

The FAST Pathways® Academy

Developing Resourceful Thinking

Successful organisations equip their people with the skills to do their role well. But one of the most important skills your people can develop, is often overlooked or taken for granted.

Their ability to deal effectively with uncertainty, challenges and change

So how do you keep your people on top form? At their best, they can be amazing; but day-to-day pressures, disagreements and worries can easily erode that away. Performance has a lot to do with people's state of mind.



The FAST Pathways Academy equips your people to stay at their resourceful best, even when the pressure's on

We all know what's good for us, but most of us don't do it consistently enough to maintain the results. It takes time and effort to set new habits and embed new skills - and life tends to get in the way, especially when we're under pressure. The FAST Pathways skills are different. They work without needing ongoing practice, for results that last.

Breakthrough Results

With as little as an hour's training, these skills have stopped people from resigning to avoid difficult working relationships, enabled the return to work after repeated absences, and underpinned numerous creative solutions to what seemed unsolvable issues.

The most frequent outcomes include stopping repetitive worries and improving sleep, better communication, collaboration and problem-solving, building confidence and better decision-making, and improved energy and motivation.

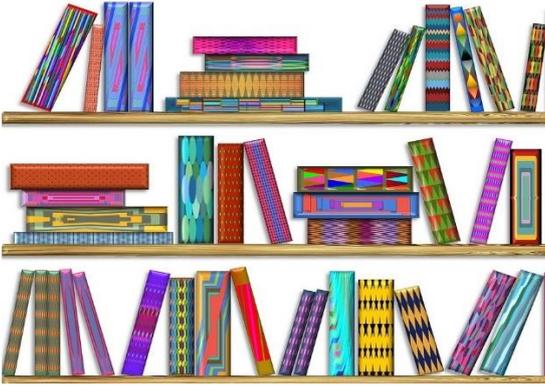
Explore a few of the typical outcomes at <https://www.fast-pathways.com/successes.html>

Master Class participants choose a situation they want to feel better about, and score how it makes them feel. After the session, they score it again.



The average discomfort halves

The FAST Pathways® Academy – Online Skills Resources



How often have you learned something new, but didn't use it right away? By the time you really needed it, you might have forgotten all about it, and that learning is lost. Our library of on-line resources stops that from happening, by giving our learners 24-7 access to step-by-step guidance to a range of powerful techniques, so they can refresh and add to their skills when they'll make the biggest difference.

How the Skills Work

We can get very caught up in what we're thinking about (the content), and we notice how it makes us feel (the effects). But most people don't realise that in between them, thinking has a process, and its characteristics determine how those thoughts make you feel. So even without changing the situation itself, you can often change the way it feels by tweaking the process.

This ability to change the way you automatically respond to a stressful or challenging situation has two key advantages

- It removes the reliance on having to change the situation itself (which isn't always possible) to feel better.
- Ending the unpleasant fight-flight reaction also re-connects your more creative thinking and problem-solving which shut down when you're under threat. So often, just by reducing that discomfort, new ways to address the situation become clear. Which can be good for business as well as your people...

Each of the skills takes only around 10 minutes to learn, so breakthrough results are often experienced quickly.

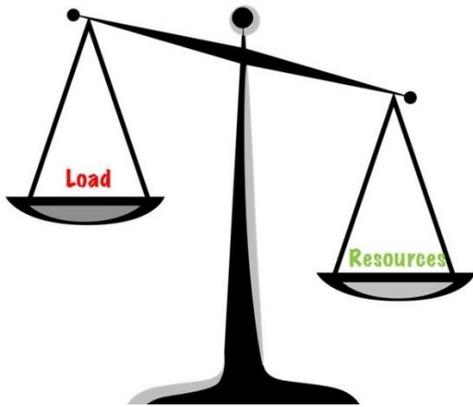
The typical outcomes are wonderfully varied - stopping repetitive worries and improving sleep, building confidence and better creative problem solving, resolving repeated work absences. Even stopping people from handing in their notice to get away from a particularly difficult colleague. You can explore a few of our favourite breakthroughs at <https://www.fast-pathways.com/successes.html>



"Being keen to do my job well, I was putting in ridiculously long hours and feeling really stressed. I struggled to switch off, didn't always sleep well, and worried a lot.

