



P O I N T 3

STRESS LESS + SMILE MORE

EST. 2018

Meet POINT3



We are pleased to meet you! We are Sarah (Mayo) and Nicky (Morgan) - founders, facilitators and trainers from POINT3.

Prior to setting up POINT3, we spent 40 collective years working in the corporate world of marketing communications, leading global teams. Our last roles were at board level - Head of People (Nicky) and EMEA Marketing Director (Sarah).

With our corporate background, we understand first-hand the pressures that busy professionals face. The “always on” nature and high stress that comes from working long hours, to tight deadlines, in complex teams and with ever-changing landscapes.

We incorporate this lived and learned experience along with our re-training and collaborations with doctors and psychologists - to bring science-backed, experiential programmes with lots of practical ways to help people to thrive in the workplace.

Eight years on and our boutique organisation is still founder-run, independently owned and B Corp certified - and we are as passionate as ever about pursuing our overarching purpose - to *help people to stress less and smile more...*



We are on a mission

Certified



Corporation

To build healthy and high performing teams
through training experiences that
spark human connections...



Why?

Because people are more stressed, disconnected and disengaged than ever before:



1 in 4 adults feel
very or often lonely



1 in 2 workers
experiencing burnout



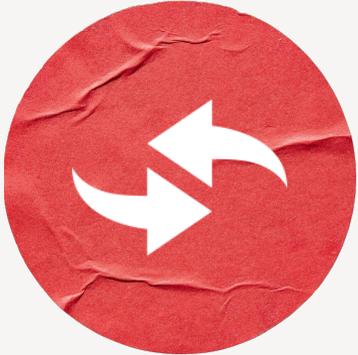
62% of the world's
employees 'not engaged'



£8.8 trillion **global loss**
in lost productivity

We've listened...

And heard in [our 2025 Leadership survey](#), that change, anxiety, burnout, disconnection and disengagement are ubiquitous...



AI & Change Management

AI adoption is widely seen as the most significant shift since the industrial revolution. Leaders are concerned about reskilling, ethical use, and the impact on roles and morale.



Overwhelm & Emotional Fatigue

Economic instability, global crises, and AI disruption are elevating stress and emotional fatigue across leadership levels. Leaders feel a personal responsibility for others' wellbeing, while grappling with their own mental health.



Trust, Communication & Psychological Safety

Psychological safety is closely linked to trust, management style, and culture. Challenges include building open communication and managing organisational politics.



Workload, Resources & Engagement

High workloads and resource constraints are common, with some leaders reporting burnout despite being engaged. Hybrid work contributes to diminished team cohesion and a sense of disconnection.



Generational Shifts & Changing Expectations

Tensions exist around Gen Z's attitudes toward leadership, work-life balance, and accountability. Generational gaps affect communication, collaboration, and team dynamics.

The antidote?

When we feel connected to:

- Ourselfs
- Our work
- Our colleagues
- Our manager
- Our leaders
- Our organisation
- Our community



CONNECTION

The impact will be felt by:

- Our community
- Our organisation
- Our leaders
- Our manager
- Our colleagues
- Our work
- Ourselfs

Leadership/Manager Training

Over the years we have created a wide variety of content to meet the needs of people and business in today's modern world... to follow are some of our most popular workshops right now...

Inclusive Leadership

Inclusive Leadership is not about good intentions alone - it's about intentionally bridging the gap between exclusion and inclusion for all - and particularly for those who face more discrimination. This workshop supports leaders to turn awareness into everyday inclusive behaviours, building psychological safety and belonging, so that all people can thrive.

This workshop helps leaders to connect personally with why inclusion matters. By understanding how identity, bias and privilege shape lived experience at work, leaders will develop greater empathy, and responsibility for the cultures they create.

The session covers:

- The human need for belonging + the link between inclusion, stress + performance.
- Protected characteristics, identity and Frame of Reference - and how these influence behaviour, assumptions and bias.
- The concept of privilege and its impact on access to psychological safety.
- A practical framework (BRIDGE) to support inclusive leadership.
- An exploration of bias and everyday strategies leaders can use to mitigate the risk of bias playing out in the workplace.

Leaders are supported to move from reflection into practice, using real examples, discussion and tools that help them pause, question assumptions, invite feedback and lead more equitably - especially when it feels uncomfortable.



