



Osmond
ERGONOMICS & WELLBEING

**Leading with Impact:
The ROI of Wellbeing and
Neuroscience-Driven Leadership**
18.06.25

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Registered in England No. 736813 | Registered Office as above



Agenda

09:00

Arrival, breakfast and networking

09:30

Welcome and introduction

Alex Reffell, Osmond Ergonomics & Wellbeing

09:45

Unlocking employee wellbeing: reduce burnout and enhance productivity with an evidence-based wellbeing strategy

Dr Wolfgang Seidl, Mercer

10:45

Refreshment break and networking

11:00

Leadership powered by Neuroscience and Psychology (including “leading up / leading down”)

Alison Leverett-Morris, ALM Coaching & Consulting LTD

12:00

Wrap up

Guy Osmond, Osmond Ergonomics & Wellbeing

12:30

Event close

Showroom tours available (guided or at leisure)





ALM



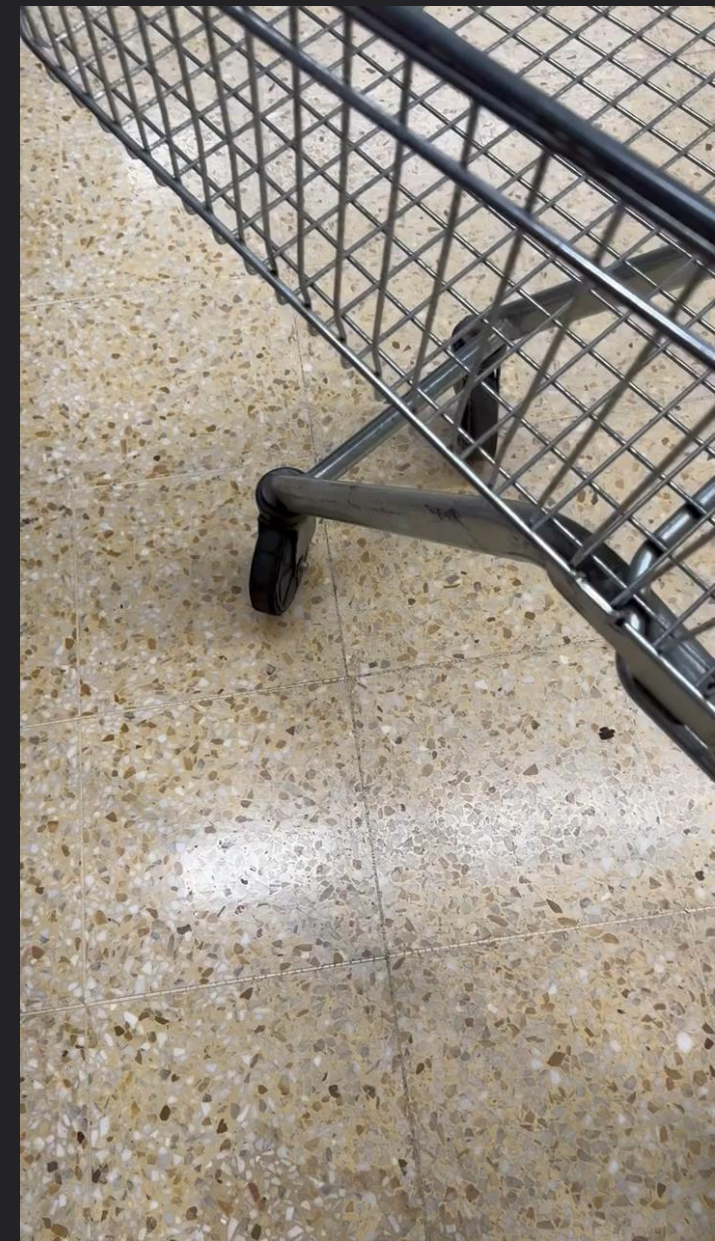
Wellbeing, through the lens of Neuroscience, Psychology (and real-world stories)

with Alison Leverett-Morris

2019: An email from a business owner:

“Something is off...

