



Psyched In Residence - The Programme

We have all been changed by this pandemic – the initial collective trauma as the virus emerged and subsequent lockdown it created, has affected us all either emotionally, financially or existentially. Recognising and attending to that very fact will be critical in how we and our talented teams’ journey through the rest of 2020 to our new future.

Now, as we move from the initial emergency coping strategies, to the critical transitional phase, we know from the thousands of professional and personal clients we represent across both The Lighthouse and Psyched Global, that we are all looking to how we best we guide and support our people as we look to revolutionise workplace and practices.

It is difficult to overstate the challenges the COVID-19 crisis has placed on the people of our industry. Interpersonal isolation is difficult for all – it is egalitarian in its impact. Across the last 8 weeks, many have experienced monumental change to their daily lives and whilst the dramatic event has brought some new awareness, excitement and creativity, for many it has also brought stress, loss, disconnection, relationship and family fractures, financial pressures, job insecurity, bereavement and a host of psychological triggers.

A recent study by King’s College and Ipsos Mori reported than more than 50% of people feel more anxious and depressed than usual, 15% were already finding it extremely difficult to cope and a further 14% expected life to become even more emotionally and economically challenging over the next month – especially around work and finance.

There is overwhelming evidence to suggest the impact of these effects need to be attended to, before we ask individuals to fully reengage in the corporate future post-pandemic and we know many of our employer clients feel they have a duty of care to offer a practical and emotionally congruent pathway for the individuals within their organisations.

Make no mistake, this is the greatest professional disruption of a generation and we now face the new and challenging impact of the navigating transportation and office logistics as we debate the notion of social closing once again.

There is no “returning to work” as we knew it – something has changed irreversibly – and recognising and addressing the practical and emotional impact of that on each and every one of us will shape how healthily our businesses come through this as a whole.

It is why we have launched Psyched In Residence.

The offer of qualified and accredited therapists, within your organisation, one day a week, for a three-month period. To be there confidentially, consistently and professionally – while your teams readjust.



The Time for Action is Now

With Boris Johnson now moving society into the conditional plan for phase 2, the time is now upon us to demonstrate and offer a plan that will proactively support our people as they take the next steps.

In a matter of weeks, the office lights will be switched back on – with each business navigating the safe, legal, permissible, operational and logistical questions around how and when they can begin to welcome people to transition.

This is a positive prospect for those yearning to get back to a familiar routine (for both practical and emotional reasons) and for others it brings into question how and when they might feel ready or able to reengage given the acceleration of the workplace revolution. With businesses at pains to do it the right way - for both the physical health and mental wellbeing of their people and equally for some level of economic stabilisation to the bottom line – there is a delicate yet essential path to be travelled.

At Psyched we have been inundated by clients asking for guidance and support in ways we can help their businesses help their people. The root of the challenge is how they can impart their responsibility with both care and professionalism and, by doing so, ready their staff for the new normal. Whilst we do applaud the myriad of Wellbeing initiatives being activated across our industry, we believe that the scale and severity of this situation demands qualified, professional psychological support given the spectrum and depth of material at large.

The Importance of Qualified Professionals

Psyched In Residence is fundamentally different to anything else in the market. We have a network of over 100 qualified, registered, accredited and experienced practitioners who are able to offer short term, yet impactful professional therapy to help your people psychologically adjust. All our therapists are accredited by the UKCP and BACP (the psychotherapy equivalent of the GMC for doctors) and many are also fully accredited ICF coaches.

Whether a client brings a professional concern, an emotional and physical challenge or even a severe psychological disorder that may have been activated by the outcome of the pandemic - our therapists are fully able to hold and guide through the material with utmost safety. This is not the time nor space for well-meaning listeners or MHFA volunteers – many people are feeling in crisis – including your wonderful volunteers themselves.

It is imperative your people feel they can bring any and all material that is present for them to allow psychological safety, no matter the depth or complexity of the material. The safer the practitioner allows your people to feel, the deeper and faster the work can be.



The Impact of Proactive Residential Services

These sessions will be, in effect, a mental triage, enabling your people to transition to this next phase with greater confidence by beginning to identify and heal the psychological wounds and address emerging anxieties. Our experience across all forms of psychotherapy shows that even the reassurance that professional help is readily available (without them needing to raise their hand) has a positive mental effect.

PsychEd In Residence is a powerful demonstration that leadership understands the extent of people's mental burden and is instigating a meaningful programme that will be beneficial for all.

Supporting through uncertainty is key and there is every evidence to suggest that by proactively and consistently helping your people feel "better held" through this time, the better they will be able to manage the ongoing change that is coming.

Our practitioners will be in the actual and virtual corridors of your company, ready to normalise and humanise an offer of intellectual, emotional therapeutic guidance to your teams, exactly when they most need it – and for the first time, may be comfortable to receive it.

This is about making sure your people feel the service is there – it's an encouraging and proactive offering from you to them. It's imperative that the organisation (via PsychEd) makes it effortless for the people and enables everyone to simply feel there are a trained, safe and confidential team of individuals ready to catch them, coach them and guide them as they start the journey to the new world.