Leading Through Change + Uncertainty

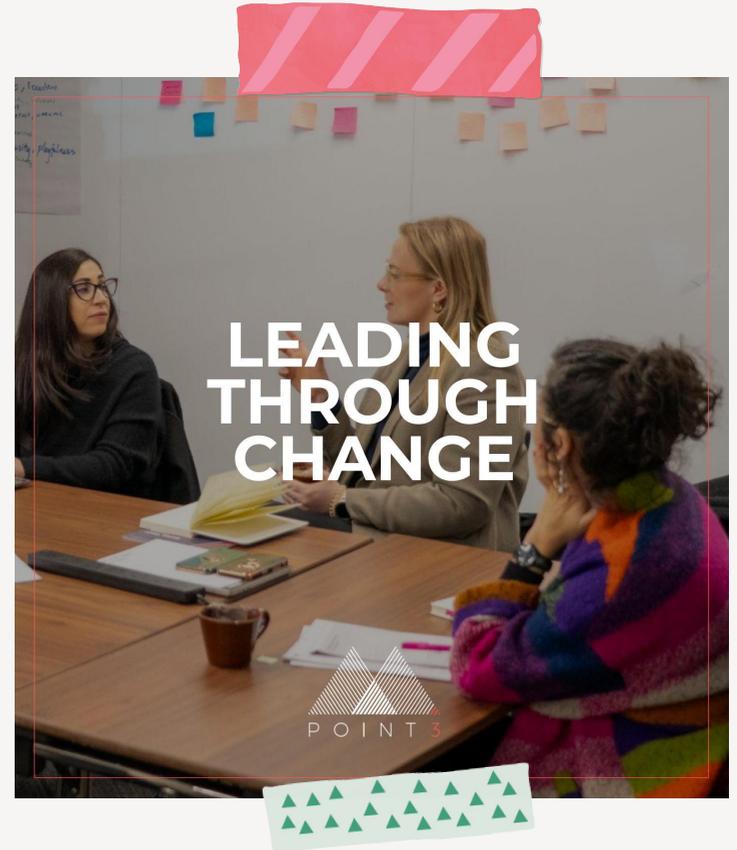
Change (+ the uncertainty around it) at work is inevitable as is the different ways people react to it. This interactive session will help leaders build the skills to lead their team through change with clarity, confidence and care - creating a culture where everyone feels supported and ready for whatever's next.

This workshop explores the complex relationship between change and people's individual reaction to it - helping leaders to bring their teams on the change journey with empathy and effectiveness.

The session covers:

- The psychology and science of change (versus uncertainty).
- An exploration of how each individual in the room experiences change - to drive awareness and peer understanding.
- A "leading through change" case study.
- Practical tools, techniques + frameworks to positively navigate times of change.
- Dedicated time and space for your team to work through a "Change Agility" action plan in real time to ensure a lasting legacy.

Your leaders will leave equipped with greater self - and collective - awareness of the impact of change - along with techniques to help themselves and their teams cope more effectively during times of disruption and transformation.



Building Resilience to Prevent Burnout

With 53% of managers and 48% of people in the workplace experiencing symptoms of burnout, it is more important than ever that organisations find ways to support their people managers and wider employees - to turn the tide and re-energise their workforces.

This 3-4 hour - Building Resilience Training is aimed specifically at people managers - to raise knowledge around burnout, build confidence in supporting an individual displaying symptoms of burnout and drive strategies to mitigate the risk of burnout.

In this session we will:

- Explore burnout - what it is, what it isn't, the science and the statistics
- Uncover the signs and symptoms of burnout
- Lead a practical exploration of science-backed tools to build resilience and manage stress to mitigate the risk of burnout
- Explore through a case study how to support a team member who is displaying signs of burnout

This session aims to blend science + theory with the art of experiential practice - and allows plenty of space for conversation around this important topic.



Building High Performance Teams

This session focuses on how to create a culture of psychological safety and resilience to ensure collaboration, innovation and high performance.

This session covers what it is to be human, and how being connected to a tribe or community is critical to our health and wellbeing. We explore how our sense of belonging, and in turn our high performance is determined by foundations that create the environment to fail safely, experiment and grow.

The session covers:

1. Key ingredients of high performing teams - psychological safety, vulnerability and shared purpose.
2. Exploring the concept of “resilience” and equipping managers with practical tools to build resilience as individuals and teams day-to-day.
3. Practical tools and techniques to help your managers connect more effectively with their teams.

Your managers will leave with a greater awareness, insight and ideas to help them build a culture of high performance - grounded in psychological safety that creates the environment for successful failure and innovation.