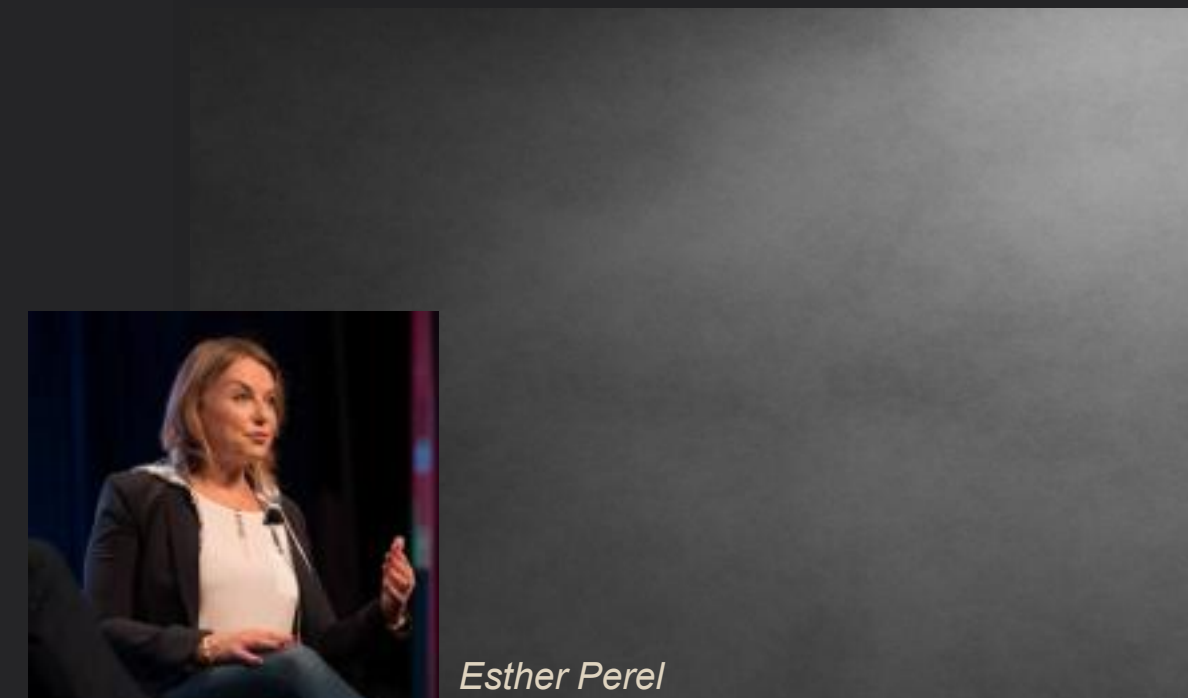
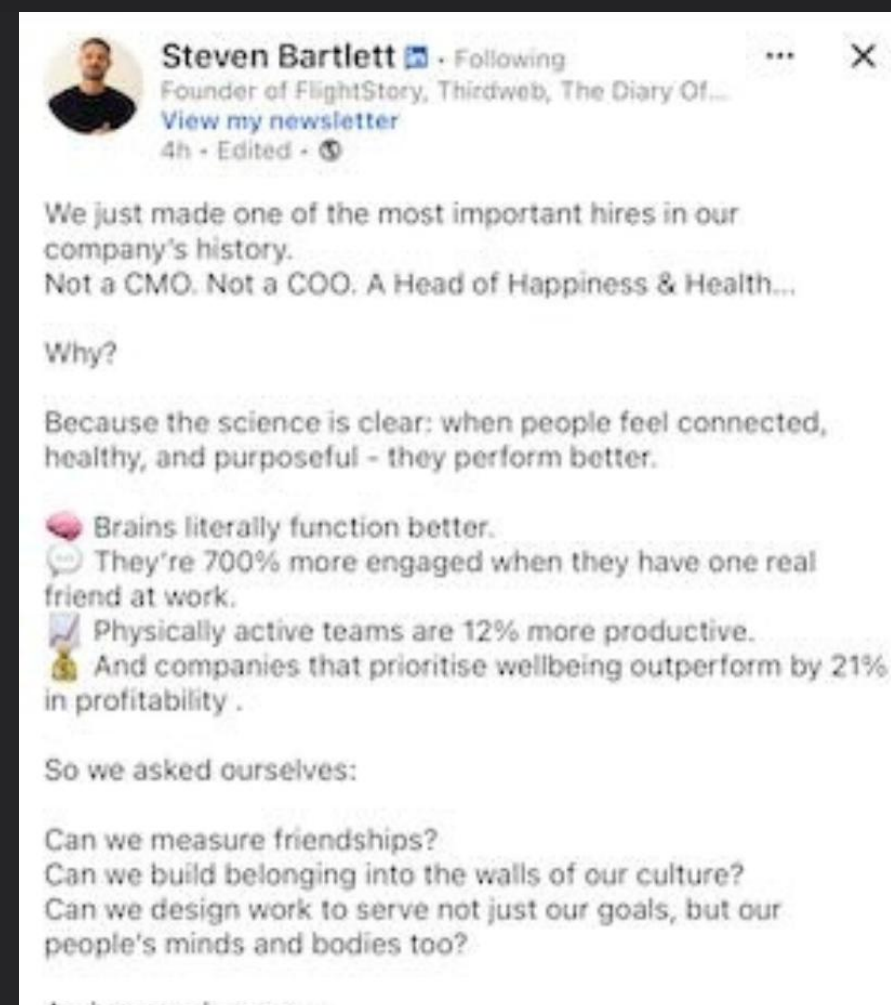
I don't know what it is, but I think it's deeper than HR can fix”