How does PsychEd In Residence Work?

The programme runs for three months inclusive: Three psychotherapists, in residence at your organisation (in person and via VC), for three months.

Each psychotherapist will offer a day of sessions each week – as a whole day in residence or across 7 individually offered sessions – whichever way you would prefer it. This offers in total 21 clinical hours a week for the organisation (3x7).

We handle all the booking and arranging of sessions directly with your people and with the therapists themselves.

Whilst we will operate with absolute confidentiality, enabling your people to express anything they so wish, we will provide an anonymised aggregated monthly report (pulling topline data from across the many PsychEd In Residence Programmes) for senior management to establish what key themes are emerging and how they can adjust their recovery plans accordingly.



What is the Investment?

The service will be ready to implement from Monday 18th May and will be offered until the end of December 2020.

Once the organisation has signed up, the service will run for three months in residence, each with three therapists for each member company, at a total cost of £25,000 (plus VAT).

Additional therapists can be offered if the demand is greater than the initial supply at additional cost. The programme can also be extended beyond three months if required but must be taken up for a minimum of three months to allow for traction, familiarisation and trust within the organisation and to allow the therapists to dedicate their time in an organised and manageable way alongside their own current private practices.

What happens next?

Psyched In Residence is ready as soon as you and your teams are.

Whilst we have a significant volume of therapists, we are operating across many industry sectors, so can only offer this programme to a limited number of companies as you can understand.

If you are interested to understand more please let Ben or Kathleen know as soon as possible – on ben@psychedglobal.com and kathleen@psychedglobal.com



Example Psyched In Residence Psychotherapist Profiles



Ben McKie
Co-Founder, Psyched Global



**PG Dip, Advanced Dip, MBACP, UKCP Registered,
AHPP(accred), MNCP(Senior accred), UKPTS, ESTSS**

Working with Ben is both an inward and outward journey, you will explore what lies within and what possibility is in the world around you. You will create time and space to find out who you are when no one wants anything from you.

Ben believes that development and growth are dependent on the quality of the therapeutic relationship and that working at relational depth facilitates real change that comes from within. His approach challenges the validity and realism of existing perspectives and schemas and encourages the adoption of new and creative viewpoints in order to facilitate change.

His style is holistic, values- based and emphasises the whole person. His purpose is to help people to move forward, achieve their goals and be congruent with their values. His approach is based on positive psychology and Humanistic philosophy which promotes personal and professional development through self-awareness, contact, relationship and experience. He uses himself and the working relationship to enhance people's capacity to develop and change.

Ben is an Integrative Psychotherapist with more than fifteen years' experience in the field of change and development. He is a qualified Organisational Development consultant, Executive Coach, a certified Neuro Linguistic Programme practitioner and has studied Traumatology at post graduate level and completed all levels (1,2,3) of EMDR training.

He is the co-founder of Psyched and is a sector leader in high level personal development. He develops high impact radical change and leadership development programmes in Europe, the U.S and North Africa. Constructing residential programmes for groups and individuals that are bespoke, tailored to needs programmes to deliver optimum results. This is achieved by combining eastern and western philosophies and using a client focused relational approach. Ben has a great interest in people and their capacity to develop and change and aims to develop an authentic relationship with the client(s).

Ben specialises in Executive Coaching and Mentoring helping leaders to have a positive impact on their organisations. Ben focuses on Business Coaching and Mentoring typically at Director, Partner, or Board level in Europe and the U.S. His approach is based on positive psychology and is solution focused. He uses his in-depth knowledge and understanding of psychology to enhance the coaching experience and the client's capacity to develop and change.



Joanne Collins
Psychotherapist

PG Dip Psych, MA, MSc, EMDR Practitioner



With 17 years experience in the field of mental health Joanne Collins is a UKCP Registered Systemic and Family Psychotherapist and a Psychosexual Therapist. She works with clients to reduce feelings of anxiety and depression associated with life and living and is qualified to work with children, adults, couples and families.

Joanne has a genuine interest in facilitating positive change in individuals, couples and/or families experiencing discomfort. Clients she has worked with make reference to being able to think again, being able to consider other options and being able to see the problem differently or even put the problem to rest.

When you feel ready to make changes Joanne will gently challenge you to do so. With sex related work there is never any nakedness in the room, she may give you exercises to try at home. If you like someone who sits silently then she may not be the best fit for you. Sessions are interactive.

Currently undertaking Professional Doctorate in Systemic Psychotherapy, Tavistock and Portman Clinic, validated by University of East London.

2014 – Post Graduate Diploma in Psychosexual and Relationship Therapy, London Diploma, Accredited by Middlesex University

2012 – MSc in Systemic and Family Therapy, Institute of Family Therapy, validated by Birkbeck University. UKCP accredited

2009 – MA in Transpersonal Child, Adolescent and Family Therapy, Centre for Counselling and Psychotherapy Education (CCPE), validated by de Montfort University. UKCP accredited

2003 – MSc Rehabilitative Counselling and Health Care, Brunel University

Additional training:

Interpersonal Psychotherapy is one of the evidence-based treatments for people experiencing depression

EMDR levels 1 – 3, is an evidence-based treatment for people experiencing trauma

Mentalization Based Therapy is an evidence-based treatment for people who have been diagnosed with Borderline Personality Disorder. It has been expanded to include working with people who want to work on their intimate relationships.

