



The Wellbeing Project

WELLBEING STRATEGY AND CONSULTANCY

CREATING HEALTHY WORKPLACE CULTURES WHERE PEOPLE THRIVE

The Wellbeing Project

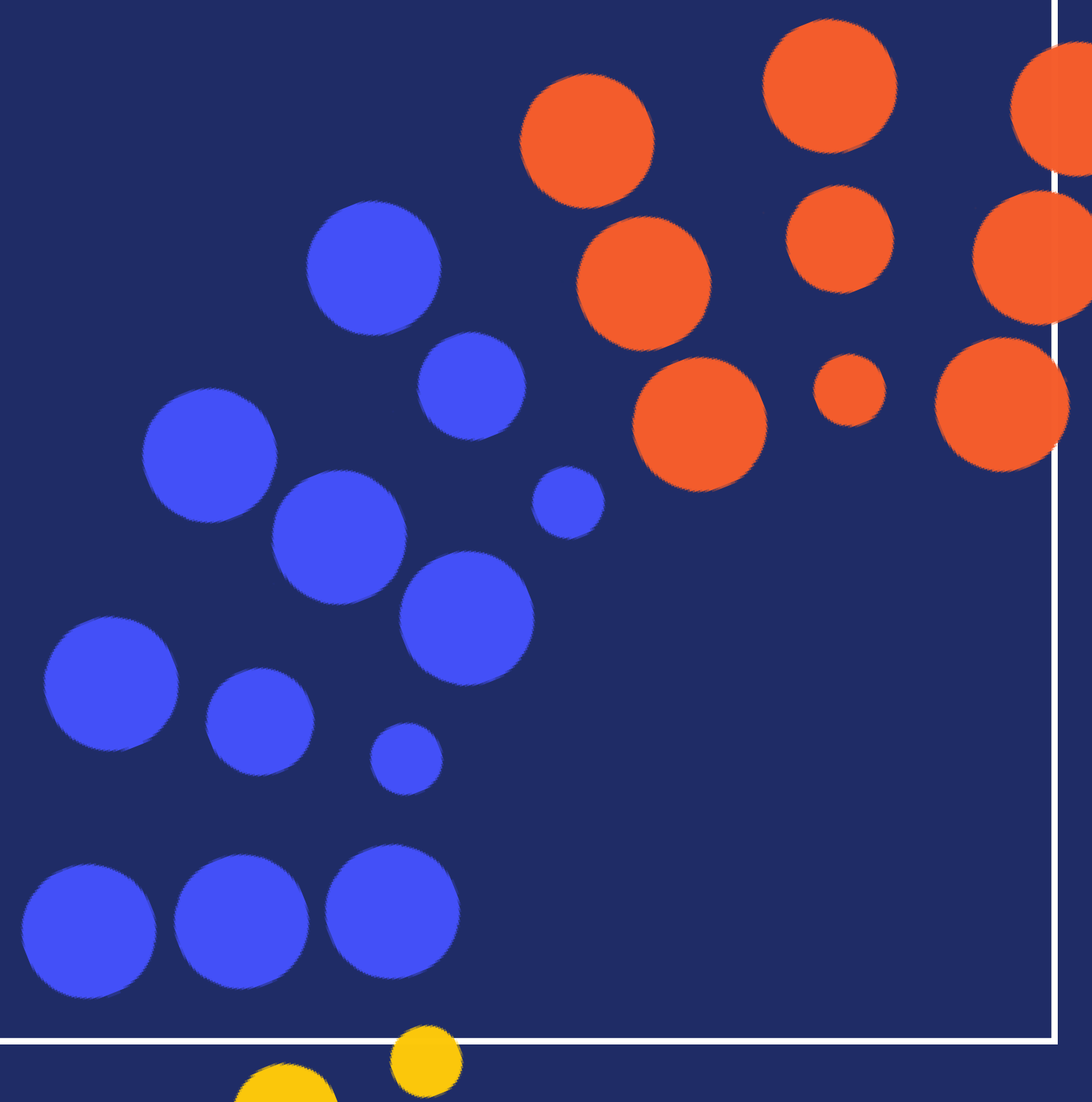
For over 15 years, The Wellbeing Project has partnered with leading brands to create healthy workplace cultures where people thrive.