Building 121 Relationships + Mastering Courageous Conversations

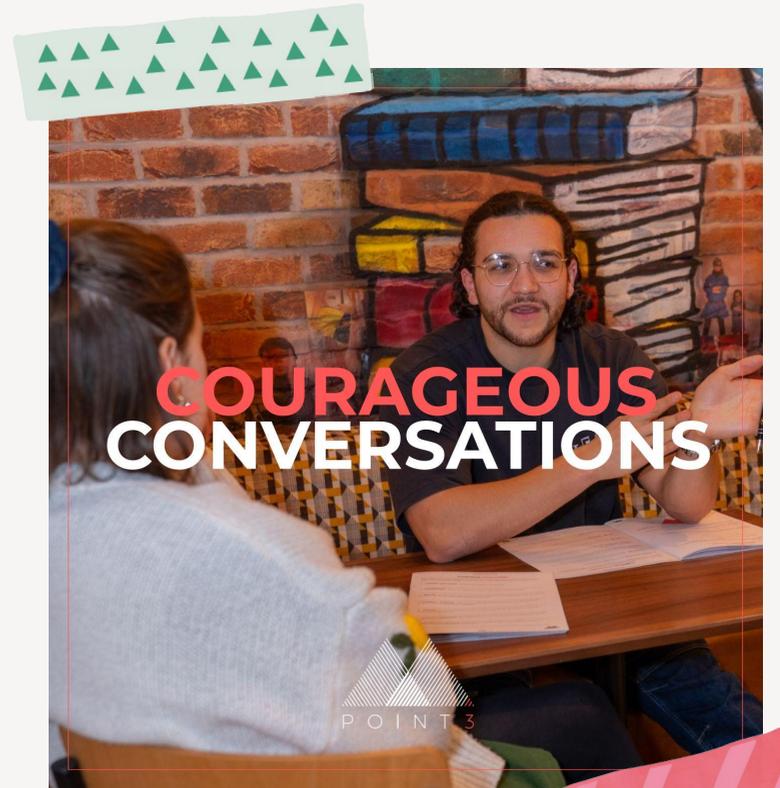
This workshop tackles why difficult conversations and honest feedback can feel so uncomfortable - and yet why they're essential for building healthy, high-performing teams.

In this session, your team will learn how to move through the discomfort of difficult conversations with clarity, confidence and compassion - gaining tools to navigate courageous conversations with greater ease and impact.

The session covers:

- How vulnerability and trust drive authentic one-to-one relationships
- The science and skill of truly active listening
- A practical, evidence-based framework for handling “high stakes” conversations
- A real-world case study to put the theory into practice

Through guided reflection and group discussion, your team will leave with practical strategies to foster psychological safety, deeper connection, and a culture of open communication and collaboration.



Employee Wellbeing



Employee Wellbeing Programme of Seminars

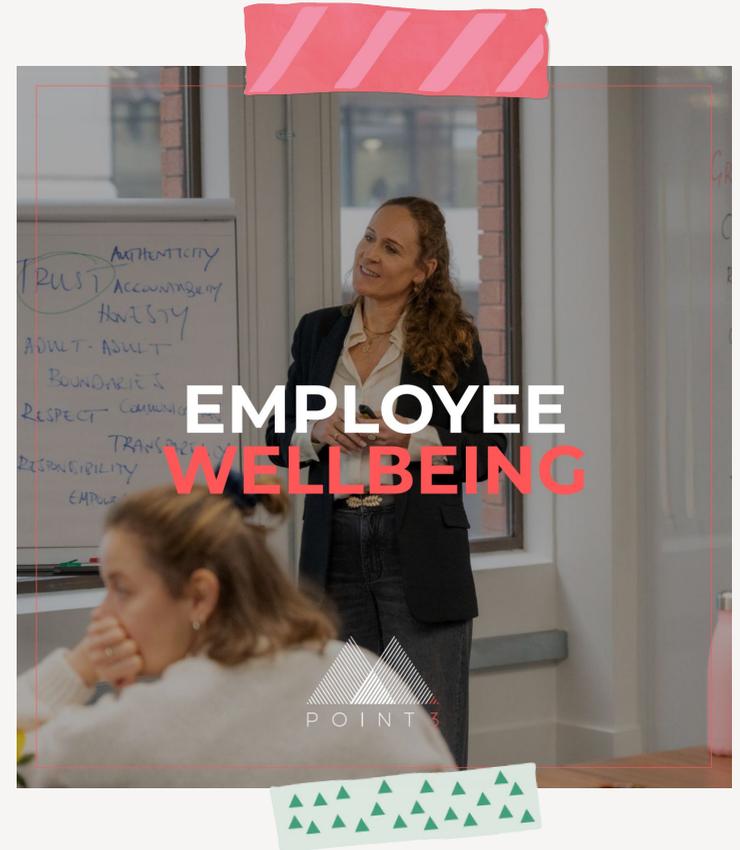
This is a chance to demonstrate that you are investing in your people and their personal development and growth. These seminars will benefit your people in and out of the workplace, helping them to understand themselves and each other, so that they are more self-aware, compassionate and accountable for themselves and their wellbeing, leading them to be more resilient, healthy and high performing.