2025:

**Businesses are partnering with clinical expertise
because human dynamics are business dynamics - and humans are complex.
And in today's world we're craving substance, depth, purpose & connection**

***..and* because the smartest people see wellbeing as a priority, not a perk**

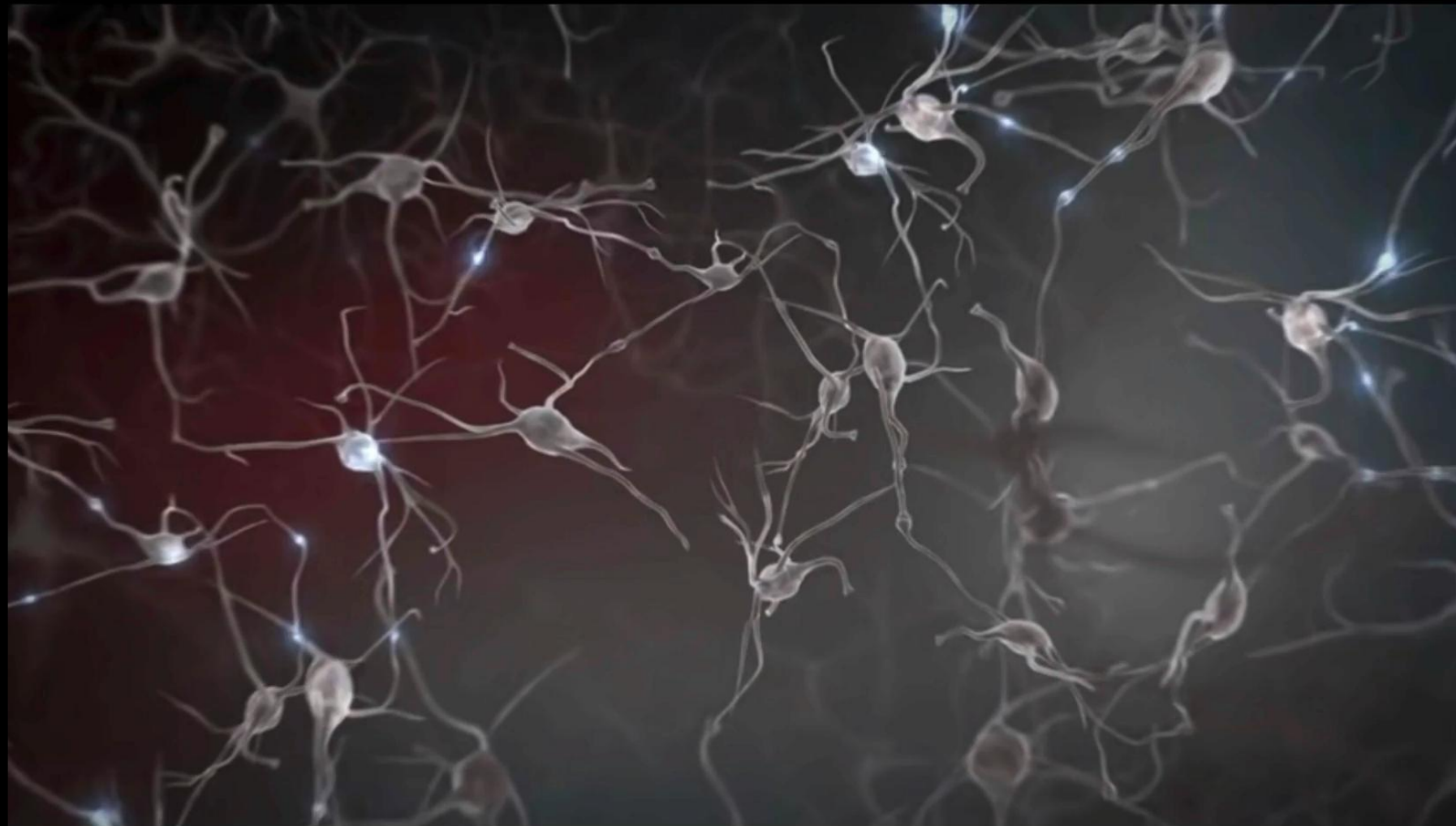


New Learning



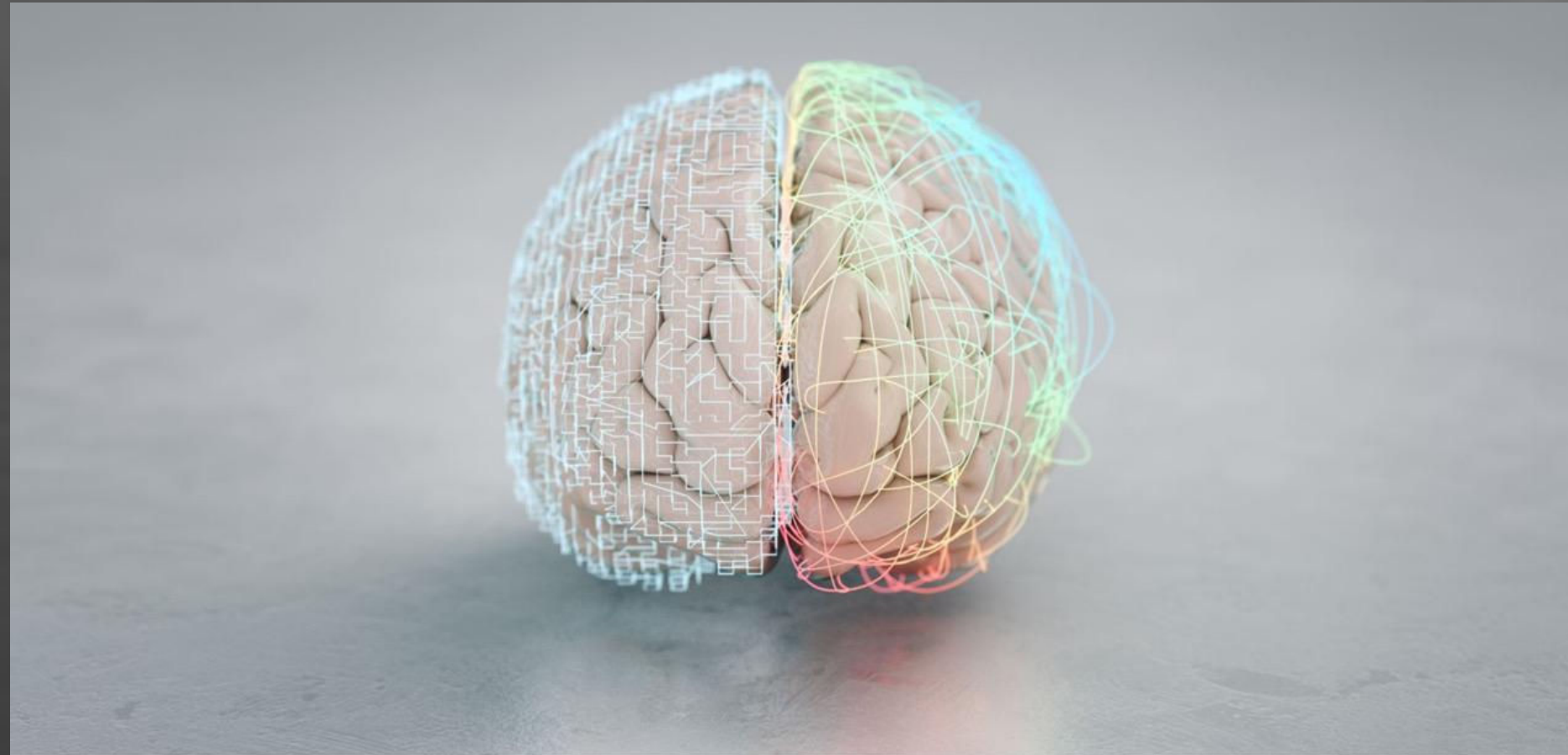
We are hardwired for learning, growth
... and for connection