- We are an expert team of business psychologists and wellbeing specialists
- Our comprehensive solutions are built on evidence-based methodologies
- A leader in research, we publish an annual report on the wellbeing of the global workforce
- Our approach is underpinned by robust data from the Wraw psychometric tool

We recognise that no two organisations, and no two people are alike. We take a data-driven approach to tailor solutions to the individual needs of our clients. It is a whole-human, whole-organisation approach to supporting business performance for the long term.



STRATEGY AND CONSULTANCY



Strategy and consultancy

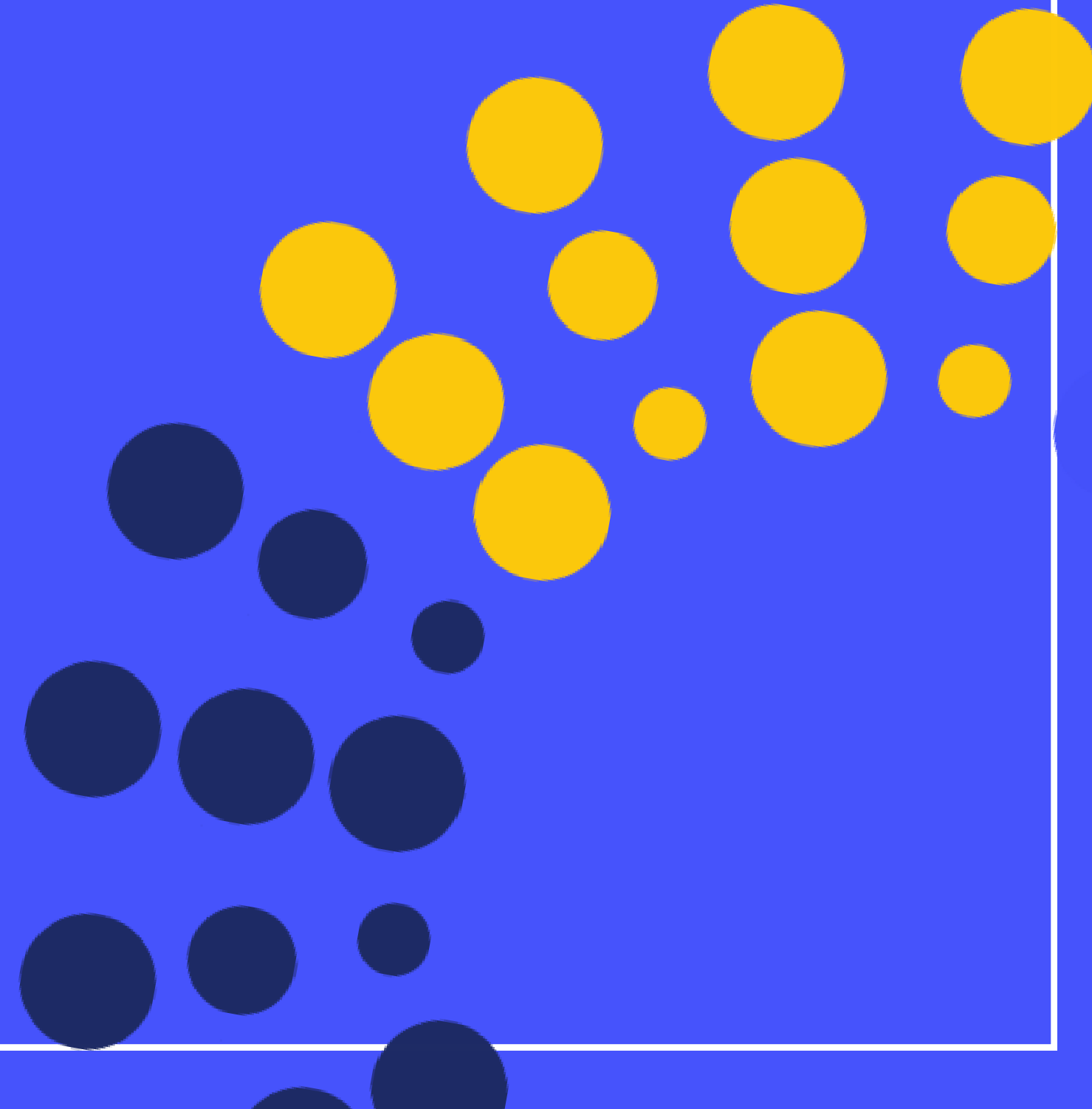
Our team of business psychologists are experts in creating healthy workplace cultures that support business performance. Whether you're at a key review point or just getting started, we'll partner with you to ensure your wellbeing strategy is on the right track.

