



TotalBalance

Wellbeing Centre

GETTING LIFE IN BALANCE SINCE 2007

JOINING OUR TEAM



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OUR INTENTION

We **GO OUT** to all in our community to bring the message of **WELLBEING** through spinal **HEALTH** and nutrition.

Our intention is to create **BALANCE**; to grow, to ride the **BUMPS** along the way and having done so, allow **INNATE** to flow

Our **FAMILY** orientated centre is a place to **RELAX**, full of **HAPPINESS**, **LOVE** and **LAUGHTER**

We bring **PEACE** to all who seek our services

CENTRE EVOLUTION



The centre (initially called Country Chiropractic) owned by Paul Weavers & Sara Dudley opened in 2007. Sara, a Chiropractic associate for six years, felt frustrated being someone who simply turned up for work, saw clients and went home with minimal communication, progression or support from her boss, it really was just a job to pay the bills.

Paul, an IT manager for ten years felt that he was trapped in an environment constantly demanding more with very little in the way of thanks or rewards.



They therefore decided to combine their strengths to create their vision of what a centre should be. To create something which reached out to the community and brought wellness care rather than patch up care to as many people as possible.



After building a centre with a great reputation for truly looking after its clients, its team, and working with the community, in its ninth year, Sara and Paul decided to review their initial vision and decided that it simply was not good enough, they were not serving as many people as they wanted to be able to and they wanted to bring more wellbeing care options to all their clients – it was not just about pure Chiropractic anymore.

On its ten year anniversary the centre therefore rebranded to Total Balance Wellbeing Centre to more closely reflect how it had become wellbeing based. Picking up their first chamber award for family business of the year at the same time.

The centre now offers massage therapy, nutritional advice and other spinal therapies as a means to be able to expand capacity to reach the whole community and offer true wellbeing lifestyle care and advice.



LIFESTYLE

Paul & Sara want a better life for anyone who works in the centre rather than the pain they felt in our past positions. Therefore, anyone who joins the team is encouraged to have a balanced life, with time off both during the week and at weekends to enjoy living as well as working.

Often when Chiropractors and other spinal experts join the team, they are having to relocate quite a distance into the area, so the last thing they want is to be worrying about money and the basics of living. Therefore the centre offers a good basic wage on an employed basis with achievable bonuses to allow practitioners to achieve a very good income when following our well designed recipes. The centre also takes care of initial malpractice insurance and registration fees. More than that the centre is committed to coaching and growing all practitioners so they can really master treatment techniques, client interactions and all aspects of being the best they can be. They never have to experience being put in a room and told to get on with it on their own without any way of growing themselves other than going off on random courses.

Front of house team members are employed on a good hourly rate in excess of the minimum wage with progression levels as they develop and grow within the team. One of the centre team previously came runner up at the Blue Cow Congress for the amazing commitment she showed to the centre.

The massage team currently are made up of self-employed therapists who want to be part of the clinical environment, developing their skills and treating clients who receive spinal care rather than being trapped at home desperately looking for work. They receive a percentage based on the clients they see and gain huge amounts of knowledge from being exposed to the clinical environment.



COACHING

The centre owners realise the importance and value of its team members. Therefore, everyone in the team are brought together every Friday lunchtime for a coaching session in which all matters related to the operation of the centre are discussed. Also, individual team members get to work on mastering their personal targets with the support of colleagues. Cases are also discussed so that practitioners and the front of house team can learn about spinal treatments. In addition to these sessions, all team members have one to one 'coffee connects' to discuss both their personal and professional goals and how the centre family can help to achieve them. Finally, practitioners all benefit from having Sara, the lead Chiropractor work with them individually to help master both their treatment techniques and their client care skills.



STRATEGY DAYS

As part of the centre's commitment to continuous whole centre development and individual progression, every quarter the centre closes for its strategy day. On these days, the whole team meet outside the centre, spending the morning working on mastering an aspect of the centre operation, then after a lunch together the centre family enjoy an afternoon activity together eg pottery painting, archery or a brewery tour.



SOCIALS

The centre team feel that it's important that all members get to play together as well as work together. Just like an extended family they enjoy going out together and supporting each other with life's challenges.



LEADERSHIP TEAM

The centre leadership team consists of Paul heading up strategic business development and overseeing the administration team while Sara heads the clinical team, ensuring client care is always at forefront of the centre's operation. All the day to day operation of the centre is taken care of by the centre manager Willow. As the centre continues to grow, team leaders will be appointed from the front of house team, spinal health team and the massage team to represent their teams.



