



Dharma

# WORKPLACE WELLBEING CONSULTANCY

DHARMA CENTRE  
for WELLBEING



# The Dharma Centre for Wellbeing

## Workplace Wellbeing Consultancy Services

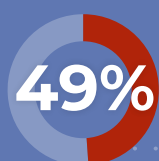
### Retention and attraction of key talent is getting harder.

According to Deloitte's multi-year study, 49% of millennials and 61% of Gen Z leave a job after two years. When they leave, they take away your investment in their knowledge and experience.

HR specialists have demonstrated that the cost of replacing someone with an average salary of £30,000 is about £59,000 - if you take into account the indirect costs associated with recruiting, hiring, onboarding, mentoring, and coaching. If a significant part of your workforce is between the age of 22 and 41, then persuading them to stay makes business sense.

Studies show that companies that proactively invest in raising the level of workplace wellbeing of their workforce significantly reduce voluntary turnover. Furthermore, these businesses are able to attract better quality talent and reduce the length of the hiring cycle, thus gaining a significant competitive advantage in their industries.

#### EMPLOYEE LOYALTY REMAINS LOW



MILLENNIALS  
LEAVE JOB AFTER  
TWO YEARS



GEN Z LEAVE  
JOB AFTER  
TWO YEARS

SOURCE: THE DELOITTE GLOBAL GEN Z AND MILLENNIAL SURVEY 2022

# Our Workplace Wellbeing Consultancy Framework

We partner with organisations to create a best-in-class culture of workplace wellbeing by taking a comprehensive, strategic and systematic approach. At Dharma Centre for Wellbeing, we help clients achieve higher levels of workplace wellbeing by using our award-winning consultancy framework comprised of the following stages:

**01. LEADERSHIP, GOVERNANCE & DATA GATHERING**

**02. FULL WORKPLACE WELLBEING ASSESSMENT**

**03. STRATEGIC DEVELOPMENT & PRIORITISATION**

**04. DESIGN OPTIMISED WORKPLACE WELLBEING INTERVENTIONS**

**05. RECRUIT & ONBOARD WORKPLACE WELLBEING CHAMPIONS**

**06. WORKPLACE WELLBEING PROGRAMME MANAGEMENT**

**07. STRATEGIC MONITORING & EVALUATION**

**08. WORKPLACE WELLBEING CERTIFICATION AUDIT**

## 01. LEADERSHIP, GOVERNANCE & DATA GATHERING

We will help you set up the right leadership team and support you in establishing effective governance to manage the implementation of the workplace wellbeing project. Our support in this initial stage includes:

**A. Building the project team & workplace wellbeing steering committee.** We will identify the right team members to guide the strategic development of your workplace wellbeing strategy.

**B. Giving your team exclusive access to our state-of-the-art extranet** which will help us manage every aspect of the development and implementation of your workplace wellbeing journey.

**C. Gather and analyse relevant company data** to support a data-driven approach to maximising your return on investment on your people.

## 02. FULL WORKPLACE WELLBEING ASSESSMENT

We will conduct a comprehensive review of your workplace wellbeing culture by:

- A. Analysing your workplace wellbeing investments** in the last 2 years.
- B. Conducting the most comprehensive workplace wellbeing survey** on the market.
- C. Identifying the critical areas** that you will need to address in your workplace wellbeing strategy.



## 03. STRATEGIC DEVELOPMENT AND PRIORITISATION

We will help you to design the building blocks of your workplace wellbeing strategy by:

- A. Creating a vision statement** that describes the desired wellbeing culture the organisation would like to create.
- B. Developing a mission statement** to define the values and principles that will guide your workplace wellbeing initiative.
- C. Developing a SWOT analysis** to identify and prioritise the areas of your workplace culture that need attention.
- D. Crafting key strategic objectives** that will drive your efforts of achieving your workplace wellbeing vision.

## 04. DESIGN OPTIMISED WORKPLACE WELLBEING INTERVENTIONS

We will help you design workplace wellbeing interventions that are strictly aligned with your strategic objectives. With our extensive knowledge of the workplace wellbeing industry, we will help you to:

- A. Prioritise your interventions** and adapt them to your needs across all 7 workplace wellbeing dimensions.
- B. Bridge compliance gaps** through our comprehensive gap analysis review, ensuring that your company meets workplace wellbeing accreditation standards.
- C. Create a master calendar** that will give you clarity on your wellbeing intervention rollout and full control to ensure the delivery of interventions is on-time and on-budget.

## 05. RECRUIT AND ONBOARD WORKPLACE WELLBEING CHAMPIONS

At this critical stage where workplace wellbeing champions are needed to manage and execute the successful delivery of your optimised, strategic wellbeing interventions, we will help you to:

**A. Recruit champions from within the business**

who will ensure the programme is delivered successfully and with the desired impact on your workplace wellbeing culture.

**B. Onboard your champions** by giving them expert guidance and access to a variety of internal intervention management &

marketing tools through their very own champion's extranet.

**C. Guarantee your champions' success** at the initial stage of their intervention deliveries by providing 1-1 support to guide them on planning, marketing and execution.

**D. Establish effective governance** by building systems and mechanisms to manage escalations and feedback, ensuring the programme is monitored and updated strategically at the right time and by the right people.