FAST Pathways has made a big difference, quickly. I'm now comfortably logging off at the end of my working day, and still getting through what needs to be done. I'm spending more time with my wife, and enjoying my evenings. My stress has halved, and I'm more motivated. A significant improvement." Matt, Bradford

Resourceful Thinking - More of Your People's Best, More of the Time



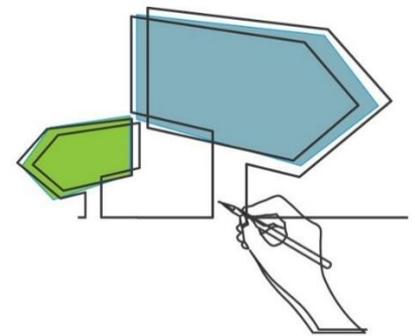
Resourceful thinking = Resources ≥ Load

Staying at our most resourceful means ensuring that the total load we're experiencing (our worries, frustrations, challenges, anxiety, fears, upsets....) doesn't exceed our resources for dealing with it. Exceeding our resources is uncomfortable. The longer it persists, the greater the risk of developing lasting problems, and the more challenging it becomes to resolve. But there are other important impacts, long before then.

Your people's state of mind affects performance. Common effects of the load exceeding the resources, and its 'raised alert' state are

Poor quality of decisions

Stepping back and objectively evaluating options takes a lot of resources. If we're already feeling stretched, we're much more likely to put off important decisions, or go with whatever's simplest or most familiar, just to get it off our plate. So experiencing the raised alert state can hugely impact the quality and timeliness of both our day to day and longer term decisions.

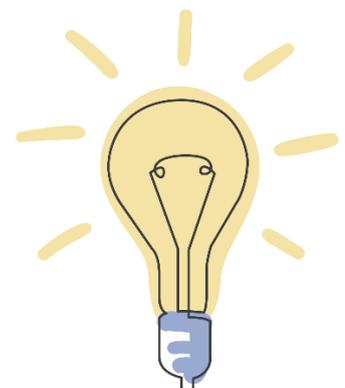


More frequent mistakes

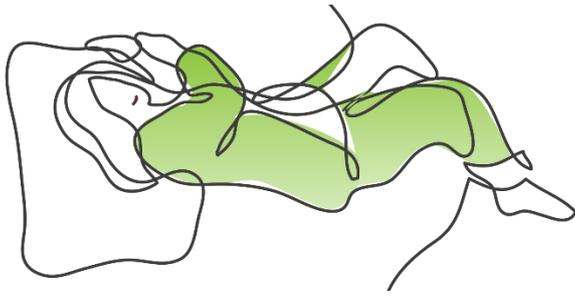
The brain's conscious capacity is limited – we can hold only around 4 pieces of information consciously active at the same time. So using up any of that capacity, for example by worrying, reduces the amount available for focusing on the task in hand. Particularly for tasks requiring clear focus and concentration, this distraction increases errors and mistakes.

Reduced creativity and problem-solving

Fight-flight-freeze, the body's response to high stress, shuts down the more creative parts of the thinking - often leaving us unable to spot solutions which would be clear to the more relaxed mind. I've supported so many people who were convinced that there was nothing they could do about the situation causing the stress. But with a few straightforward skills to take the system off high-alert, creative insights and solutions emerge.



Reduced sleep quality



Sleep is one of the body's most effective ways of replenishing those mental resources. But when we're feeling worried or overwhelmed (and we most need it to be working well), sleep's often the first thing to suffer. It's a vicious cycle – poor quality sleep leaves us less able to deal with the issues and challenges, raising the system to high alert, and further impacting sleep.