The programme offers:

1. Ongoing learning and development.
2. The opportunity for your people to connect inwards and with each other.
3. Flexibility to adapt in real time - depending on changing individual and business needs.

What does it consist of?

- A mix of all-company sessions - some in person, some online.
- A toolkit of techniques and frameworks - that build with the programme.
- Option to build an online resource - of e-learning + profiling individuals' values, preferences and needs - that will be accessible for all to explore



Employee Wellbeing Seminar Topics

The Stress Series

Finding Balance

Unpacking wellbeing to prevent burnout and ensure balance and boundaries between work and life.

The One About Stress

Exploring the stress cycle and how to complete it through quick, evidence-based techniques.

Stress Less, Perform Best

Finding flow at work, understanding that not all stress is bad stress.

Managing Change

Taking control to remain motivated and positive through times of change.

Building Resilience

Learning how to build emotional resilience in order to better cope with the day-to-day pressures of life.

The Wellbeing Series

The Five Pillars of Wellbeing

Managing energy levels through - sleep, nutrition, movement, mindfulness and connection with others.

Building Healthy Habits

Learning the art and science (a 5 step process) to building and designing sustainable habits into life.

Connecting Teams

Creating a culture of psychological safety and belonging to ensure collaboration, innovation and high performance.

Focusing Time + Attention

How to focus time + attention in a meaningful way, in a world filled with distractions.

The Science & Art of Movement

Exploring how we can improve our mental wellbeing through movement - making a little go a long way.

Mental Health First Aid (MHFA) England Training

Protecting positive mental wellbeing, mitigating the risk of mental health challenges, breaking through the stigma that surrounds mental health matters and encouraging safe, open supportive mental health conversations – are foundational for a healthy, high performing workforce.

We recommend up to 10% of your employees are trained in Mental Health First Aid. In the same way we all have physical health, we all have mental health. Our mental health can either positively or negatively impact how we think, feel and behave inside (and outside) of the workplace.

Learners will build the knowledge and skills to spot the signs of a person experiencing poor mental health, the confidence to start a conversation and the tools to signpost to appropriate support.

The two day course qualifies attending individuals as a certified Mental Health First Aider - the mental health equivalent of physical first aid.

We provide continuous support for MHFAiders – well beyond initial certification. All individuals will be eligible post-training to access a three year support package to ensure they feel empowered in their role as a MHFAider as well as on-going support from POINT3.