Happy Brain



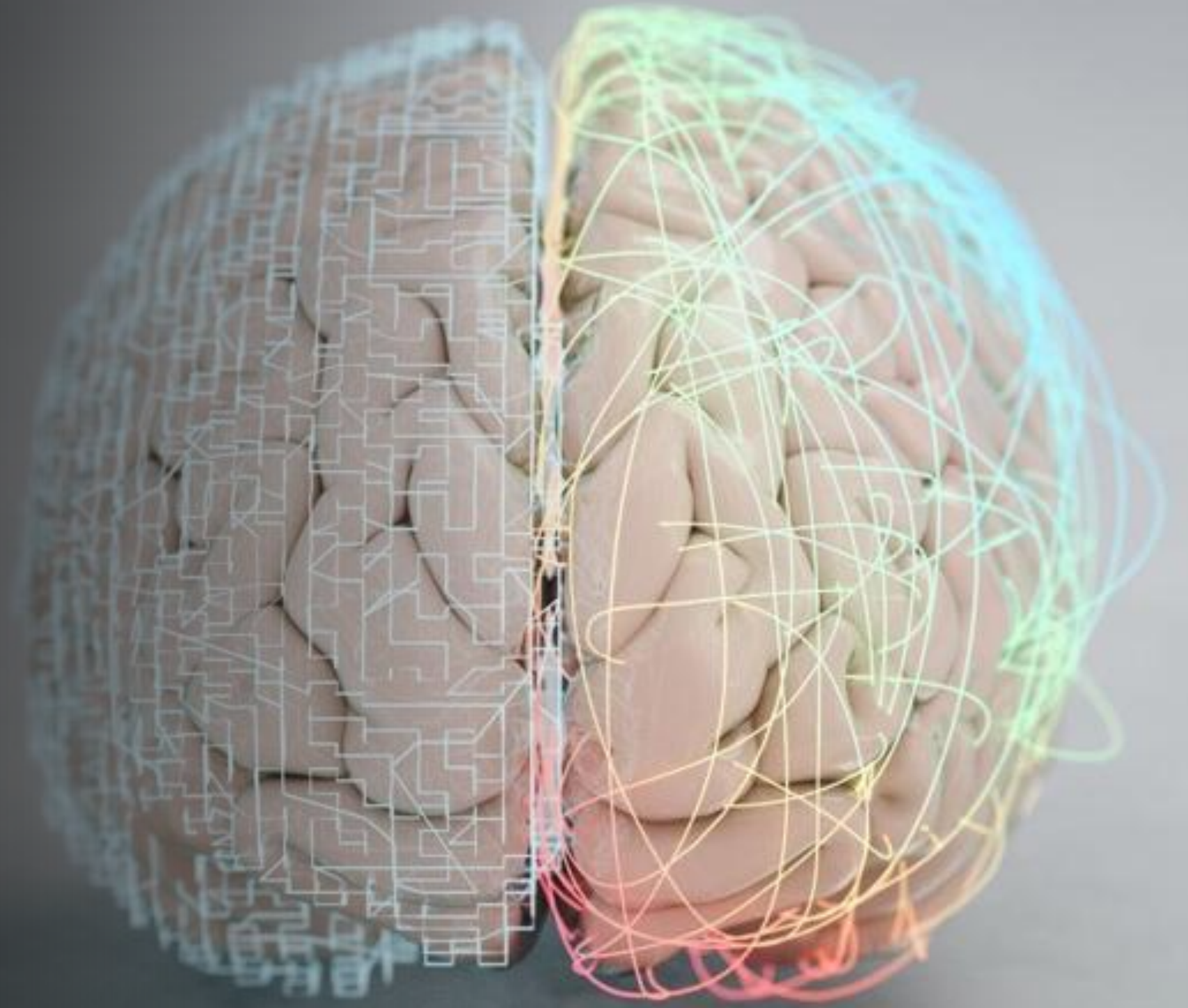
Action Potentials | Dopamine Hits | Gama Waves

Know thy brain, know thy self,
know thy team, know thy business!





Time to create
some new
pathways



Looking at communication, relationships, engagement, purpose, performance,
talent retention, wellbeing and business culture
through the lens of neuroscience & psychology



From the 'something is' off' email in 2019 – to where the business is today

- ✓ **Highest revenue in the company's history (£8M to £15M, on track for £20M)**
- ✓ **Employee numbers grew from 87 to 197**
- ✓ **Staff turnover reduced by 30%**
- ✓ **Now on UK's "Best Place to Work" list**

This growth demanded a restructure.

The appointment of the company's first ever CEO and a Senior Leadership Team.

**Four of the five SLT appointments (including the CEO) were internal appointments.
Individuals who'd embraced Leadership powered by Neuroscience & Psychology.**

The 4 wheels of “the shopping trolley” identified

A Leadership Framework, powered by Neuroscience & Psychology
empowering people and businesses to go further, faster easier



©Allison Leverett-Morris 2025

*Awarded “Most Innovative”
National Facilitator Awards, 2023*



Going public at a business event at Keble College, University of Oxford.

The opening line:

“Something was off... not because HR weren’t committed, but because it needed all of us... leaders, managers, culture makers. Wellbeing is not a department. It’s a whole-business behaviour”

Gavin Harris, Co-Founder of SMS Environmental Ltd, and Opuz Software Ltd



Limiting beliefs Outdated self-image Imposter Syndrome Can't switch off

Trauma (big T and small t) Need for external validation Self doubt Stress

Perfectionism Over committing Procrastination Need for control Burnout

Overworking Relationship issues: 'best of you at work, leftovers at home'

Poor sleep

1:1 Hypno-Psychotherapy & Coaching

Low mood

Anxiety

✓ Deep and lasting positive change for individuals

Addictions

People Pleasing Toxic positivity Can't let go / delegate Loneliness Habits

Avoidance of 'difficult' conversations Headaches Frequent colds Weight gain

Artificial harmony in teams Inferior & Superior ego states Low sex drive

How do you achieve transformation 'between the ears' at scale?