Improved sleep is often one of the first effects of the FAST Pathways programmes.

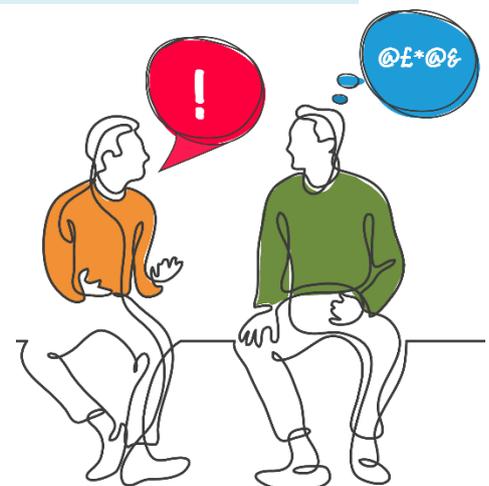
Increased resistance to change

When we feel stretched, we're naturally more resistant to anything which could use up our inner resources and stretch us further. And uncertainty and change are stretching... Taking the system off high alert reduces the natural desire to protect those scarce inner resources, improving flexibility and the willingness to embrace change, and to take on new responsibilities with confidence.

"There are a lot of egos in our team. When I felt that wrong decisions were being made, I didn't seem able to speak out. It was really upsetting. It had been building up for ages, and I was getting more stressed out and anxious. FAST Pathways taught me how to feel shielded, protected, able to speak my mind when I need to. I'm now comfortable standing my ground." Janet, Wirral

Increased conflict

The ability to listen openly, think objectively and see situations from different perspectives are also resource-hungry. So the more our resources are already stretched, the more we're likely to become protective of our own views and wants, potentially increasing conflict in both working and personal relationships. The average UK employee spends 1.8 hours a week dealing with conflict – that impact on capacity is equivalent to needing an extra person for every 20 people you employ....



By increasing the inner resources, the FAST Pathways skills have a proven track record of improvements in every one of these areas.

"The skills I've learned within FAST Pathways have completely changed my confidence" Charlotte, Liverpool

"The session was informative, engaging and practical... Outputs driven, and underpinned with the latest research." Lynne, Sheffield

The FAST Pathways Academy – Access Levels



Pathfinder

Designed to embed the skills with the broadest impact, to support better sleep, concentration, problem-solving and flexibility. The skills are chosen to help bring (and keep) the system off high-alert, increasing the ability to deal with the most common day to day stresses more smoothly.



Navigator

Builds on the Pathfinder skills, including ways to neutralise disruptive emotions like fear and frustration, to reduce the experience of overload, to improve both confidence and willpower, and to prepare effectively for challenging events and conversations. This access level is most appropriate for adapting to change (workplace or personal), and for those in front-line leadership roles.



Trailblazer

Includes access to the entire library of skills resources, webinars and master classes. In addition to the outcomes above, it's designed to help resolve overwhelm, build lasting resourcefulness and resilience, and equip delegates to resolve entrenched conflict, and smoothly deliver step change (their own, or within the organisation). This access level is best suited to those in or developing towards leadership or high-pressure roles, or who've previously experienced mental ill-health, or who are experiencing significant change.

Access Levels at a Glance

	Pathfinder	Navigator	Trailblazer
Number of Skills	5	10	35
Learner-Optional Master Classes	5 x 15min	4 x 30 min	6 x 30min
Online Deep-Dive Master Classes	---	---	4 x 1h
Recommended course duration	1-2 weeks	4 weeks	10 weeks
Learner time commitment	2.5 hours in total	Approx. 1h each week	Approx. 2h each week
Typical investment per user	£32	£54	£195

