

STEVE BENNETT

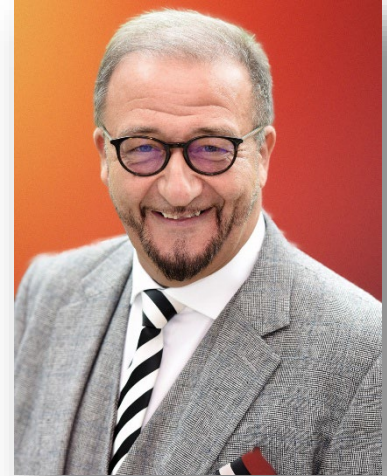
Author • Course Creator • Speaker • Consultant



**HELPING BUSINESSES THRIVE
THROUGH HAPPINESS,
PURPOSE & RESILIENCE**

Introduction

In today's workplace, change is constant — restructures, new technologies, and shifting expectations put immense pressure on leaders, HR professionals, and teams alike. For many businesses, this creates very real pain: rising turnover, disengaged staff, the emotional toll of redundancies, and the hidden cost of recruiting and retraining talent again and again.



These pressures aren't just numbers on a balance sheet — they affect people, culture, and long-term performance. That's where I come in.

I'm Steve Bennett. Over the years, I've led teams through high-pressure environments — from policing and crisis response to building and scaling businesses in competitive markets. What I've learned is simple: **when people feel happy, purposeful, and resilient, organisations thrive.**

But this isn't about me. It's about **you and your business**. My role is to collaborate with you, listen deeply, and bring solutions that make life easier for both your leadership team and your people. Together, we'll identify the pain points causing strain and co-create practical, tailored strategies that:

- Ease the pressure of change and uncertainty.
- Support staff leaving, while strengthening the resilience of those who remain.
- Reduce costly turnover and improve engagement.
- Build a workplace culture where people want to stay and contribute their best.

This brochure shares how I can support you — through speaking, consulting, and tools designed specifically to help HR, recruitment, and business leaders turn today's challenges into tomorrow's strengths.

Who I Work With

Every organisation faces different challenges, but the common thread is people. I partner with leaders and teams where **resilience, purpose, and happiness are key to unlocking performance.**

Business Leaders

Running a business today means balancing strategy with humanity. I help executives and leadership teams embed well-being and purpose into their culture — ensuring decisions aren't just about profit, but about building sustainable success that people buy into and stay loyal to.

HR & Recruitment Professionals

HR and recruitment teams are on the frontline of change: handling restructures, tackling staff turnover, and trying to keep employees engaged in turbulent times. I provide practical workshops, diagnostic scorecards, and tailored support to help you attract the right people, retain them, and keep morale strong through the ups and downs.

Mid-Sized Companies

Larger corporates often have whole departments dedicated to wellbeing and outplacement. Smaller firms may rely on ad-hoc solutions. Mid-sized businesses sit in between — big enough to feel the impact of change, but often without the resources to manage it effectively. I bridge that gap, offering scalable, affordable solutions that meet you where you are.

Teams Under Pressure

Whether it's frontline staff facing customer demands, managers caught between leadership and employees, or teams navigating redundancies, my focus is on giving people the **tools and mindset to stay positive, resilient, and productive** when they need it most.

Speaking to Industries, Companies & Teams

Every audience is different. Some need inspiration to lift morale. Others need practical strategies to handle change. Many need both. My speaking isn't "one size fits all" — it's tailored to the challenges your industry, company, or team is facing right now.



Whether you're leading through restructuring, seeking to boost engagement, or looking to future-proof your people strategy, my goal is simple: **to spark insight, inspire action, and leave your people better equipped than when they walked in.**

Examples of Tailored Talks

For HR & Recruitment Professionals

Retention vs Recruitment – Why Happiness is the New Advantage

How happier employees reduce turnover, strengthen employer brand, and save recruitment costs.