For enhanced wellbeing as a ***lived, day-to-day experience*** in a business culture

Noticing (and positively influencing) the deeper drivers of human behaviour at play:

- ✓ **The drive for connection (to authentic self – and to others)**
 - ✓ **The drive for significance 'within the tribe'**
 - ✓ **The drive for meaning and purpose**
 - ✓ **The drive to contribute and make a difference**
-
- ✓ **The drive to move away from pain and towards comfort and pleasure**
 - ✓ **The drive to grow... to thrive, not just survive**
 - ✓ **The drive for congruence**

One of the strongest drives in the human personality?

To stay consistent with who we believe we are.
An **innate** drive for congruence (at brain level and in our subconscious mind)
driving our thoughts & feelings... and the actions we take (or don't take)



Congruence

😊 Wellbeing 😊

Our inner world aligned with our highest potential

Our inner brilliance aligned with our external circumstances

The drive for congruence is often the root of what's 'off'

... incongruence often the 'wonky wheel' eroding wellbeing

You know you're a 'rockstar'... and you *are* but your circumstances (career / finances / status / fitness / relationships / lifestyle) are not aligned with your self-image and potential... so you feel 'off' (**drives ambition**)
(or jealousy and bitterness in some)

You have limiting beliefs... and the innate drive for congruence keeps your career / finances / status / fitness / relationships / lifestyle aligned with those beliefs.
You're *not aligned* with your potential... so you feel 'off'

Incongruent

Your circumstances are beyond your training, capacity, or potential ... so you feel 'off'

Your real-world performance doesn't match the 'rockstar' you think you are (blind spots) ... so you feel 'off' (and most likely your colleagues do too!)

Remember the deep-dive 1:1 work?

Limiting beliefs Outdated self-image Imposter Syndrome Can't switch off

Trauma (big T and small t) Need for external validation Self doubt Stress

Perfectionism Over committment Need for control Burnout

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Deep and

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Emotionally regulated Calm under pressure Secure sense of self Focus
Individual and Collective Resilience Clarity in complexity Productivity
Less Stress
Humility without self deprecating Better relationships More fulfilment
Self awareness Better Boundaries Greater Ambition More Trust
Better sleep Empathy
Less Anxiety Flexibility
Sense of purpose Clean communication Influence without need to control
Comfort with discomfort Ability to understand drivers of human behaviour
Health improvements Better self-care Elegant 'difficult' conversations
Healthy expression of conflict & courage to say hard things Connection

