

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Wellbeing Culture Assessment and Roadmap

Where Are You Today? Where Do You Need to Be?

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Many organizations lack clarity on their current state of mental health culture, hindering effective interventions. This programme offers a structured assessment framework and a phased roadmap to cultivate a thriving and supportive workplace environment.

Learning Objectives

- ✓ Understand the different levels of wellbeing culture maturity, from reactive to strategic, and identify where your organization currently stands. This knowledge is crucial for setting realistic goals and planning effective interventions.
- ✓ Master the application of diverse assessment tools, including culture surveys, leadership audits, policy reviews, and utilization data analysis. This will equip you to gather comprehensive insights into your organization's wellbeing landscape.
- ✓ Develop the skills to pinpoint critical gaps in your current wellbeing initiatives and identify actionable quick wins. This enables immediate impact and builds momentum for larger transformations.
- ✓ Learn to construct a robust 12-month wellbeing strategy tailored to the specific needs and context of Indian organizations. This ensures your efforts are targeted and sustainable.
- ✓ Gain expertise in change management principles essential for driving a successful wellbeing culture transformation. This will help you navigate resistance and foster widespread adoption.
- ✓ Appreciate the nuances of Indian corporate culture and how they influence the implementation of wellbeing initiatives. This contextual understanding is vital for effective and culturally sensitive program design.

WHO SHOULD ATTEND

This programme is designed for Chief Human Resource Officers (CHROs), CEOs, HR teams, and Organizational Development (OD) practitioners seeking to build a proactive and supportive wellbeing culture within their organizations.

Programme Content

1. The Wellbeing Culture Maturity Model: From Reactive to Strategic

This section introduces a five-level model that maps the evolution of an organization's wellbeing culture, starting from a purely reactive approach to a deeply embedded, strategic one. Understanding these stages helps in benchmarking your current practices and charting a clear path for progress. We will explore the characteristics of each level, common pitfalls at lower maturity stages, and the key indicators of a strategically integrated wellbeing culture that enhances overall organizational performance and employee engagement.

 **Activity: Group discussion: Identifying your organization's current maturity level.**

2. Assessment Tools for a Holistic View

Accurate assessment is the cornerstone of effective strategy. This module delves into a variety of tools, including well-designed culture surveys to gauge employee perceptions, leadership audits to assess commitment and role-modeling, policy reviews to identify gaps and alignment, and utilization data analysis to understand the reach and impact of existing resources. We will discuss how to interpret the data from these diverse sources to create a comprehensive picture of your organization's wellbeing ecosystem.

 **Activity: Brief exercise: Evaluating potential assessment tools for your context.**

3. Identifying Priority Gaps and Quick Wins

Once data is collected, the next critical step is discerning where to focus efforts for maximum impact. This section guides you through prioritizing identified gaps based on their potential to affect employee wellbeing and organizational outcomes. We will also explore strategies for identifying and implementing 'quick wins' – initiatives that can yield visible positive results rapidly, thereby building confidence and support for the broader wellbeing agenda.

 **Activity: Brainstorming session: Identifying potential quick wins in your organization.**

4. Building Your 12-Month Wellbeing Strategy

A well-defined strategy is essential for sustained progress. This module focuses on developing a practical, 12-month wellbeing roadmap, integrating insights from the assessment phase and prioritizing key initiatives. We will cover goal setting, resource allocation, stakeholder engagement, and establishing key performance indicators (KPIs) to track success. The session will emphasize creating a strategy that is adaptable and responsive to the unique dynamics of the Indian corporate landscape.

 **Activity: Individual/Team work: Outlining key components of a 12-month strategy.**

5. Change Management for Wellbeing Culture Transformation

Transforming a workplace culture requires effective change management. This section explores evidence-based strategies for driving adoption and embedding wellbeing into the organizational DNA. We will discuss communication plans, leadership advocacy, employee involvement, and addressing potential resistance to change. The goal is to equip you with the skills to foster a lasting shift towards a more supportive and mentally healthy work environment.

 **Activity: Role-playing: Practicing communication strategies for change.**

6. Contextualizing Wellbeing in the Indian Corporate Culture

Understanding the specific cultural nuances of Indian organizations is paramount for successful wellbeing initiatives. This module provides insights into prevalent workplace dynamics, communication styles, hierarchical structures, and societal expectations that can influence the perception and adoption of wellbeing programs. We will discuss how to tailor strategies to resonate effectively within this context, ensuring cultural sensitivity and relevance for maximum impact and employee buy-in.

 **Activity: Case study analysis: Examining successful wellbeing initiatives in Indian organizations.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct initial stakeholder meeting to define programme scope and objectives.	HR/Manager	Week 1	Ensure all key leadership voices are represented to gain buy-in from the outset.
Deploy wellbeing culture assessment tools (surveys, audits).	HR	Month 1	Communicate the purpose and confidentiality of the assessment to encourage honest participation.
Analyze assessment data to identify priority gaps and potential quick wins.	Manager	Week 2	Involve a cross-functional team in the analysis to ensure diverse perspectives.
Develop a draft 12-month wellbeing strategy based on findings.	HR	Month 1	Incorporate feedback from leadership and employee representatives into the draft strategy.
Finalize and communicate the 12-month wellbeing strategy and quick win initiatives.	HR/Manager	Month 2	Clearly articulate the benefits and expected outcomes of the strategy to all employees.
Launch initial quick win initiatives and begin implementing core strategy components.	Leadership	Quarter 1	Monitor the progress of quick wins and gather initial feedback for adjustments.

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 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.