



Embedding Wellbeing in the Boardroom

Level 3: Preventing Work-Related Stress & Supporting Mental Health for Managers



Facilities Management

Senior Leader Pilot

Blended Learning

3,000+ Employees

ABOUT PRINCIPLE CLEANING

Principle Cleaning is a forward-thinking facilities management company with a workforce of over **3,000 employees**. The company identified wellbeing as a core strategic priority, with plans to roll out Level 3 training to **180 people managers** across the business. The pilot was first delivered to 18 key stakeholders — including the CEO, HR representatives and senior leaders — at their London HQ.

THE CHALLENGE

- Senior leaders needed to model the wellbeing behaviours they expected from managers
- Little formal training on mental health legislation or stress risk assessment
- No structured approach to psychologically safe conversations
- Required a programme that respected their seniority while building new capability

THE TRAINING

A bespoke blended programme: a **2-hour eLearning module** followed by a **4.5-hour face-to-face Masterclass** in London. It covered mental health prevalence, stigma-free environments, gender-specific presentations of stress, the Stress vs Good Pressure Framework, HSE legal requirements, the Equality Act 2010, the Mental Health Check-in Tool, Stay Well at Work Plan, Stress Risk Assessments, and return-to-work support.

18 senior leaders completed the pilot, with a planned rollout to 180 managers.

WHAT MANAGERS SAID

"I've been in senior leadership for years and I still learned so much. Emily made it easy to talk openly."

"I walked away energised. There was real energy in the room and the content was excellent throughout."

"This didn't feel like training. It felt like a proper conversation — which is exactly what mental health needs."

RESULTS AT A GLANCE

100%

Would recommend the course

100%

Course objectives
Excellent or Very Good

100%

HSE legislation knowledge:
Agree/Strongly Agree

84.6%

Instructor rated
Excellent

IMPACT

Instructor rating	84.6% Excellent, 15.4% Very Good = 100% Exc/VG
Course objectives	46.2% Excellent, 53.8% Very Good = 100% Exc/VG
HSE knowledge	100% Agree or Strongly Agree post-course
Would recommend	100% of participants
Planned rollout	Pilot to 18; full rollout to 180 managers