- Audit your existing wellbeing strategy.
- Analyse effectiveness of your wellbeing initiatives.
- Assess the resilience of your organisation.
- Create a bespoke wellbeing strategy.
- Develop a programme of targeted wellbeing initiatives.

Find out more about how we create bespoke wellbeing strategies for organisations in the following pages.



WELLBEING STRATEGY DEVELOPMENT



OUR PROCESS

A robust wellbeing strategy that is correctly implemented can breathe new life into your organisation. But, for this to happen, it must not be an isolated initiative.

We take a data-driven, whole organisation approach to developing tailored wellbeing strategies. It is a tried-and-tested process for creating resilient and engaged employees, and a sustainable work environment that will support your business success.

1. Analyse

We conduct an in-depth analysis of the current wellbeing landscape.

2. Assess

We assess levels of resilience and wellbeing across the organisation.

3. Design

We design a bespoke Wellbeing Strategy with a targeted programme of initiatives.

4. Implement

We develop an implementation plan to set you up for success.

5. Evaluate

We agree a measurement plan to track progress and refine the strategy.

6. Review

We hold a six-month review session to iterate and improve as required.

1. Analyse

In order to capitalise on existing strengths, and identify gaps where more support is needed, we will conduct an in-depth review of the current wellbeing landscape.

ACTIVITY

- Audit current wellbeing activity and resources across your organisation
- Analyse existing data relevant to wellbeing
- Conduct stakeholder interviews and focus groups with a variety of demographics

2. Assess

Robust measurement is the foundation of any successful wellbeing strategy. It gives insight into the wellbeing of different demographics, and allows change to be monitored over time.

ACTIVITY

- Conduct a psychometric assessment of wellbeing across the organisation
- Analyse key findings of the Organisation Report
- Share assessment findings and thematic analysis with stakeholders



A powerful psychometric that measures workplace resilience and wellbeing

Wraw is a valid and reliable psychometric tool that measures employee resilience and wellbeing across 5 key pillars:

Energy: Sustaining physical energy

Future Focus: Having a sense of purpose and control

Inner Drive: Maintaining self-belief and motivation

Flexible Thinking: Having an open and optimistic mindset

Strong Relationships: Building trust based networks

The data from Wraw generates an Organisation Report, and provides individual employees with a Snapshot Report of their own wellbeing.

Sample Reports:

[Organisation Report](#)

[Snapshot Report](#)