For Retail & Customer-Facing Teams

Frontline Resilience – Thriving Through Change

Helping staff stay positive and productive while facing customer pressures and organisational change.

For Leadership & Management Teams

Purpose Before Profit – Driving Culture and Performance

Why purpose-led leadership outperforms traditional "profit-first" models and how to embed it.

For Education & Public Service

Happiness at the Heart of Service

Practical lessons on resilience, emotional intelligence, and wellbeing in mission-driven sectors.

For General Business Audiences

Transforming Workplaces Through Happiness & Purpose

A broad, inspiring keynote on why happiness is the competitive edge in today's fast-changing world.

Flexible Formats – In Person or Online

- **Keynote Talks** (30–60 minutes) → Inspire and energise large audiences.
 - **Interactive Workshops** (half/full day) → Practical tools, exercises, and scorecards.
 - **Executive Briefings** → Board-level sessions on embedding happiness and purpose into strategy.
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Consultancy Services – Beyond the Stage

A keynote or workshop can ignite ideas — but lasting change comes from embedding those ideas into daily business. That's where my consultancy services come in. I work alongside leadership, HR, and teams to **translate inspiration into practical, measurable outcomes.**



What I Offer

◆ Bespoke Scorecards & Diagnostics

Every organisation has blind spots. I design custom scorecards that help you measure what really matters — employee engagement, resilience, wellbeing, and retention. These tools provide clear insights and highlight the steps needed to improve.

◆ Outplacement & Career Transition Support

When restructuring or redundancies are unavoidable, how you treat people on the way out matters just as much as how you support those who

remain. I provide group coaching, confidence-building, and career support for leavers — while helping HR protect culture and morale for those staying.

◆ **Resilience & Wellbeing Programmes**

Workshops and follow-up sessions to equip teams with the mindset, tools, and emotional resilience to thrive under pressure. From reducing stress to rebuilding morale, these programmes help prevent burnout and boost productivity.

◆ **Cultural Consulting**

I work with leadership teams to align values, vision, and purpose with day-to-day practices. This creates workplaces where employees feel connected, motivated, and committed for the long term.

The Outcome for Your Business

- Reduced turnover and recruitment costs.
 - Stronger engagement and performance from staff.
 - A healthier, more resilient workplace culture.
 - Clear, data-driven insights to guide decision-making.
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Why This Matters for Business

Investing in happiness, resilience, and purpose isn't a "nice to have." It's a business essential. When people feel valued and supported, they bring more energy, creativity, and loyalty to their work. When they don't, the cost is high — financially and culturally.



The Business Case

-  **Retention Beats Recruitment**
Replacing an employee can cost between **30%–50% of their annual salary** once recruitment, onboarding, and lost productivity are factored in. Keeping great people is always cheaper than replacing them.
-  **Wellbeing Drives Productivity**
Research shows that employees who feel happy at work are **13% more productive** and take fewer sick days. Wellbeing directly translates into performance.
-  **Culture Builds Reputation**
In the “Glassdoor era,” your workplace culture is visible to the outside world. A reputation for caring isn't just good ethics — it's a magnet for attracting top talent.
-  **Resilience Future-Proofs Business**
In times of uncertainty, resilient teams adapt faster, innovate more, and stick together when others fragment. That stability is priceless.

The Bottom Line

Happier, more resilient employees don't just feel better — they perform better, stay longer, and strengthen your business. Supporting your people is one of the most powerful strategic advantages you can build.

Case Examples – How I Approach Challenges

Every organisation faces unique circumstances, but the challenges are often similar: change, pressure, and people. Here are examples of how I approach common scenarios, drawing on my experience in leadership, wellbeing, and culture.

Recruitment Agency

Recruiters often face the frustration of candidates leaving shortly after being placed. My approach is to develop a **Candidate Happiness Scorecard**, helping agencies and employers assess not only technical skills but also values alignment and cultural fit. This strengthens placements, improves client satisfaction, and reduces costly re-hires.

