

In advance of the retreat, all participants will receive a unique workplace wellbeing assessment. The assessment will give participants an idea of where they stand personally in terms of their own wellbeing, along with a general idea of how their organization is doing. Once the assessment is completed, all participants will have a one-on-one call with Danielle Posa, the retreat leader to discuss the participants interest and intention for their participation.

### **What to Expect each day:**

- Each day would have two, two-three hour sessions or about 4-5 hours of content in total. This include lectures, small group interactions, & paired sharing
- Every morning begins with yoga and meditation

### **Day 1: The WHY of Wellbeing**

*This phase focuses on creating a compelling case for why it's imperative to create a wellbeing strategy that is part of the culture of an organization. This "case" addresses the impact on the lives of the employees, business performance, and leadership effectiveness.*

- WHY you need it for yourself
- Why your employees need it
- Why your business needs it
- Undeniable case for wellbeing
- Wellbeing = integrity = performance = empowerment
- How to give permission to be well by "coming out of the wellbeing closet"
- Long term strategy vs. short term program
- Common mistakes that companies make in developing a wellbeing solution or selecting a partner/vendor
- Key Action/Exercise: Executive Wellbeing Excuses

### **Day 2: Well-BEING by example (Improving personal wellbeing)**

*Assuming the group is "bought in" to the importance of wellbeing, we will then create clarity around what wellbeing actually means - the categories of it, according to research. A leader must first understand how to manage his or her own wellbeing in order to set the example for the organization.*

- The contagious impact of your wellbeing as a leader on your organization
- What is wellbeing? understanding the research
  - happiness, mental health, anxiety/depression, mindfulness
  - the framework: wellbeing vs. well-living

- Wellbeing as a matter of integrity (ref: BEING a leader course)
- Admitting you have a problem - getting them to share their stories
- Wellbeing excuses used among leaders\*\*
- What it actually looks like in reality
- Stories of leaders who do it right\*\* and those who don't
- **Key Action/Exercise: Give your employees permission (initial email communication)**

### **Day 3: A Culture of Wellbeing (Improving employee wellbeing)**

*Only after a leader commits to his or her own wellbeing, can he or she authentically build it into the culture. This phase is all about understanding the role an organization plays in the lives of its employees - how to remove cultural barriers to wellbeing, and leverage the cultural barriers in order to maximize it.*

- The Vision (an organization that truly enhances your life)
- The Organizational Framework for Wellbeing
- Supporting the LIFE-work balance perspective
- What almost all organizations do wrong
- Individual wellbeing vs. Cultural influencers of wellbeing
- Role of Workplace Stress
- Cultural barriers: family-work conflict, job insecurity, low job control, high job demands, long/irregular hours
- Cultural drivers: leadership behavior/mindset, education, benefits & policies, programs and tools, manager development,
- **Key Action/Exercise: Review your Workplace Wellbeing assessment results to identify one barrier and one driver to focus on**

### **Day 4: Laying the Groundwork for Wellbeing**

*The last day focuses on providing the leaders with some of the core foundational elements that lay the groundwork for a culture of wellbeing - elements that they can put in place right away. In addition, you will develop strategies that you can take back to your organization that are custom to your needs.*

- Assessing the Current State of wellbeing in your organization through qualitative and quantitative measurement
- Creating a set of written standards and expectations
- Understanding "Wellbeing Communication" - for managers and leaders
- Understanding the importance of Time management for wellbeing
- How to build a "wellbeing education" curriculum for employees, managers and leaders
- **Action/Next Steps: Develop a comprehensive plan for your organization**

