

## HUMAN PERFORMANCE LAB OUTLINE

### TEAM OR GROUP MENTORSHIP

#### THE KAIZEN APPROACH

A 12-month psychologically informed group mentorship programme designed to strengthen culture, improve performance, and develop mentally agile, emotionally intelligent teams or groups. This approach creates space for honest dialogue, reflective challenge, and out-of-the-box thinking. It is grounded in neuroscience, trauma-informed practice, systems awareness, and ethical leadership. The focus is not just on performance, but on how people perform together under pressure.

#### This programme is suitable for:

High-performing teams operating in complex or pressured environments

Leadership teams seeking cultural alignment and accountability

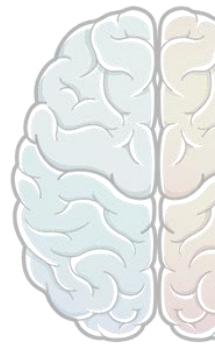
Sports teams, creative teams, education settings, and service-based organisations

Teams navigating transition, change, conflict, or performance plateaus

***Organisations committed to long-term development rather than short-term interventions***

Areas covered include:

- Mental Excellence
- Mental Toughness
- Confidence
- Focus
- Motivation
- Motivational Obstacles
- Entering The Zone
- Developing Mental Skills
- Developing Emotional Skills
- Leadership



#### Delivery Format

- 2-hour sessions
- Weekly or monthly cadence (depending on organisational needs)
- Groups of up to 20 participants
- Highly interactive, reflective, and dialogical
- Combines facilitated discussion, reflective exercises, applied learning, and challenge

## Pillars of the programme

### Self-Awareness Development

- *Thinking patterns*
- *Emotional responses*
- *Behaviour under pressure*
- *Personal and team impact*

### Multidimensional Methodology and Approach

- *Facilitated style sessions*
- *Coaching conversational approach*

### Trauma-Informed & Safeguarding-Aware Practice

- *Psychologically safe and ethically grounded*
- *Understanding stress responses*
- *Clear boundaries and safeguarding awareness*
- *Responsible facilitation of difficult conversations*

### Team Dynamics & Systems Awareness

- *Roles, power, and influence*
- *Communication patterns*
- *Unspoken rules and norms*
- *Conflict management*

### Improvement To Organisation Culture

- *Strengthening values-led behaviour*
- *Aligning individual behaviour with organisational culture*
- *Creating clear behavioural standards and expectations*

## ***What if your team could:***

- Have honest conversations without defensiveness
- Perform under pressure without burning out
- Understand each other's responses rather than reacting to them
- Take responsibility instead of avoiding accountability
- Align behaviour with values, even in high-stakes environments

*This programme is designed to make that possible*



## Options

- *Remote – allows flexible and access anywhere in the world*
- *Face-2-face – I am based in London but flexible in and around the midlands areas (International travel available)*
- Large-Group Seminar Format - For organisations with the capacity to host seminar-style sessions.

***Options to create a bespoke mix of topics and days to suit organisational needs.***

*Price £7,200 Per annum – based on group of 20 for 12 months with 2-hours monthly sessions*

*Payment plans available and saving for larger groups – please inquire.*

[Mindful.brains@outlook.com](mailto:Mindful.brains@outlook.com)

[www.gemma-watson.co.uk](http://www.gemma-watson.co.uk)

07938577689