



Returning to work and normal life is generally the goal after a serious disruption such as surgery, a new diagnosis, or a change in personal circumstances.

This can however sometimes feel daunting and lonely, particularly in professional and senior settings where working at pace is essential, leaving little time for reflection, planning, accommodating, and adapting to lingering symptoms or side effects of medication.

Healthy Returns is a unique five-point programme tailored to the individual. It supports the transition back to work and regaining momentum.

Healthy Returns is a unique five-point programme delivered by an independent consultant nurse, registered with the Nursing & Midwifery Council, a member of the Royal College of Nursing, and an associate with the Society of Occupational Medicine.

The programme is delivered through a combination of techniques including health promotion and coaching techniques as a means to supporting self-identified strategies with a proactive vs crisis response.



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Healthy Returns Programme

*Executive Coaching
for Health*



The Healthy Returns programme can begin at any time before, during, or long after a phased return to work. The programme helps people at any stage of their recovery, including:

- After a new diagnosis, e.g. diabetes, heart disease, or cancer
- An existing long-term condition
- Returning to work after Covid-19 or lockdown
- Returning to work after long-term sickness such as cancer or after an episode of disruption in mental health
- A change in perception of self following major surgery, e.g. scarring, breast cancer, or stoma formation
- Post-bereavement or a change in circumstances such as becoming a carer

Healthy Returns has a great impact on the health of leaders and therefore the health of leadership and performance

Healthy Returns supports improved health, wellbeing, and outcomes in addition to Occupational Health & Human Resources; it embraces what is already there and works with organisations for talent retention.

Investing in Healthy Returns is investing in talent and taps into 30 years of expertise both in healthcare and senior leadership. Sessions are up to 90min and can be face-to-face or on Zoom.

For organisations who would like to make this investment:

Before beginning this programme, there is a preliminary meeting which provides the opportunity to ensure the individual would like to take part, that this is part of talent management as opposed to performance management, and to gain an insight into organisational outcomes and needs. JB Consulting works in the strictest confidence and is unable to divulge or share notes or themes of conversations.

Price Plans are available:

For organisations who would like to invest in their staff

For individuals who would like to make this investment



Why invest?

Talent vs Performance Management

When talented professionals experience a serious disruption, they may find it hard to regain momentum, in turn risking further absence from work and possibly even resignation.

The cost of lost productivity to organisations from presenteeism, absenteeism, or indeed replacement of talent can be high.

According to The Wellness Imperative: World Economic Forum, 2010

"Organisations promoting health and wellbeing are seen as 3.5 times more likely to be creative and innovative".

Studies, such as the Society for Human Resource Management (SHRM), predict that when a business replaces an employee, it costs six to nine months' salary.

Oxford Economics found that it takes - 28 weeks on average - for a new recruit to get up to speed.

Telegraph Britain's Healthiest Company Survey, 2015 found "The average annual cost of absence and presenteeism due to ill health is around 8% of a company's wage bill".