

Mental Fitness (MF) Executive Summary

Since July 1, 2020 Sharpmania has become the **Exclusive Swiss Partner** to Cognomie, (newly founded in 2019).

Both Sharpmania and the founders of Cognomie have extensive experience in multinational organisations, as well as small and midsize businesses and we have seen the impact that can come from coaching. Coaching is recognised as the most impactful form of learning & development across all aspects of life for **creating a positive shift in behaviour and performance**. In the business world, it has traditionally been reserved for the most senior executives.

What we do:

- We provide a state-of-the-art assessment tool and an innovative online coaching approach that brings **Mental Fitness coaching** deep into organisations, to support sustainable changes across employees, teams and your organisation. Our focus is twofold: to develop employees and improve company performance through the lens of Mental Fitness thus building a strong foundation of mental health & wellbeing.
- We build new skills and competencies, developing new behaviours for every individual, driving a sustained change in outlook, engagement and equally important, performance for organizations.
- We leverage technology and data for companies to deliver the highest quality coaching, to drive performance and development AND to measure those results in terms of motivation, engagement, productivity and Return on Investment. We strongly believe that creating happy and fulfilled teams boosts performance.
- **We deliver cost effective, scalable and accessible expert coaching to any organization, anywhere in the world.**

Our Coaches:

We are able to provide the highest quality coaching for many more employees in a company than has ever been possible before.

Our dedicated team of highly skilled and accredited Swiss based Mental Fitness coaches provide advice and development to individuals and teams to build a stronger foundation of Mental Fitness within an organization. We are also able to draw on our continuously growing global pool of over 500 qualified coaches across sectors and geographies.

Our Individual Cognosis Diagnostic:

The diagnostic draws on **three** key areas of Mental Fitness: **Myself, Environment and Foundations**, which are core to self-efficacy. These are informed by theories of high performance, positive psychology and emotional intelligence along with a series of focused conversations/coaching sessions, enabling an individual to tap into their inner resources to manage stress and enhance performance

The three areas are clustered around how an individual experiences and manages themselves This positively impacts productivity and mental wellbeing:

1. **Myself** - Self-regard, clarity of thought, courage, & ability to thrive, how we interact with our workplace
2. **Environment** - Engagement, learning, motivation and fulfilment
3. **Foundations** - 12 elements of life and work linked to wellbeing and happiness

MYSELF

- Self awareness
- Mindfulness
- Perspective
- Courage
- Positivity
- Proactivity



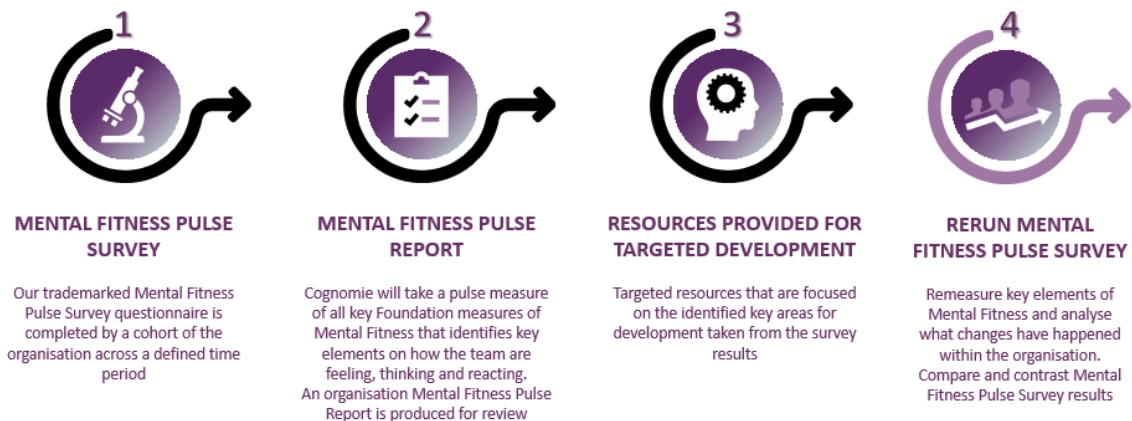
ENVIRONMENT

- Engagement
- Passion
- Growth
- Fulfillment
- Motivation
- Achievement

FOUNDATIONS

1. Stress	7. Relationships
2. Anxiety	8. Motivation
3. Confidence	9. Personal Impact
4. Sleep	10. Resilience
5. Work Life balance	11. Physical Health
6. Happiness	12. Communication

Our Organizational Mental Fitness Diagnostic:



How we measure impact



Traditional coaching methods have been shown to be the most effective way to change behaviours and to develop skills and competencies. However, rarely is any insightful and useful data generated which shows exactly what impact coaching has made. **We have changed this.**

Key focus and development areas are identified from the mobile digital coaching process allowing us to capture data at every stage of the Mental Fitness coaching framework. Our diagnostic and feedback process provides rich comparisons of the current and future state of your organisation.

We are able to provide insight from data collected over the life of a client program including reduced absenteeism, retention, job satisfaction, improved engagement, happiness and a revitalized culture.

Our data identifies trends, investment returns and focus areas for further development.

Pricing framework (CHF):

• MF Pulse Survey (Organization wide report)	no cost*
• Individual survey incl. one-hour coaching debrief	380
• Individual survey incl. coaching framework (6 sessions)	1'950
• Team report (add on for group of individuals)	300

*Additional fees may apply for divisional/regional analysis

Our dedicated Sharpmania Team of Mental Fitness Coaches:

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