



Employee Wellness Support Plan



More support for employees

More benefits for management

Better results for the organization

Each year, one out of five employees face a significant life problem. On an average your employees lose three weeks of productivity due to personal problems; that adds up to huge loss of productivity per year. Employee support is a key tool to address this.



Difficult and stressful life problems that your employees bring to the workplace results in

- Diminished productivity
- Unplanned absence
- Work distraction
- Health problems

We spend around 60-65 percent of life, time and energy on our work/ career/ jobs. Our relationship with work is as important as our personal relationships; they become extremely fulfilling especially if we know that our family and employers care for and support our well-being.

Investing in the well-being of employees is extremely crucial. Employee benefits help you to **recruit and retain** the best and most productive employees.

All the low moods, doubts, anxieties, personal problems, imbalances, emotional conflicts and confusions that employees face diminishes their productivity and reduces their effectiveness. Fundamentally, we operate as a whole, it is impossible to separate our inner-state from our work performance. **Employee wellness support is critical to resolving these underlying issues.**



WE CAN HELP!

The Employee Wellness Support Plan offers paid benefits sponsored by your organization, these include:

- Short-term, confidential, behavioral counselling in person or online* for working through issues or difficulties that can affect an employee's well-being and work performance.
- Mediation and conflict resolution services
- Life enhancement benefits – Comprehensive, unique personal and professional development training, coaching and wellness guidance.
- Employee support plan tailored to specific industry segments; Health care, Education, Customer service, Higher Ed etc.

*Includes online interactive assessment of stress levels, depression, anxiety, self-esteem and emotional wellbeing; phone/video sessions; text messaging and emails to facilitate communication and provide support and guidance.



We offer your employees more:

We offer the most comprehensive benefits package available, besides providing counselling services to address significant life problems we also offer peak performance professional coaching.



Peak Performance Benefits: Training and development is the most effective way to retain employees and help them achieve peak performance. High-quality training is expensive and onsite staff training can cost thousands for a single day of training.

To achieve success, one needs a sharp understanding and ability to manage one's inner world; many times the subconscious thought-forms and blocking beliefs people carry block them from progressing without their knowing it. Deep-rooted cognitions, conditioning and past experiences sometimes create blind spots and skewed perception, preventing people from having a clear vision and inability to achieve success.

We provide personalized one-on-one consultation to assist individuals to go beyond their self-doubts, low self-image, inner-conflicts and empower them to achieve their ultimate potential.

We help maximize productivity and focus by helping individuals identify and control sources of stress; using cognitive behaviour therapy to challenge irrational thinking and self-sabotaging beliefs and preventing burnout.

BENEFITS

- Significant decrease in absenteeism and turnover
- Decrease in work-related negligence, fault finding and complaining
- Decrease in time spent by management in addressing conflicts
- Gains in productivity and effectiveness
- Enhanced work relations and trust



Grow
Develop
Support
Retain



Employee Support Program has been proven to

Participants' Experience

EMOTIONAL AWARENESS

Improve awareness of own behaviour and emotions, enabling more effective self-regulation and resilience

HANDLING CHANGE

Expand perspective, improving ability to handle change

MANAGING STRESS & DEAL WITH POSITIVITY

Improve our capability to manage stress, enabling us to deal positively with challenges created by workloads, deadlines and interpersonal conflict

ENHANCING OUR FOCUS

Create a safer working environments in high risk work by enhancing our focus on the present moment

PROBLEM SOLVING

Improve critical thinking and ability to problem solve

PRODUCTIVITY

Greater mental clarity and focus, increasing productivity as well as elevating our capacity

SENSE OF FULFILLMENT

Connect our daily work to our purpose which gives us a greater sense of fulfillment and drive

UNDERSTANDING RELATIONSHIPS

Increase our capacity to read other people, improving understanding of relationships and needs

INNOVATION AND CREATIVITY

Create energy and space for innovation and creativity

INTERPERSONAL RELATIONSHIPS

Encourage positive shifts in difficult team or interpersonal relationships by replacing habitual reactions with more considered responses

Results of 4-Week Program

9.3 %

drop in
medical
claims

19%

increase in
work/life
balance

20 %

increase in
efficiency

28 %

reduction in stress
levels
62 min
increase in
productivity

Employee's Feedback

responding to pre- and post- self-evaluation questionnaire report (ON A SCALE OF 10)

4 Point reduction
in experiencing
stress and feeling overwhelmed

3 Point increase
in overall
happiness and well being

3 Point increase
in having new ideas and insights, mental
clarity, creativity, the ability to focus and
quality of relationships at work

Relaxation
Trust
Efficiency

Our Employee support packages are designed to help employees to:

- Increase efficiency
- Dissolve stress and conflict
- Improve personal and professional productivity
- Increase confidence and work engagement
- Enhance their personal life
- Improve health and wellness

