



NAVIGATING UNCERTAINTY:

Ukraine's innovative approaches to employee well-being amid conflict



Safety is paramount

Unless people feel safe, they cannot properly take care of higher-order needs.



Employee resilience in crisis

Investing in employee well-being is essential for maintaining a productive and supportive workplace.



Ukraine's wartime experience

Ukraine has developed unique and effective solutions for employee well-being, including in the workplace.

Wellbeing Company at a glance



70+
international &
local companies

15+
industries

10+
countries

10
products

500 K+
users

151+
crisis cases
resolved

15%
engagement rate
in therapy
among white-collar workers

Cross-disciplinary approach



PROGRAM FOR DEVELOPING SUPPORTIVE LEADERS

HUMAN BIOLOGY



- Establishing a **foundation of healthy habits** for a long and active life
- Developing **healthy sleep habits**
- Learning to maintain a **resourceful state** without harming the body

PSYCHOLOGY



- Developing skills to **reduce workplace stress**
- Developing skills for **healthy stress management and recovery**

SUPPORTIVE COMMUNICATIONS



- **Nonviolent** communication
- Skill of giving **constructive feedback**
- Developing **assertiveness skills**

Notable features and impact of the Program



Burnout prevention for both leaders and their colleagues



Self-diagnosis and self-reflection, help with assessing others. Rebuilding assertiveness/delegation



Variable tools for communicating with employees with different experiences, ages and working in different formats