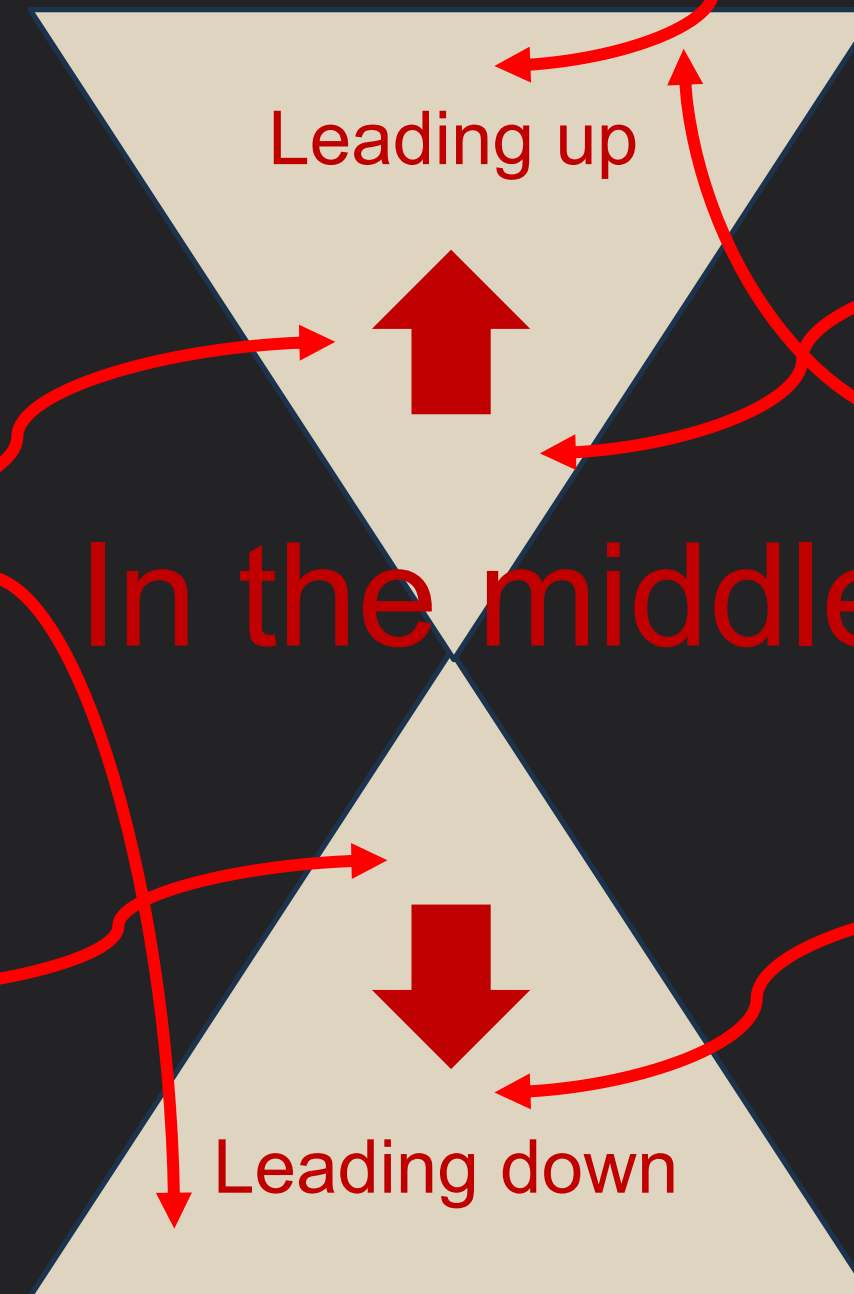
Outcomes

More bandwidth and optimal brain conditions

resourced and ready for this 🙌

You know you're a 'rockstar'... and you *are* but your circumstances (career / salary / health / fitness / relationships / lifestyle) are not aligned with your self-image and potential... so you feel 'off' (drives ambition)

You have limiting beliefs... and the innate drive for congruence keeps your career / salary / health / fitness / relationships / lifestyle aligned with those beliefs.
You're *not aligned* with your potential... so you feel 'off'



Your circumstances are beyond your training, capacity, or potential ... so you feel 'off'

Your self-image is 'rockstar' your skills, capabilities, potential are sadly not ... you feel 'off' because your real-world circumstances don't match your inner world

Pro tip:

The 'middle place' looks stressful! (and it can be) but given the right conditions, the innate drive for congruence will work FOR you

When a human's subconscious self-image is aligned with their highest potential – and they have a clear vision and felt sense of purpose – the brain will AUTOMATICALLY bring opportunities and solutions that align with their mission into conscious awareness

AND the PFC will drive the actions necessary to bring external circumstances into alignment. This is BRAINSET (not mindset)

Positive Change Starts to Happen... all... by... itself



The Best You Effect

Leadership Framework powered Neuroscience & Psychology

Inner
Work

Know your Outcome
Feel your Why

Take aligned
Action

NeuroPsych
Intelligence

Congruence

Clarity

Commitment

Contribution

Policies
& Strategies

Right-fit
Strategy

Notice & Measure
Your Results

Leadership
Development

NeuroPsych Intelligence

for Business Leaders

The ability to understand, regulate and work with
how the brain, mind, and emotions drive human behaviour
– and shape every interaction in the workplace

So you can positively, and ethically, influence what most can't even see



Leaders with NeuroPsych Intelligence

go further, faster, easier

in their quest to build happy, engaged,
high-performing & fulfilling workplaces

Progress not Perfection

It'll never be perfect
It's not always easy
and it'll certainly never be done



Well this is awkward



Do difficult conversations have to be *that hard*?



Humans are a tribal species

The quality of our life (and our workplaces)

**is in the quality of our relationships,
our communication, and our ability to connect**

Live Workshop online 11/9/29:

Behind the Words

The Psychological Forces Shaping Wellbeing in Every Workplace

Powerful & Practical insights & strategies using NeuroPsych Intelligence to turn your people-first vision & strategies... into lived experience

- ✓ **Learn how to leverage the Neuroscience of Human Interaction**
- ✓ **Spot the invisible power dynamics & ego states running the room**
- ✓ **Ethically influence the Hidden Codes in Human Communication**

Bonus price & 14-day access to replay →



Takeaways to remember....

EVERY wellbeing initiative, intervention, strategy, or policy
that YOU initiate or apply makes a difference