Rape and Sexual Abuse, Bereavement training, AIM Sex Offender training, Psycho-therapeutic thinking in Race and Culture, Brief Psychoanalytic work with Young Black People.



Michael Foy
Psychotherapist

MA, MBACP, PG Dip.Psych



Michael Foy is a professionally-trained counsellor and psychotherapist, who has worked in health and social care for over a decade, in both the public and private sectors, and has led teams of other counsellors, therapists and practitioners.

Practicing in London Kings Cross and Oval, Michael prides himself on offering a safe, supportive and non-judgmental space for his clients. As a registered MBACP counsellor and psychotherapist he adheres to BACP's code of ethics.

Michael's qualifications include an MA in Gestalt Psychotherapy, a Postgraduate diploma and a diploma in counselling.

Working with his clients, Michael's primary aim is to support them in discovering their great potential. Together with his clients, they explore ways in which they can become authentic to their true self, and understand better the relationships with the people who surround them.



Kristina Kennedy
Psychotherapist

**(Dip.Psych), UCKP Accredited, MBACP
CMA and IFC Accredited Coach**



At three years of age, Kristina moved with her family from Sweden to the UK and has since lived between Spain, Sweden and the UK. She has always been fascinated by the power of our minds and the impact our thoughts, beliefs and patterns have on us.

Kristina is an integrative psychotherapist enabling her to unify the major schools of psychotherapy in an appropriate and effective way for each client. She works intuitively and empathically helping clients process the work they have come to therapy for which can be disowned, unaware and unresolved aspects of themselves due to previous patterns and difficult experiences. Her aim is to facilitate wholeness so the qualities of the clients being and functioning in the intrapsychic, interpersonal and socio-political space is maximized in respect of each individual's personal limits and external constraints.

Previously Kristina has successfully run her own company for 13 years which enables her to also combine coaching and psychotherapy for a more structured approach to those seeking help within businesses, be it relational or structural. Kristina offers a non-judgemental, safe and contained space where all presenting issues and feelings are welcomed.

Kristina is a qualified Psychotherapist and Coach. She also has a Bachelor's Degree from Lund University in Sweden and several other Diplomas within the fields of teaching and property.



Glenn Nicholls
Psychotherapist, Coach, Trainer

UKCP Accredited and Registered



Glenn lives in Cambridge and has a practice based in his home city and London. As a psychotherapist, coach and trainer, his professional life spans five core areas.

Firstly, he has worked with individuals and couples as an integrative psychotherapist for over twenty years.

Secondly, he supervises therapists, coaches, clergy and various health care professionals.

Glenn is also an executive and leadership coach, and organisational development consultant, working with people in HR, academia and research, the clergy, the City and in political life in the UK and mainland Europe.

He has also been a qualified teacher and trainer for over twenty years.

Currently, and for the last five years, Glenn is Lead Tutor for a PG Dip in 'Integrative Supervision of Individuals and Groups' in Central London. This year he is leading a Certificate in 'Couples Work' in Cambridge. Previous teaching includes leading a PG Certificate in 'Psychodynamic Counselling' at University of Cambridge; Principle Tutor on an integrative psychotherapy training in Budapest and co-tutoring on a gestalt couples course with Joseph Zinker.



Kathleen Saxton
Co-Founder Psyched Global

**Psychotherapist (Dip.Psych), UCKP Registered & Accredited,
BACP Registered, DBS Approved (Adults & Children)**



As founder of executive search firm, The Lighthouse Company, Kathleen has always been fascinated by the workings of the human mind and psyche. After an initial 19 year commercial career in the marketing, media and technology world she set up the Lighthouse in 2009 to bring a psychological lens to the world of executive search, ensuring that the individual psychology and motivations behind any new leadership hire is at the heart of every appointment.

This curiosity of the human mind led Kathleen to take a parallel 5 year journey to qualify as a Psychotherapist – a journey that has blossomed into her partnership with fellow leading Psychotherapist and Executive Coach, Ben McKie and the subsequent launch of Psyched Global. Together with Ben and the pioneering practitioners who are at the heart of every Psyched experience, Kathleen’s ambition is to ensure the best talent receives the very best care to support them through their careers, personal life and beyond.

As well as being pivotal to the creation of Psyched’s psychoeducation initiative, psychotherapy clinic, executive coaching and retreat programmes, Kathleen also extends her own duty of care to individuals by practicing on a weekly basis in clinic in Central London.

Whilst an integrative therapist, she has considerable experience in anxiety and depression, trauma, OCD and behaviour addictions, bereavement, suicidal thoughts, BPD, eating disorders and family and attachment work.

She is also recognised in the media industry for her practical leadership career coaching, profiling and representation work.