A strategic overview of wellbeing across the organisation



Robust insight across different demographics



Feedback on how managers support team wellbeing



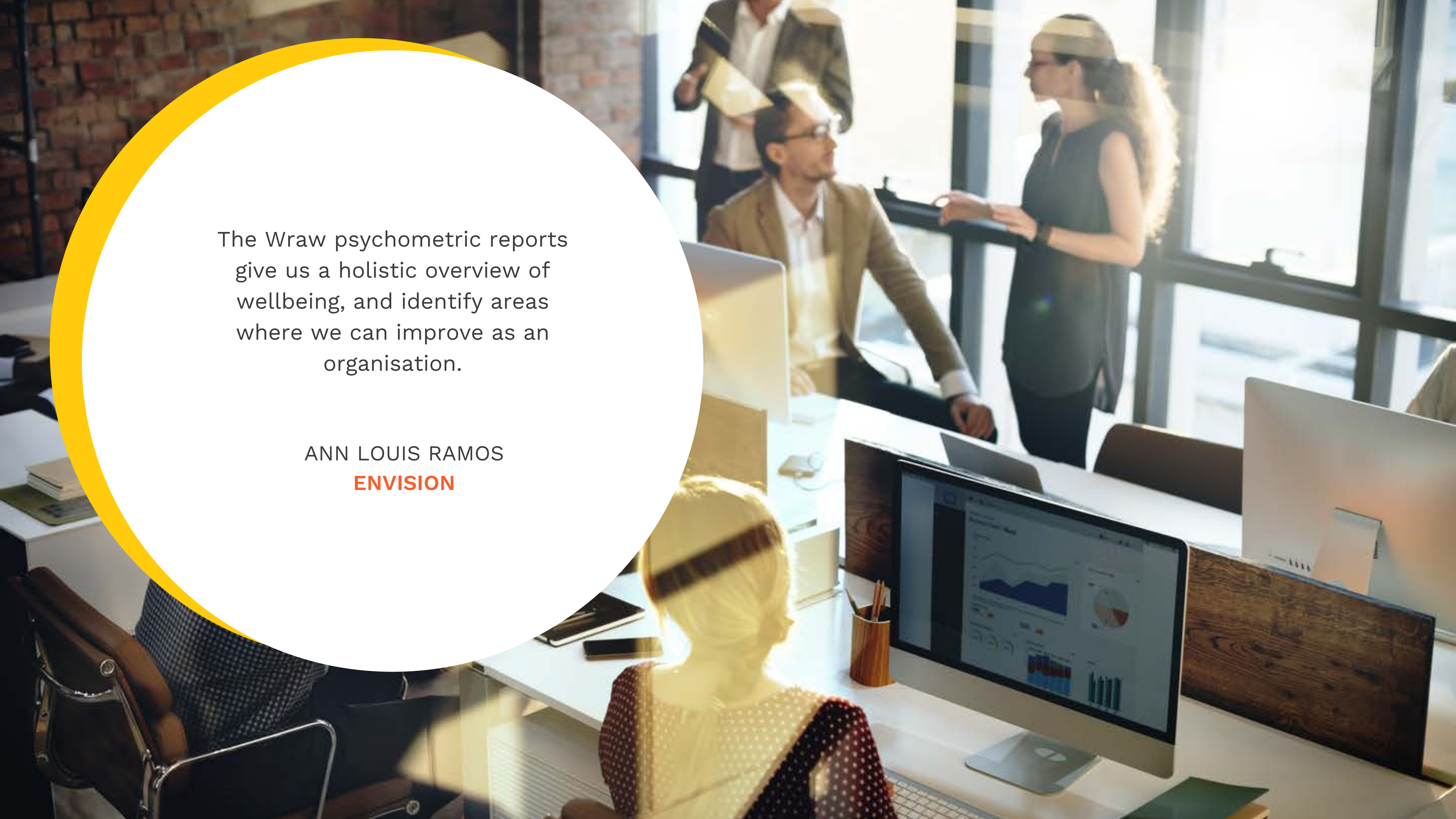
Analysis of pressure points that drive stress and burnout



Employee feedback to inform wellbeing support



A benchmark to track progress and demonstrate ROI

A modern office interior with people working at desks and a large window in the background. The scene is brightly lit, suggesting a sunny day. In the foreground, a woman with blonde hair is seen from behind, sitting at a desk with a large computer monitor displaying data charts. In the middle ground, a man in a brown blazer is leaning on a desk, looking towards a woman in a dark sleeveless top who is standing and talking to him. In the background, another man in a white shirt and dark jacket is holding a folder. The office has a clean, professional look with white desks and a brick wall on the left.

The Wraw psychometric reports give us a holistic overview of wellbeing, and identify areas where we can improve as an organisation.

ANN LOUIS RAMOS
ENVISION

3. Design

Over a series of planning sessions, we will develop a bespoke Wellbeing Strategy with a targeted programme of initiatives.

ACTIVITY

- Build a compelling vision for wellbeing at your organisation
- Align with your values and broader strategic objectives
- Agree goals and develop a programme of initiatives with timelines

4. Implement

Without an agreed plan for implementation, your wellbeing strategy risks falling flat. We will work with you to ensure you're set up for success.

ACTIVITY

- Develop a communications plan to launch the strategy and drive engagement with initiatives
- Train a team of wellbeing champions to take the lead in promoting and developing the strategy



The Wraw survey supported a very open and honest discussion about how we behave as individuals and as a team, and more importantly, the environment we create for our workforce.

CLARE SLOMAN
ASTRAZENECA UKM



5. Evaluate

Creating a Wellbeing Strategy isn't a tick box exercise. With a clear plan for evaluation, you will have clarity on what is working well, and where there is scope for further development.

ACTIVITY

Agree process to:

- Measure engagement with initiatives.
- Capture employee feedback.
- Track progress towards your goals.