Program structure



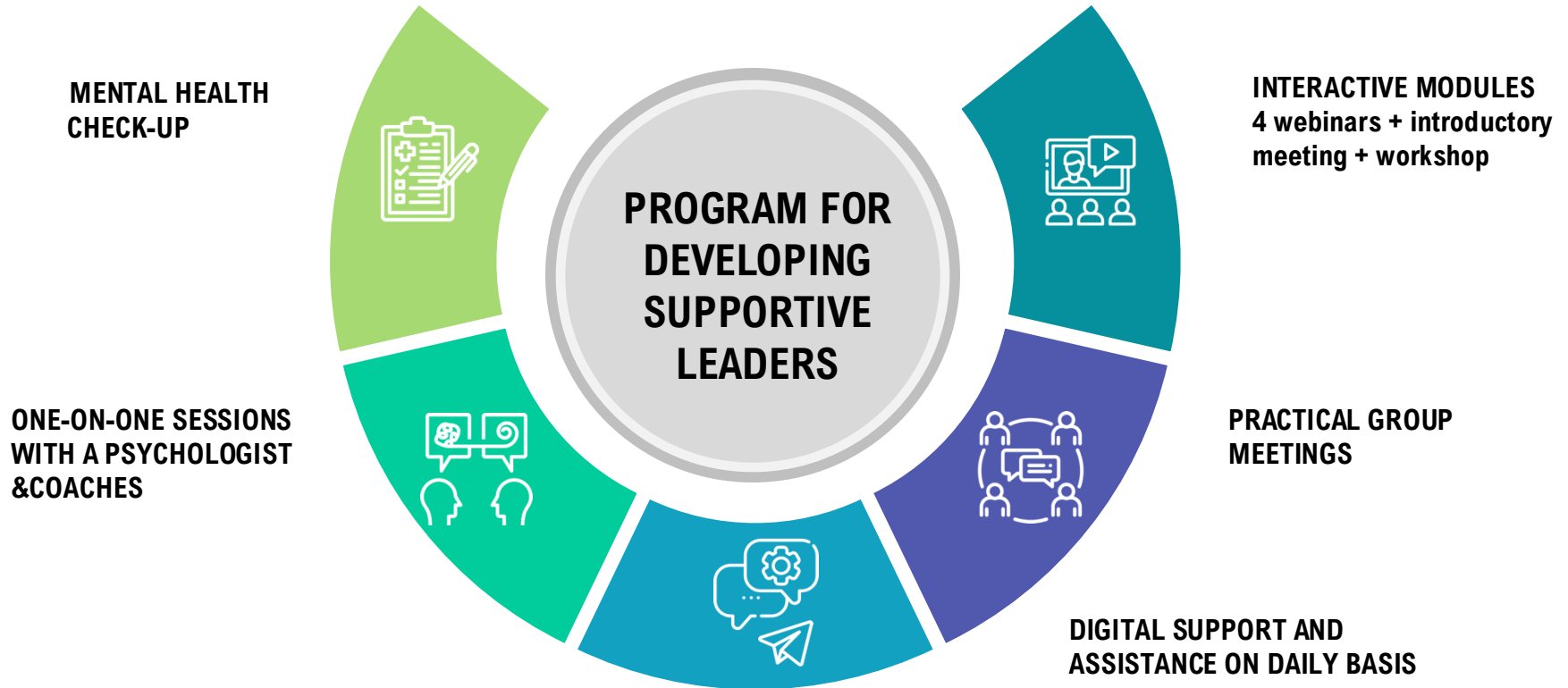
6 weeks

with the utmost respect for the working time



3,5 hours per week

for participation in the interactive module + practice



Program results at the company level

1

Increased employee engagement and loyalty

2

Retention and attraction of top talent

3

Enhanced organizational resilience as a whole

4

Improved involvement and effectiveness of line managers

5

Recommendations for building a culture of supportive leadership

6

Promotion of responsible and inclusive leadership

Program results at the level of line managers

1

Enhanced crisis identification and diagnosis skills

2

Increased employee focus and concentration

3

Development of additional resource sources

4

Improved team communication effectiveness

5

Improved understanding and support for diverse individuals

6

Cultivation of mental anti-fragility



CHALLENGES AND SOLUTIONS FOR PROGRAM ADAPTATION



INVOLVEMENT OF LINE MANAGERS

Solution: Line managers are usually busy people who often perceive training as a waste of time and energy.
Gamification and personalized involvement



ADAPTATION TO THE NEEDS OF THE PARTICIPANTS

Solution: Rigidly structured, the program is complex and may not fully address each participant's unique needs.
Adaptability and flexibility



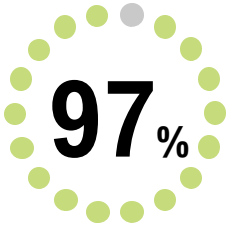
ENSURING LASTING IMPACT

Solution: to integrate new tools into the organization's culture
Reinforcement and practice part of how the team operates

Measuring results after the program

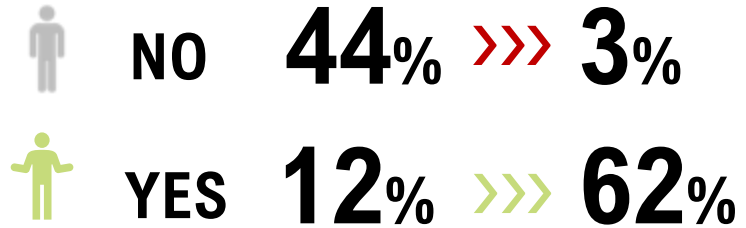


Confirmed ability to recognize the signs of burnout, depression, and PTSD in oneself and others



Mentioned availability of instruments and skills to become a supporting leader

Changed attitude towards self-care to prevent burnout



Revealed ability to help a colleague with burnout symptoms

PROGRAM ADAPTIVITY FOR DIVERSE NEEDS OF INDUSTRIES AND COMPANIES



Hybrid Format

Combines digital platforms with personalized attention. Edutainment format



Expert Support

Online consultations with an ICF-level coach and an internationally renowned psychotherapist



Human-Centered Approach

Engagement through human nature, various roles, community involvement



Engagement Tools

Scoring system, individual support, a check-up system, and useful materials



PARTICIPANTS FEEDBACKS



I gained new knowledge in the field of psychology and an understanding of how to deal with people in stressful situations.



The program is interesting; I especially liked the practical classes, where we analyzed situations and had more live communication.



The program helped me love myself. In my professional life, it has also helped me manage my team more rationally.

Methods of detecting burnout, stress, and stopping acute conditions became new to me. My daughter has been diagnosed with anxiety adaptation disorder. During the crisis period, my knowledge was zero. With the help of psychologists and psychiatrists, I learned how to behave step by step.



GET

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TOUCH