



Dharma

RETAIN & ATTRACT KEY TALENT

Get your Company
Certified in ISO 45003

DHARMA CENTRE
for WELLBEING

Why certifying in ISO 45003 is essential for your business?

In a recent study, Deloitte reported that 68% of employees say that improving their wellbeing is more important than career advancement. Furthermore, 57% of employees are seriously considering quitting their job for one that better supports wellbeing.

To retain and attract key talent, you need to get workplace wellbeing right.

For the past 75 years, the worldwide federation of national standards bodies, ISO (International Organization for Standardisation), has produced state-of-the-art global standards to ensure the quality, safety, and efficiency of products, services, and systems. ISO has recently published the most advanced standard for workplace wellbeing: ISO 45003.

Employers that take the approach of doing nice things for their employees by offering sporadic wellbeing interventions are not optimising their investments. By embarking on the journey to get your business certified in the prestigious international standard ISO 45003, you will ensure that your investments in workplace wellbeing are optimised for your employee population.

Getting ISO certified will ensure that you incorporate the latest international practices, making your employees feel the full benefits of a best-in-class workplace wellbeing culture.

WHY WORKPLACE WELLBEING MATTERS



— of employees say improving their wellbeing is more important than career advancement



— of employees are seriously considering quitting their job for one that better supports their well-being

SOURCE: DELOITTE

Our ISO 45003 Workplace Wellbeing Framework

We partner with organisations to certify them in ISO 45003 to help them create a best-in-class culture of workplace wellbeing. By taking a comprehensive, strategic and systematic approach, we support clients in achieving 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 for, and obtain, the ISO 45003, as well as domestic and international workplace wellbeing accreditations.

Through a very meticulous and comprehensive certification gap analysis, we will ensure that your business complies with all of the principles stipulated in the global standard. Our work together will set-up your company to attain

certification in the prestigious ISO 45003, as well as surpassing standards of workplace wellbeing accreditation bodies such as Investors in People and Great Place to Work.

We will fully support your business throughout the application and accreditation audit 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 led 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