6. Review

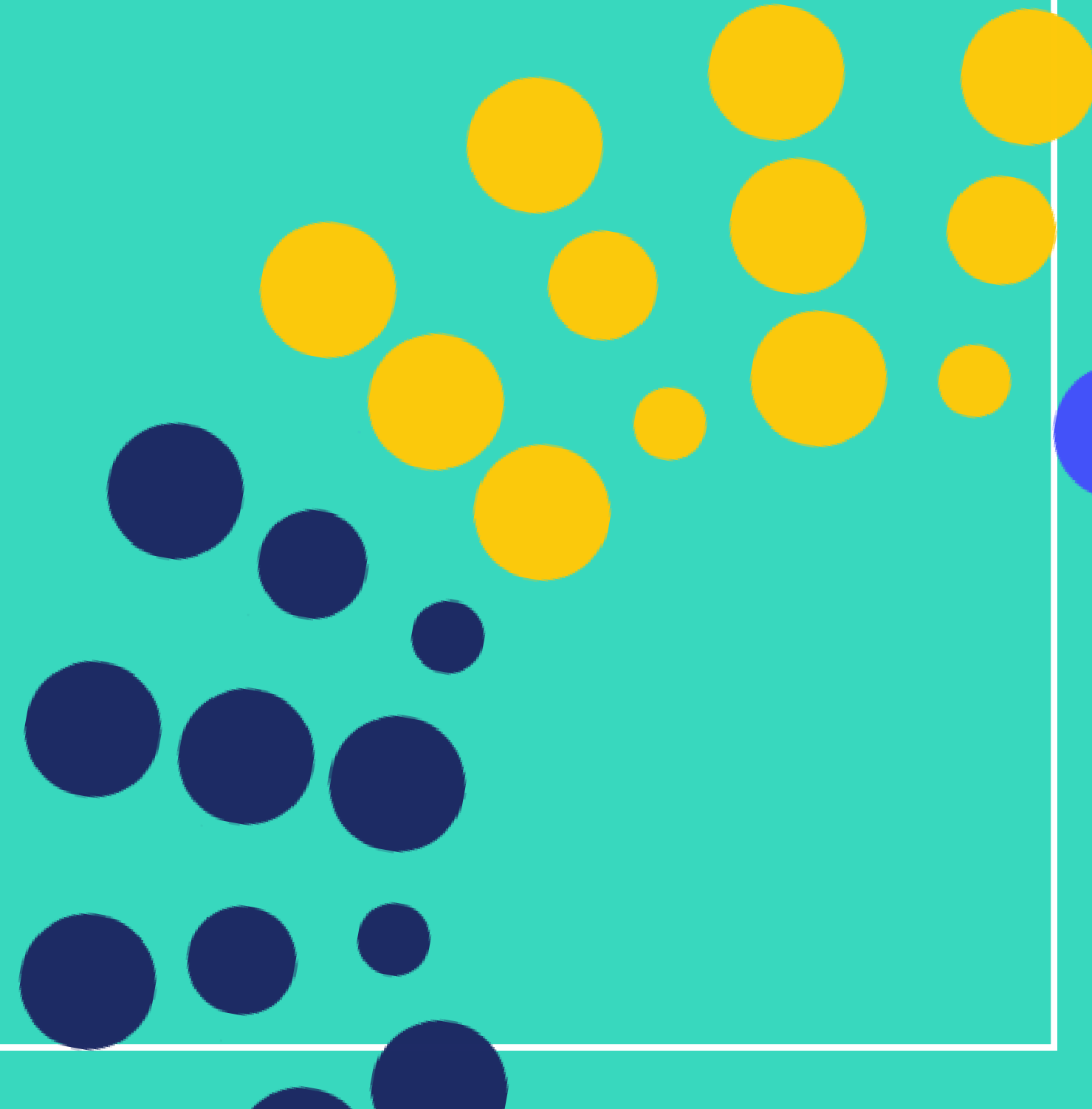
The 6-month review is an opportunity for all stakeholders to integrate lessons learnt, and build on the work completed thus far.

ACTIVITY

Bring together key stakeholders to:

- Analyse engagement and impact data.
- Celebrate success and share learnings.
- Review and refine strategy, goals and initiatives.

YOUR PROJECT TEAM



Your Project Team

Our team of specialists has forged a strong reputation for delivering outstanding results. We have put everything in place to ensure you get the outcomes you are looking for.

ACCOUNT MANAGER

Your dedicated account manager will be your main point of contact, working closely with you to understand your requirements and ensure success.