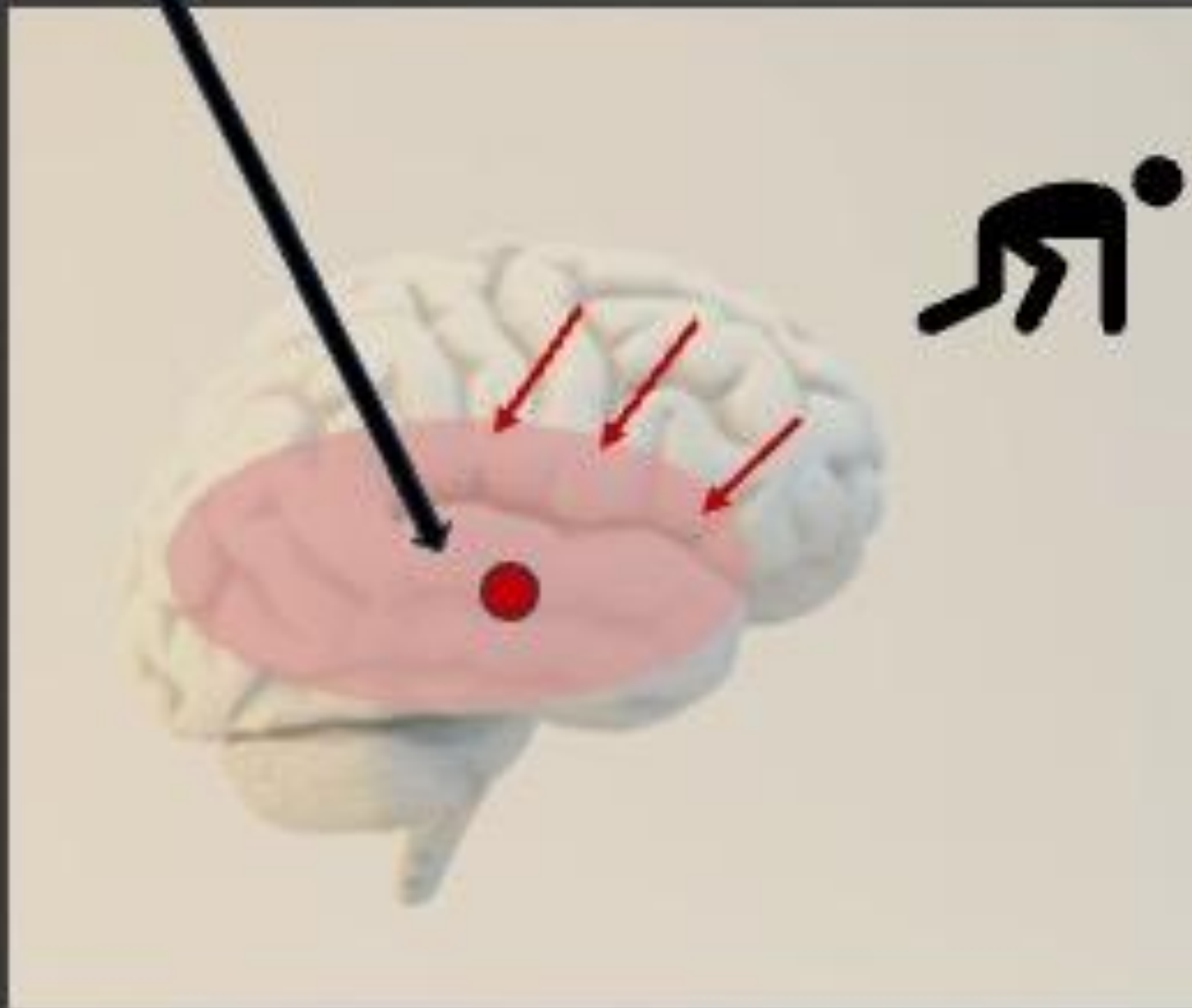
Your work reduces stress AND stops stress ‘stacking up’
and ‘tipping the brain’ into a limbic state

Conserving energy for the PFC (CEO brain)

So it can do things that are far more purposeful and impactful
(than spending precious energy regulating a primitive survival brain
that hasn’t yet evolved to adapt to our modern world)

The brain has 'gone limbic'

... and the CEO has left the building



The PFC (highest functioning brain part) is temporarily offline – you lose access to:

Amygdala

- Emotional regulation
- Strategic, Analytic, and Creative thinking
- Future thinking and planning
- Error detection
- Discipline
- Resilience
- Self-awareness
- Empathy

Ability to orchestrate all brain parts, for WHOLE brain thinking (giving access to wisdom, expertise, experience, intuition, passion and purpose)

NeuroPsych Intelligence gives you a powerful advantage

But remember the simple stuff too:

Breathe | Hydrate | Eat Brain Foods

Take breaks

Move your body often

Sleep | Love | Laugh

Invest in your relationships

Live to your passion, purpose, and potential

(and your brilliant PFC will figure out the rest, so you live congruent with your potential)

NeuroPsych Intelligence for Business Leadership

Alison Leverett-Morris

UKCP Registered Hypno-Psychotherapist,
Certified Neuroscience Coach, Leadership Coach & Consultant

Confidential 1:1:
Leadership Coaching | Psychotherapy | Neuroscience Coaching

Team training, coaching & facilitated offsites

Consulting

Masterclasses

Masterminds & Retreats

Speaking

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