## 06. WORKPLACE WELLBEING INTERVENTIONS PROGRAMME MANAGEMENT

Throughout the critical rollout of the workplace wellbeing interventions, we will help you manage and monitor the programme while preparing to evaluate its impact, and even apply for workplace wellbeing accreditation. This important phase of delivery consists of:

**A. Launching a state-of-the-art Workplace Wellbeing extranet** for your full organisation, allowing your employees immediate access to registration for wellbeing events, activities and training. The 24/7 platform will also give everyone on-demand access to exclusive content, such as breakthrough scientific advice, inspirational articles and practical guides to improve their personal and professional wellbeing.

**B. Monitoring progress and measuring feedback** through focus groups, pulse surveys and other mechanisms that will allow the impact of the workplace wellbeing initiative to be understood.

**C. Providing leadership with a dashboard to track intervention completion progress;** regular talking points for company-wide updates; and performance reports that provide a complete overview of how the project is staying on track and achieving objectives.

**D. Providing continued support to your champions on intervention management and execution** by documenting intervention completion, ensuring feedback is communicated and documented effectively and by harnessing insights and ideas to keep supporting the evolution of your strategy.

**E. Managing programme documentation, monitoring & preparation for evaluation** ensuring progress is tracked, evaluated and reported appropriately. This will all provide supportive evidence when you apply for a workplace wellbeing accreditation audit or compliance standard.

## 07. STRATEGIC MONITORING AND EVALUATION

To understand the impact of the workplace wellbeing initiative, we will help you track indicators such as:

1. **Employee voluntary turnover**
2. **Absentism**
3. **Talent Retention**
4. **Talent Attraction**
5. **Engagement**



## 08. WORKPLACE WELLBEING CERTIFICATION AUDIT

When the time is right, we will conduct an internal audit to validate that your business is ready to apply and obtain domestic and international workplace wellbeing accreditations.

Our work together will set up your company to attain certification in the prestigious ISO 45003 standard, the latest international workplace wellbeing standard recently developed and

published by the worldwide federation of standard bodies, the International Organisation for Standardisation (ISO).

We will fully support your business throughout the application process to ensure that your application is successful and your business gets the recognition it deserves.

## ADVANCED TECHNOLOGY & EXCLUSIVE CONTENT FOR YOUR COMPANY'S WELLBEING JOURNEY

Our consultancy will be carried out by top project managers and experts in the workplace wellbeing industry. We will give you full and exclusive access to our sophisticated extranet to manage every element of the consultancy throughout the 8 stages.

In our shared platform, everyone in your business will have access to gold-standard workplace wellbeing content, including:

1. **Personal and professional wellbeing guides** on topics such as effective stress management, productive difficult conversations, emotional resilience and more.
2. **Management guides** covering topics such as building psychological safety in teams, dealing with burnout in your team, empathetic leadership and more.



## TESTIMONIALS

### PAUL BUCK

MANAGING DIRECTOR, EPIC RISK MANAGEMENT



*Our company is a commercially sustainable and socially driven business. We strive to put people at the very heart of all we do.*

*We made the decision to work with César, and his team at Dharma Centre for Wellbeing, after being introduced through a CEO network. We were determined to further our culture of workplace wellbeing.*

*It is the best decision we made. Our well-being focus ensures we have happy, healthy and connected people who are productive."*

### GERARD O'MAHONY

MANAGING DIRECTOR, PEDIGREE WHOLESAL



*César and his team take the smart approach to delivering cultural wellbeing and cultural transformation. The passion César and his team bring to the table is infectious and has given the team here to courage to embark on the journey towards build a wellbeing culture.*

*Through every step the team have held our hand ensuring we are on track, encouraging us to push ourselves to do more and changing our understand and perspective on Wellbeing and its importance today.*

### MICHEL BROUSSETT

COUNTRY MANAGING DIRECTOR  
UK & IRELAND, L'OREAL



*César combines real business experience and subject matter expertise with an no non-sense approach to workplace wellbeing.*

*Our teams and individuals that have engaged with him highlight that his approach is not a cookie cutter recipe but bespoke, realistic and practical.*

### VIKKI SYLVESTER

CHIEF EXECUTIVE OFFICER, ACACIA TRAINING



*Working with the Dharma team on our wellbeing strategy has been hugely beneficial for our team.*

*We thought we understood wellbeing, however after working with César and the team we now have a much deeper understanding and as a consequence was able to have more of a positive impact with our team, supporting us to be a healthier and happier business.*

## LEADING ACROSS THE GLOBE

### BIOGRAPHY

Soon after earning his degree in International Business Management from universities in the United States and Japan, César lead a successful career in two Fortune 500 companies in the technology & communications industry for 15 years, holding executive leadership positions in various regions across the world.

César is now an adjunct professor at IE Business School, a Corporate Wellness Specialist certified by the Corporate Health and Wellness Association (U.S.A.), and an Executive Life Coach accredited by the European Mentoring and Coaching Council (EMCC), as well as a Senior Educator for the Chopra Center for Wellbeing and Senior Advisor to the Global Centre for Conscious Leadership based in London.



### CESAR GAMIO

WORKPLACE WELLBEING  
CONSULTANT