

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Remote and Hybrid Work Wellbeing Programme

A Complete Mental Health Framework for Distributed Teams

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Hybrid and remote work models are the new standard for many knowledge professionals. Organisations that fail to proactively adapt their wellbeing strategies for these flexible environments risk increased burnout, feelings of disconnection, and higher employee turnover.

Learning Objectives

- ✓ Participants will understand the unique psychological challenges presented by remote and hybrid work environments, enabling them to better navigate these changes and foster personal resilience.
- ✓ Participants will identify the key risks of isolation, digital fatigue, and proximity bias, learning strategies to mitigate their impact on individual wellbeing and team dynamics.
- ✓ Participants will acquire practical, evidence-based self-care techniques tailored for remote work, empowering them to manage stress and maintain optimal mental wellness from home.
- ✓ Participants will learn effective management strategies to support the wellbeing of hybrid and remote teams, fostering a sense of belonging and psychological safety.
- ✓ Participants will explore how organisational policies, tools, and cultural rituals can be redesigned to promote holistic wellbeing in hybrid work settings.
- ✓ Participants will develop a personal action plan to integrate learned wellbeing practices into their daily routines, ensuring sustained mental wellness and productivity.

WHO SHOULD ATTEND

This programme is designed for all employees working in hybrid or remote roles, as well as all managers leading such teams.

Programme Content

1. The Psychological Reality of Remote and Hybrid Work

The shift to remote and hybrid work introduces significant psychological shifts. We will explore how the absence of physical proximity impacts social connection, communication nuances, and the blurring of work-life boundaries. Understanding these fundamental changes is the first step towards building a supportive work environment that acknowledges the unique pressures faced by employees working from home, often within shared family spaces. This section will equip you with insights to recognise these shifts in yourself and your colleagues.

 **Activity: Group discussion: Sharing personal experiences of adapting to remote/hybrid work.**

2. Isolation, Digital Fatigue, and Proximity Bias: The Three Key Risks

This section delves into the three most prevalent challenges in flexible work arrangements: isolation, digital fatigue, and proximity bias. We will examine how reduced informal interactions can lead to feelings of loneliness, how constant virtual communication drains mental energy, and how unconscious favouritism towards those physically present can impact fairness. Understanding these risks is crucial for proactively implementing strategies to foster connection, manage screen time effectively, and ensure equitable opportunities for all team members, regardless of their work location.

 **Activity: Breakout groups: Brainstorming solutions for each risk.**

3. Individual Mental Health Practices for Remote Workers

Maintaining personal wellbeing while working remotely requires intentional effort and specific practices. This module focuses on evidence-based techniques that individuals can implement in their daily lives, considering the Indian context of home environments. We will cover strategies for establishing routines, creating dedicated workspaces, managing digital interruptions, and practicing mindfulness to combat stress and enhance focus. Developing these personal habits is essential for sustained productivity and overall life satisfaction.

 **Activity: Individual reflection: Creating a personal wellbeing routine checklist.**

4. Manager Practices for Hybrid Team Wellbeing

Managers play a pivotal role in shaping the wellbeing of their hybrid and remote teams. This section provides practical guidance on fostering a positive team culture, promoting open communication, and ensuring equitable treatment. We will discuss techniques for effective virtual team building, providing constructive feedback remotely, and recognising signs of distress in team members. Equipping managers with these skills will empower them to create supportive and high-performing teams in a flexible work landscape.

 **Activity: Role-playing: Practicing difficult conversations with remote team members.**

5. Organisational Design for Hybrid Wellbeing: Policies, Tools, and Rituals

Creating a truly supportive hybrid work environment requires systemic changes at the organisational level. This module explores how policies, technological tools, and intentional cultural rituals can be leveraged to enhance employee wellbeing. We will discuss best practices in flexible work policies, recommend tools that facilitate connection and collaboration, and highlight the importance of establishing inclusive team rituals. A thoughtfully designed organisational framework is key to long-term success and employee retention.

 **Activity: Workshop: Designing a new team ritual for hybrid collaboration.**

6. Building a Sustainable Wellbeing Action Plan

The final section focuses on translating learning into sustained action. Participants will be guided to create a personalised action plan, identifying specific steps they will take to implement learned wellbeing practices in their professional and personal lives. This plan will include concrete goals, potential challenges, and strategies for overcoming them, ensuring that the insights gained from this programme lead to lasting positive change. A structured approach is vital for embedding wellbeing into daily routines.

 **Activity: Individual work: Drafting a personal wellbeing action plan.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme benefits and schedule to all employees.	HR/Manager	Week 1	Ensure all employees understand the value proposition and how to register.
Deliver the core training modules to all eligible employees.	HR	Month 1	Track attendance and gather initial feedback post-delivery.
Provide supplementary resources and toolkits for managers.	Manager	Week 2	Equip managers with practical guides for team wellbeing support.
Launch a pulse survey to gauge current wellbeing levels post-programme.	HR	Month 1	Establish a baseline for measuring the programme's impact.
Integrate wellbeing check-ins into regular one-on-one meetings.	HR/Manager	Month 2	Encourage ongoing conversations about mental wellness and support needs.
Review and update organisational policies to better support hybrid work wellbeing.	Leadership	Quarter 1	Formalise policies that promote flexibility, inclusion, and mental health support.

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™.

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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 | [+91 99818 13224](https://wa.me/919981813224) This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.