

[vc\_custom\_heading text="WE CHANGE BEHAVIOUR" use\_theme\_fonts="yes"]

During our wellness programme is where you will get the most benefit from changing behaviour as research says, it takes around 90 days to see a shift in behaviour.

Using the latest scientific research in terms of behaviour change and partnering with behavioural physiologists, we are passionate about **helping organisations making long lasting shifts** in behaviour that will contribute to the wellbeing of the organisation.

Our programmes run for **3 months, 6 months, 12 months** with optional support afterwards if needed.



All our programmes are tailored based on your needs and budgets. The below steps outline how we implement our most comprehensive wellness plans.

*assessment*

[STEP 1](#)

[STEP 2](#)

[STEP 3](#)

[STEP 4](#)

## STEP 5

### STEP 1

[vc\_custom\_heading text="ONLINE HEALTH ASSESSMENT"  
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The first step in our wellbeing programme is understanding **what level of wellbeing your organisation has** and **identify key drivers**.

This is a powerful and important tool as it will allow you to **tailor** your programme based on your organisation and employees **needs**.

This will also be your **benchmark** against which you will track improvements through behaviour change.

[vc\_custom\_heading text="ANALYSING CURRENT STATUS"  
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This involves **reviewing** your current wellbeing metrics and analyse the efficiency of some of these in **relation to your employees needs**:

- sickness, absence and turnover statistics;
- current environment and how conducive to behaviour change it is;
- current benefits and rewards (flexible working, parental leave, mental health support, child care support, gym membership, etc);
- current spent of health insurance premiums;

### STEP 2

[vc\_custom\_heading text="HEALTH SCREENING" font\_container="tag:h6|text\_align:left"  
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Health screenings are a series of tests designed to complement the online health assessment and identify the key factors behind the conditions identified during the online health assessment.

It also represents an eye opener for the employee in regards to the impact of the current lifestyle and engages and motivates them towards behaviour change.

We offer different [packages](#), tailored to your needs and budgets.

[vc\_custom\_heading text="STAKEHOLDER ALIGNMENT"  
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The key to a successful wellbeing programme is collaboration between different departments and an engaged senior leadership that is able to sell and lead by example.

It is here where all relevant stakeholders **come together** and **agree the relevant plan of action**.

We **work along side and collaborate with** your HR department, Occupational Health and Facilities team to develop the most relevant plan and **get senior buy in**.

### STEP 3

[vc\_custom\_heading text="WELLNESS DAYS AND ROADSHOWS"  
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This is where the magic happens as after all the planning the employees are engaged in a face to face fashion with wellbeing.

The days are run across the different pillars we care about (**Food, Body and Mind**), in a sequence of 3 steps that focuses on changing behaviour (**Build Awareness, Learn by Doing, Build Behaviour change**) and **tailored in accordance to the employee needs** so ensures there is buy in and engagement.

During the wellness programmes these days **should be run every 2-3 months**, and every time these can be **tailored to cover specific subjects** (ie. sleep, energy, stress, back pain, etc).

You can learn more about these in the section about [wellness days](#).

[vc\_custom\_heading text="INTERNAL COMMUNICATION"  
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In order for the wellbeing programme to land with most impact a well designed **internal comms strategy is needed**.

We can help with:

- designing, developing marketing materials;
- intranet/website and email comms;
- lunch and learns pop ups;
- hear real stories from people;
- support chat channels;
- awareness days (ie. World Mental Health, World Stress Awareness day, etc);

How you can help:

- wellbeing network groups;
- wellbeing champions;
- leadership role models;

#### STEP 4

[vc\_custom\_heading text="BUILD A WELLNESS ENVIRONMENT"  
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In order to change behaviour, the environment the employees are exposed to is key.

During the wellness days we help employees change their environment at home.

We also advise **changes to the internal organisational environment** based on **key behavioural psychology** principles so it enables behaviour change in employees while at work. As we analysed the current behaviour during our Step 2 and we understood how employees react to their environment during Step 1, we only advise changes that will really **make a difference at a larger scale.**

[vc\_custom\_heading text="TRAINING" font\_container="tag:h6|text\_align:left"  
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It is important that after the wellness programme finishes, your workforce is upskilled in wellness and wellbeing and your **HR partners as well as managers are able to support their direct reports.**

It is important to **review current practices around appraisal** and help your managers in **identifying key concerns** in their direct reports and **empower them to give them the**

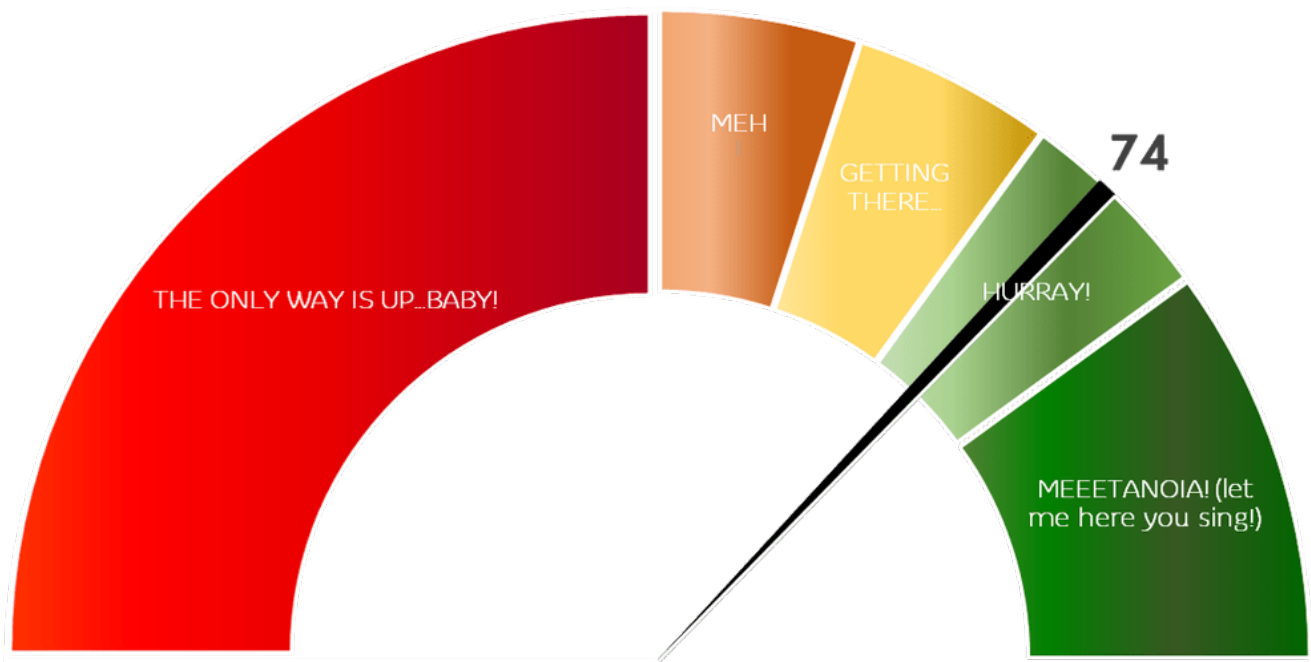
**right support.**

We use **Cognitive Behavioural Therapy** and **Compassion Focused Therapy** to deliver the training.

**STEP 5**

[vc\_custom\_heading text="ONLINE HEALTH ASSESSMENT"  
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The loop closes with another health assessment to identify the effectiveness of the wellness programme.



**Need help?**

Don't hesitate to get in touch to have an initial conversation on how we can help and how we can improve the wellbeing of your employees

[Get in touch](#)