HR Departments

Restructures and change programmes can cause anxiety and resistance across the workforce. In these situations, I design and deliver **Resilience Through Change workshops** for managers and staff. The focus is on practical tools for stress management, effective communication, and staying engaged when the future feels uncertain.

Outplacement

When redundancies are unavoidable, how people are supported on the way out has a lasting impact on morale and reputation. My outplacement support provides **group coaching sessions** covering confidence, CV presentation, interview preparation, and mindset. This ensures leavers depart with dignity and direction, while those remaining see that their employer cares.

The Takeaway

Every challenge is an opportunity to strengthen people and culture. By addressing the pain points with practical, human-focused solutions, organisations can protect performance, preserve reputation, and build resilience for the long term.

Highlights CV / Notable Achievements



Leadership & Business

- Founded and scaled **four successful UK companies** in insurance, assistance, and claims management.
- Grew teams to over **200 employees**, navigating rapid growth and the challenges of culture, performance, and wellbeing.
- Experienced both the highs of entrepreneurial success and the resilience required to recover from setbacks.



Public Service & Resilience

- Served as a **uniformed officer and detective in CID** with West Midlands Police, gaining first-hand expertise in resilience, leadership, and crisis management.
- Led and supported teams under pressure, developing skills in communication, empathy, and decision-making that still shape my approach today.



Author & Educator

- Creator of the **Maximum Happiness & Wellbeing Course** (20 modules, 20+ hours of video, 460+ pages of materials).
- Author of *Make the Rest of Your Life the Best of Your Life* and *Think & Grow Happy*.
- Developer of **scorecards and diagnostic tools** for wellbeing, resilience, and purpose, including the Happiness Quotient and Purpose Scorecard.



Global Happiness Crusade

- Founder of the **Global Happiness Crusade**, a movement to make happiness, wellbeing, and purpose central to how we live, work, and lead.
 - Host of the **Happiness in Their World Podcast**, interviewing leaders, authors, and changemakers on resilience, happiness, and purpose.
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At a Glance

- **40+ years' experience** across public service, business, and personal development.
 - A unique blend of **real-world leadership** and **practical psychology**.
 - Passionate about helping organisations put **happiness and purpose at the heart of performance**.
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Testimonials & Impact

Real impact is best measured in the words of those who have experienced it.

Paul Dunlop, CEO – Sparta Health & Wellbeing

“If your team needs clarity, energy, or a reboot — bring in Steve. He wakes people up in the best possible way. You laugh, you reflect, and you shift. His talks don’t just motivate, they leave a lasting mark.”

With over 25 years of experience in insurance, workplace health, and insurtech, Paul Dunlop leads Sparta Health with vision and industry expertise. He's built a strong network across claims management, supply chain channels, product distribution, broker partnerships, and medical support services - spanning traditional insurer markets and innovative digital start-ups.

Mark Lee - Operational Development Manager – Major UK Insurance & Assurance Organisation

“Steve has a rare ability to connect with people across all levels of an organisation. He has presented and worked with my teams on many occasions, all of which had positive feedback and operational outcomes. He blends business acumen with deep insight into resilience and wellbeing, leaving teams more engaged and leaders better equipped to manage change.”

Let's Talk


Change is never easy. But with the right support, it can become an opportunity — for stronger teams, better culture, and a more purposeful business.

I don't claim to have all the answers. What I do bring is decades of experience in leadership, business, and resilience — combined with a genuine passion for helping organisations put happiness and purpose at the heart of performance.

If your company is facing change, seeking to improve engagement, or simply wants to create a healthier, more resilient workplace — let's start the conversation. Together, we can create solutions that make life easier for your people, and stronger for your business.

Contact Steve Bennett

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“The purpose of life... is life with a purpose.” – Steve Bennett

Hear from me → Scan the QR

or email me:

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