeing, Stress and Performance

Psychological wellbeing as the key performance indicator

The link between stress and performance

Understanding your stress signature and building a healthy stress mindset

### The Science of Emotion

Human emotions and why they matter

Managing emotions, protective factors and psychological health

Building emotional awareness and regulation

# Each pillar of the Positive Leaders programme covers the following content:

## Pillar 2 Focus

### The Focused Mind

The link between focus and wellbeing

The neural networks involved in paying attention

Using attentional skills training to improve your focus

### The Distracted Mind

The evolutionary benefit of distractibility

The cognitive cost of switching focus

Regulating attention to maximise wellbeing and performance

## Pillar 3 Mindset

### Mindset Matters

Negativity bias and the power of thoughts

The challenge and importance of tolerating uncertainty

Techniques to help you shift your mindset

### A Glass Half Full

Optimism, pessimism and differences in human traits

The benefits of strategic optimism

Harnessing optimism as a leader

## Pillar 4 Connection

### The Social Animal

The evolution of groups and social psychology

Social networks of the human brain

Social factors as drivers of wellbeing and performance

### Connected Leaders

Achieving conscious, authentic leadership

Building trust, respect and loyalty

How leaders build psychologically safe environments

# The Programme Team



**Dr Brian Marien**

MB BS DCH DRCOG MSc (Psychol) MRCGP

Co-founder of Positive

Medical Doctor, Masters in  
Health Psychology

Trained in CBT and behavioural  
psychology at the Institute of  
Psychiatry

Specialist in Dept of Psychological  
Medicine at St Barts Hospital



**Dr Alice Gee**

BA (Hons), DipPsych, DClinPsy

Clinical Psychologist

Provided psychology services  
within the NHS for 10+ years

Extensive experience in application  
of psychology to the workplace and  
high performance sports



**Dr Catherine Marshall**

BSc (Hons) MBBS MA MRCPsych

Medical doctor, specialised in forensic  
psychiatry

Honorary university lecturer in  
professionalism and wellbeing at  
work

Experienced facilitator in  
working with organisations to  
improve psychological health and  
performance



**Dr Sinéad Devine-French**

PhD, BA (Hons)

Chartered Psychologist

Extensive experience across  
corporate and education sectors

Passionate about empowering  
individuals and teams to achieve  
success, improve wellbeing,  
thrive and adapt



**Clare Benka**

SMA, REPS, MAR

Specialist in Occupational and  
Organisational Psychology

Coach and therapist

Speaker on physical and  
psychological health and wellness

## What Our Clients Say

“The best and most sensible programme I have experienced in a 24-year career.”

**Mark Van Grondelle**  
Partner KPMG UK LLP

“What really stands out for me is Positive’s ability to take really complex neuroscience and psychology and distil it down into simple and practical tools. You really don’t see that often.

Positive has the ability to enable people to think differently and change mindsets - that is a really big deal for us.”

**Francis Lake**  
Head of Organisation Development  
Virgin Money

“Taking action to improve psychological wellbeing is vitally important, and advances in our scientific understanding of the human mind are highlighting practical steps which make a big difference.

I am delighted to see the work being done by Positive to spread practical life skills which improve psychological wellbeing, build resilience and enable individuals and teams to fulfil their potential.”

**Professor Lord Richard Layard**  
Head of Wellbeing Programme  
London School of Economics

**positive.**Leaders™



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