Sara
Chiropractor & Joint Owner



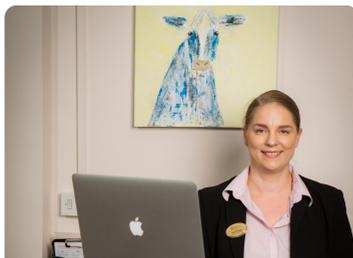
Paul
Director & Joint Owner



Willow
Centre Manager

FRONT OF HOUSE TEAM

The centre has an amazing front of house team who not only provide essential appointment handling and payment services but who have also been hand picked to be able to offer the highest levels of client care. Going above and beyond to allow clients to be put at ease and enjoy time out from their busy lives and enjoy a relaxing drink and chat before receiving treatment in the centre.



Anna
Centre Assistant



Leanne
Centre Admin Assistant



Tracey
Centre Assistant



Connie
Centre Assistant



Louise
Centre Assistant



Jessica
Centre Assistant



Coral
Centre Assistant

SPINAL HEALTH TEAM

The centre's team is made up of Chiropractors, Osteopaths, Osteomyologists, & Nutritionists. All practitioners are highly skilled in a number of techniques in their field but also committed to offering amazing client care and attention. This helps put clients at ease which allows for more effective treatments but also increases the velcro of clients to the centre meaning they are more likely to enjoy long term wellness care and so are able to live life to the full with the minimum of pain.



Mark
Associate Chiropractor
Qualified Since 1985



Sara
Senior Chiropractor
Qualified Since 2001



Jonathan
Associate Osteomyologist
Qualified Since 2020



Michael
Associate Osteomyologist
Qualified Since 2020



Megan
Associate Osteomyologist
Qualified Since 2020

MASSAGE THERAPY TEAM

The centre always knew that many people who receive spinal care such as Chiropractic will also get massage treatments from somewhere. Therefore the centre has had a massage therapist available almost since day one. Since rebranding and developing the intention, the centre has fully integrated massage therapy for all. The massage team work alongside other practitioners to bring truly whole body care for total balance.



Maria
Massage Therapist
Qualified Since 1988



Cheryl
Massage Therapist
Qualified Since 2015



Claudia
Massage Therapist
Qualified Since 2010



Jackie
Massage Therapist
Qualified Since 2001

TESTIMONIALS

"Sara is a great mentor, and has been helping me and teaching me new techniques"
Chloe (Osteopath)

"It's great working in an environment that's supports me whilst perusing my interest in nutrition. Also it's great being part of a brilliant team"
Connie (Centre Assistant)

"It's nice to be part of a supportive, fun, friendly team. And knowing that even when you're having bad day, there is always someone there to listen and support or just give you a big hug if that's what's needed."
Amy (Centre Assistant)

"It's nice to work somewhere that is welcoming and makes you feel part of the whole thing."
Mark (Associate Chiropractor)

"It's nice to be part of a team where everybody helps each other out as much as possible."
Anna (Centre Assistant)

"It is lovely to be in a welcoming and friendly team that you don't need to feel nervous when asking for help."
Louise (Centre Assistant)

"It is nice to work in an environment where everyone is friendly and caring and also be able to have giggles."
Tracey (Centre Assistant)

ARE WE A GOOD MATCH FOR EACH OTHER?

If you are thinking about joining our team, why not see if you can answer yes to all the following questions first.

✓ You want to be mentored, coached and grown as an individual and a professional

✓ You want to be busy and work hard

✓ Money is not your only driver, you want to become a master at what you do

✓ You want to be part of a great team family rather than a lone player

✓ You want to spend time socialising with the centre family

✓ You want to get a reputation for being world class at what you do

LOCAL AREA

Whether you are an individual or part of a family, the local area has so much to offer and enjoy.

The Broads

Often overlooked by the locals, the beautiful broads offer quiet relaxing days out by boat to enjoy the picturesque countryside scenery.



The Beach

Of course, being a seaside town, Lowestoft has an amazing coastline to explore with a beautiful award winning beach - perfect for families or water sport enthusiasts



Latitude Festival

If music and the arts is a big part of your life, then why not enjoy the latitude festival which is held annually a couple of miles down the road at Henham park.



Pleasurewood Hills Family Theme Park

If family entertainment and thrill rides are your thing, Pleasurewood Hills is right on the doorstep to offer an enjoyable day out for the family.



East Anglia Transport Museum

For vintage transport buffs young and old, the brilliant transport museum is only a couple of miles away, offering tram, trolley bus and model railway rides for the whole family, along with plenty of history to seek out with a great knowledgeable team to explain all you need to know.



Marina Theatre

If you love catching a great live stage show, then the marina theatre is right in the heart of the town. The theatre often is home to big name performers and touring shows including names like Lee Evans, Jimmy Carr and Peppa Pig!



SHOPPING

If shopping is your passion, Lowestoft has a good selection of shops both in the town and its outskirts retail parks. For more choice and a full day of shopping both Norwich and Ipswich are in easy reach by Car, Train or Bus. For the serious shopping London is also an easy train ride away.

