

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Organisational Wellbeing Assessment Guide

Measure, Understand, and Improve Your Culture

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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## Programme Overview

This programme empowers organisations to view employee wellbeing not as a personal burden, but as a vital organisational metric. We will equip you with the tools to assess, understand, and strategically enhance the overall wellbeing of your workforce, fostering a more productive and engaged environment.

### Learning Objectives

- ✓ Understand the multifaceted nature of organisational wellbeing and its direct impact on business outcomes, enabling you to champion its importance at all levels.
- ✓ Learn practical methods for measuring employee wellbeing, equipping you to gather meaningful data that reflects the true health of your organisation.
- ✓ Develop the ability to interpret complex wellbeing data, translating raw numbers into actionable insights for targeted interventions.
- ✓ Acquire skills in designing a holistic and evidence-based wellbeing strategy tailored to your organisation's unique needs and challenges.
- ✓ Gain confidence in building a compelling business case for investing in wellbeing initiatives, demonstrating tangible returns and long-term value.
- ✓ Explore effective communication strategies to embed wellbeing as a core organisational value, ensuring sustained engagement and positive cultural change.


#### WHO SHOULD ATTEND

This programme is designed for HR leaders, C-suite executives, and senior management teams who are committed to fostering a healthier and more productive work environment.

## Programme Content

### 1. Measuring Wellbeing in Your Organisation

This section delves into the critical first step: accurately assessing the wellbeing landscape within your company. We will explore various quantitative and qualitative methods, from anonymous surveys and focus groups to analysing existing HR data. Understanding these diverse approaches allows you to capture a comprehensive picture of your employees' experiences, identifying areas of strength and opportunities for improvement. This data-driven approach moves wellbeing from an abstract concept to a measurable organisational asset.

 **Activity: Small group discussion: Sharing current methods of wellbeing assessment used within your organisations.**


### 2. Key Indicators: Absenteeism, Presenteeism, Attrition, and eNPS

We will dissect the most significant indicators that reflect employee wellbeing: absenteeism, presenteeism (working while unwell and unproductive), employee turnover, and the Employee Net Promoter Score (eNPS). Understanding the nuances of each metric provides a clear lens through which to view the impact of wellbeing on operational efficiency and employee commitment. By tracking these key performance indicators, you can identify trends and the underlying causes of disengagement or stress within your teams.

 **Activity: Case study analysis: Examining how changes in these indicators correlated with specific organisational events or policies.**

### 3. Interpreting Your Wellbeing Data

Gathering data is only the beginning; the true value lies in its interpretation. This segment focuses on transforming raw numbers and feedback into actionable insights. We will cover techniques for identifying patterns, understanding correlations between different metrics, and pinpointing the root causes of wellbeing challenges. Effective data interpretation enables you to move beyond superficial fixes and implement strategies that address the core issues affecting your workforce.

 **Activity: Data interpretation exercise: Participants analyse a sample wellbeing dataset to identify key trends and potential interventions.**

#### 4. Designing a Holistic Wellbeing Strategy

With a clear understanding of your data, we move to crafting a strategic roadmap. This section guides you through the principles of designing a comprehensive wellbeing strategy that addresses physical, mental, emotional, and social aspects of employee health. We will discuss how to set realistic goals, select appropriate interventions, and ensure inclusivity across your diverse workforce. A well-designed strategy is proactive, preventative, and promotes a culture of care and support.

 **Activity: Workshop: Drafting key components of a wellbeing strategy framework for your organisation.**

#### 5. Building the Business Case for Wellbeing Investment

To secure buy-in and resources, you need to articulate the tangible benefits of wellbeing initiatives. This section equips you with the tools to build a robust business case, highlighting the return on investment through reduced healthcare costs, increased productivity, enhanced employee retention, and improved organisational reputation. We will explore how to present compelling data and compelling narratives to stakeholders, demonstrating that investing in wellbeing is a strategic imperative, not just an expense.

 **Activity: Role-playing: Practicing pitching a wellbeing investment proposal to senior leadership.**

#### 6. Embedding Wellbeing into Organisational Culture

Sustaining wellbeing efforts requires more than just programmes; it necessitates embedding these values into the fabric of your organisational culture. This session explores practical ways to foster a supportive environment through leadership commitment, open communication, and integrating wellbeing into policies and daily practices. We will discuss how to champion a culture where seeking support is encouraged and where employee wellbeing is a shared responsibility, leading to lasting positive change.

 **Activity: Brainstorming session: Identifying cultural elements that can be leveraged to support wellbeing initiatives.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct an initial organisational wellbeing assessment using a chosen methodology.	HR Leadership	Week 1	Select a survey tool or data analysis framework aligned with programme learnings.
Analyse initial wellbeing assessment data to identify key trends and priority areas.	HR	Month 1	Focus on identifying correlations between wellbeing indicators and operational metrics.
Form a cross-functional wellbeing committee to guide strategy development.	Manager	Week 2	Ensure diverse representation from different departments and levels.
Draft a preliminary organisational wellbeing strategy document based on data insights.	HR	Month 1	Incorporate short-term and long-term objectives with measurable outcomes.
Develop a compelling business case presentation for wellbeing investment.	HR/Manager	Month 2	Quantify potential ROI and link initiatives to strategic business goals.
Present the wellbeing strategy and investment proposal to the C-suite for approval.	Leadership	Quarter 1	Secure budget allocation and executive sponsorship for implementation.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

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**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224