I'd been signed off work with depression and burnout. At the start of FAST Pathways, my typical stress level was about an 8 out of 10. After the first session it was down to 5, and I was sleeping much better. The big thing that used to trigger it spiralling was when another task got added (which is frequent!). The skills I've learned mean that I can deal with that, without feeling overwhelmed" Sally, Birmingham

Potential Returns on a Typical FAST Pathways Training Investment

A national study by Deloitte (updated Jun-20) reported that

For every £1 invested in Wellbeing, the average return is £5.20

At the average UK wage, and average duration of 23 days, every stress absence costs **£2,940 in wages alone**



(HSE Labour Force Survey)

Mental Health Related Absence

This HSE data is based on the average National wage of £31.7K per year. It doesn't include the costs of temporary staff or overtime to cover absence, so the costs to your organisation may be much higher.

In our National survey, 16% of people had taken time off because of stress (though just over half gave a different reason), and 32% had often considered it.

Based on a typical training investment, 1 prevented absence would pay for training for 65 people.

Replacing Staff Who Leave

1 in 10 people surveyed by the charity MIND had left a previous job because of stress. In our National survey, 18% of people had often considered leaving their current role because of stress.

The Oxford Economics report looked at the costs of recruitment, in-house training, and productivity ramp-up for replacement employees.

Based on a typical training investment, 1 prevented resignation would pay for training for 680 people.

The loss of an employee earning £25,000 a year or more carries an **average financial impact of £30,614**



(Oxford Economics report)

Every hour of lost productivity costs business an **average of £14**



(Average National wage)

Productivity

Many people have found the FAST Pathways skills have improved their sleep quality and ability to stay focused, improving productivity and reducing mistakes.

Based on a typical training investment, if a common mistake takes 30 minutes to resolve, just 7 prevented mistakes per person per year would pay back the investment in their training.

The skills have also been found to improve teamwork and problem-solving, and reduce conflict and the resistance to change.

Sue Evans, Director of the FAST Pathways Academy

I specialise in helping organisations to unlock the best performance from both people and processes - supporting business leaders to get more of their own, and their people's best, more of the time; with skills to enhance performance, and strategies to make it stick.

It's my mission to save the NHS £1million in avoidable prescriptions – with the thousands of people I've trained so far, it's well on its way.

I'm regularly booked to speak at Events, on topics including 'How to Keep Stress Useful', 'Catching the Curveball – Dealing Resourcefully with Uncertainty and Change' and 'The F-Words – How to Evict Unpleasant Emotion'.



My whole career's been about creating effective, lasting change. I spent the first half of it delivering Operational Excellence and culture change for international organisations including Danone, Corning and Lloyds Banking Group. Highlights included leading a programme which more than doubled site productivity, and delivering £1.9M waste reduction in under 5 months. Leading these programmes, I experienced a fair amount of stress – and it wasn't always useful!

But it laid some solid foundations in understanding that we don't always do what's good for us, even when what we're doing isn't working. Changing mindsets and behaviours isn't easy. That's why so many change programmes give patchy results, and why the strategies and skills I work with are such a powerful alternative. The most popular ways of accessing my support include

- Straightforward training to optimise processes and embed more resourceful thinking – helping people to stay at their best, even when the pressure's on
- Speaking at events, from Conferences to Lunch-and-Learn sessions. Because the skills I share are fast-acting, delegates often start to notice differences right away
- Delivering breakthrough results one-to-one

I'm a Master Practitioner and Trainer of NLP (neuro-linguistic programming), and an Approved Havening® Practitioner, trained in each by the original creators. I have a Diploma in CBT (cognitive behavioural therapy), a combined Diploma in Hypnotherapy, Coaching and NLP; and Institute of Leadership and Management certification as a Mentor and Coach.

Stress is a given in any organisation. Sometimes it gets in the way, and sometimes it can drive even better performance. I believe in every individual's right to a challenging and fulfilling working life, and in every organisation's right to reap the rewards of building and supporting a capable and motivated workforce. That might sound idealistic, but the right know-how make it your reality.