Meet your team - Sarah + Nicky



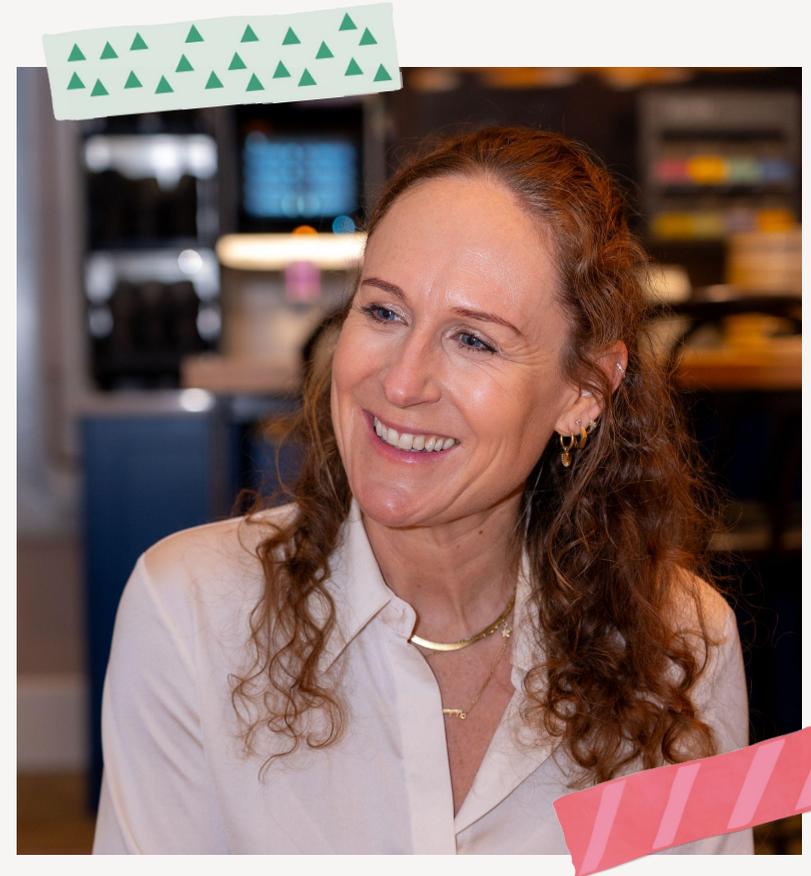
Sarah Mayo | Facilitator + Coach

For over 20 years Sarah worked in corporate communications and events marketing. Prior to founding POINT3 in 2018, she sat on the EMEA executive board of a global brand experience company, in the role of Marketing Director, managing teams and working across time-zones.

Sarah then retrained as a Mindset, Movement and Mindfulness trainer and Mental Health First Aid Instructor. Sarah's particular coaching focus and passion lies in how to balance the pressures of work and life through wellbeing - optimising emotional and mental health for high performance.

Sarah is an avid runner with numerous marathons and an ultra-marathon under her belt. She is also a big advocate of walking for mental health and wellbeing, believing this every human's untapped superpower, with so many benefits for cognitive and overall health!

Sarah can particularly empathise with those in the workplace who are navigating burnout and the perimenopause.



Nicky Morgan | Facilitator + Coach

Nicky spent 18 years in the corporate world in events and marketing. Her personal interest in culture, human behaviour and people management ultimately led her to the role of Head of People on the board of Omnicom marketing agency TRO.

Initially a 'side project' Nicky qualified as a clinical hypnotherapist in 2012 with ICH London and has gained further qualifications in MBSR, CBT, Core Energy Coaching and mindfulness. She is also a Mental Health First Aid Instructor with MHFA England and POINT3's lead MHFA instructor.

As co-founder of POINT3 Wellbeing, Nicky combines her knowledge of the corporate world with her passion for positive psychology through the delivery of coaching, training programmes and team building experiences.

As a former people lead, Nicky is passionate about supporting the people in the workplace who support their people. She can particularly empathise with those who are living with, or supporting others, with mental health challenges.



Who we work with + what they say...



Who we work with...

ARTHUR LITTLE

amazon

**ATP
MEDIA**

**CADENCE
INNOVA**

coram | better chances
for children
since 1739

**DA
ZN**

**energy
saving
trust**

Electrolux

EQ
investors

FlutterTM
International

LBMW
LEE BOLTON MONIER WILLIAMS

OmnicomGroup

**Oxford
Biomedica**

SMARTODDS

sky

walkthewalk[®]
uniting against breast cancer

“

“Nicky and Sarah are the two most professional, authentic and credible leadership facilitators I have ever experienced.”

“Well paced, well structured, actionable tools and perfect amount of interaction.”

“We do a lot of this kind of thing and have never had women lead. It makes such a difference so thank you - thank you for being vulnerable with us and so open.”

“It’s everything I’ve been needing and wanting for the past year. The tools I have come away with are so beneficial in my daily life as a leader.”

“I thought Nicky and Sarah were excellent. Very good communicators. The spirit during the course was open and positive.”

“Interesting material, well delivered. Enjoyed the interaction with colleagues and learning more about them and their viewpoints. Was challenged to think about things I don't normally dedicate much time to. Some good takeaways for the business, as well as personally.”

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BE CURIOUS. BE CONSCIOUS. BE CONNECTED.

Raise Your Human Game

Building a healthy and high performing culture,
where you can thrive...

POINT3

We hope we can help you to help
your people stress less and smile more
in 2026 :)

Thank you!

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Certified



Corporation

As part of our commitment to social inclusion, we are a Certified B Corporation – one that balances purpose and profit. This certification legally requires our business to consider the impact of our decisions on our workers, customers, suppliers, community, and the environment.

Our Values: *Wholehearted. Brave. Curious. Integrity. Good Intentions.* Find out more: <https://point3wellbeing.com/about-us/>