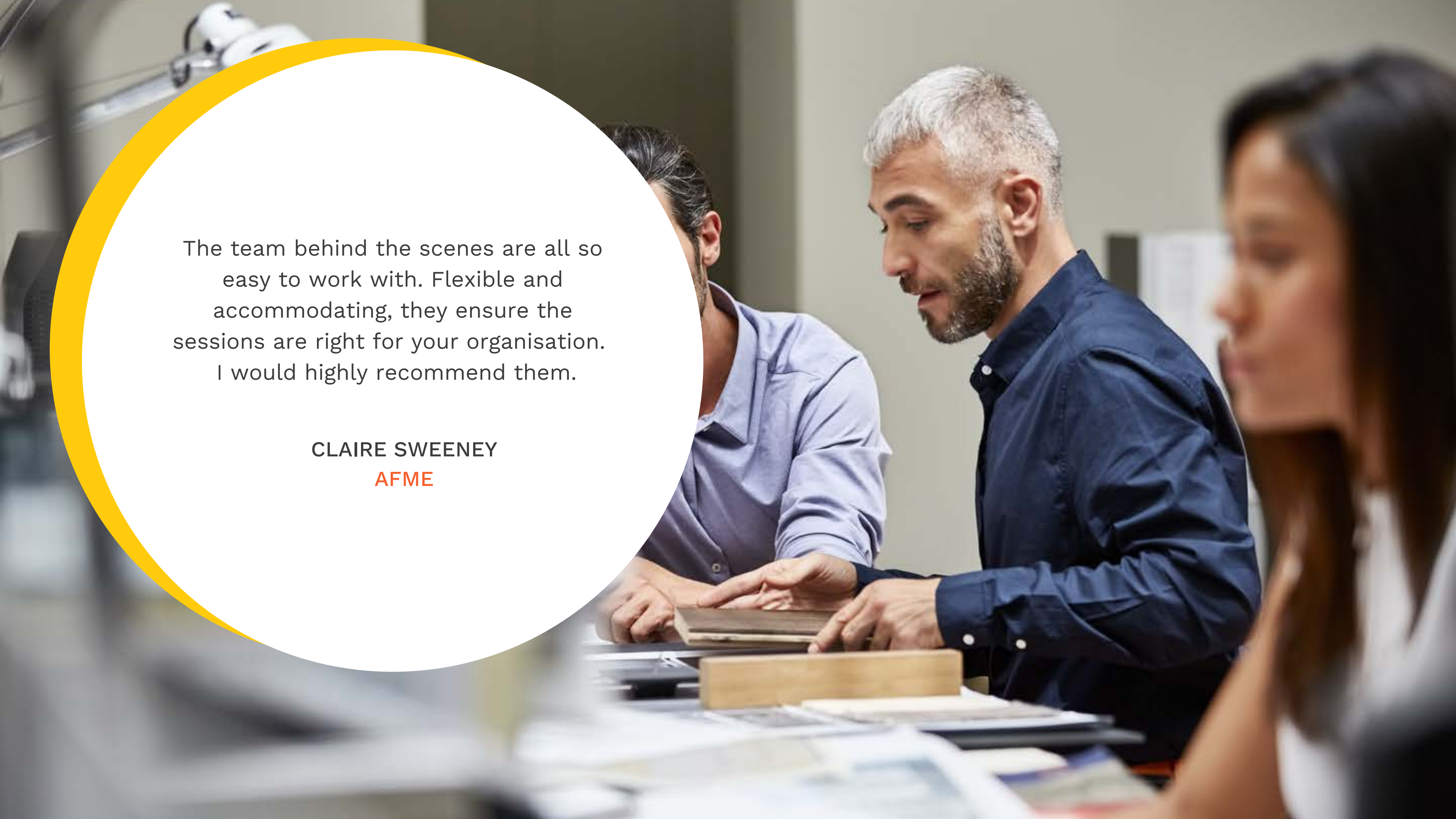
LEAD CONSULTANT

Your lead consultant brings extensive experience and in-depth knowledge of how to create a wellbeing strategy with real business impact.

CLIENT OPERATIONS

A member of our client operations team is there to coordinate every aspect of your project to ensure a smooth and efficient delivery.





The team behind the scenes are all so easy to work with. Flexible and accommodating, they ensure the sessions are right for your organisation. I would highly recommend them.

CLAIRE SWEENEY

AFME





The Wellbeing Project

We create resilient organisations people
want to be a part of

To speak to our team of experts, get in
touch. We can help make your vision for
wellbeing a reality.

[Get in touch](#)