



# TEAM WELL-BEING DURING COVID 19

**PREPARED BY**  
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**WEINCLUSIVE**  
DIVERSITY & INCLUSION ADVISORY

# YOUR CONTEXT & NEEDS

Support your employees during Covid-19

- To start with, many employees enjoyed the benefits of working from home. However, the vast majority of employees find it challenging to delineate work and personal time.
- While evolving in a home/office hybrid environment for several months already, your employees may remain in this new working environment for a long time creating new ergonomics, mental and physical health risks and issues.
- Either on-going planning around kids and other caring responsibilities has increased, or feeling of loneliness has emerged.
- People feel worried about their health and people they care for. Some may feel guilty at turning off.
- People haven't spontaneous opportunities to check-in with each other. They also feel less connected to their larger team. Focusing on work-related interactions, they are missing the informal connections while not always having a chance to embed exercise in their daily routines.

**While you're continuously improving how work is organised and communicated, you need help with some of the personal adjustments that people need to make in how they relate to others and work as they are now working from home for an extended (and unknown) period.**



# WHAT WE OFFER

Support your team

The purpose of these workshops is to equip your employees with tools and techniques to help them look after their mental and physical well-being while working from home during Covid 19.



We propose an initial one-hour workshop followed by optional 30-minute workshops in wellbeing, mindfulness and physiotherapy. We offer you a broad range of themes you choose from to create a bespoke program tailored to your needs.

We suggest to run one workshop every week, so that the participants have enough time to integrate and put into practice the techniques learnt during the sessions.

We will be in touch with them by email in-between sessions, to encourage them to keep practicing and to answer any questions that might arise during that time.

## Introduction

### Introduction workshop

60 min

Questionnaire

Physiotherapy

Spirit

Mindfulness

Physiotherapy  
workshop

Spirit  
workshop

Mindfulness  
workshops

30 min

30 min

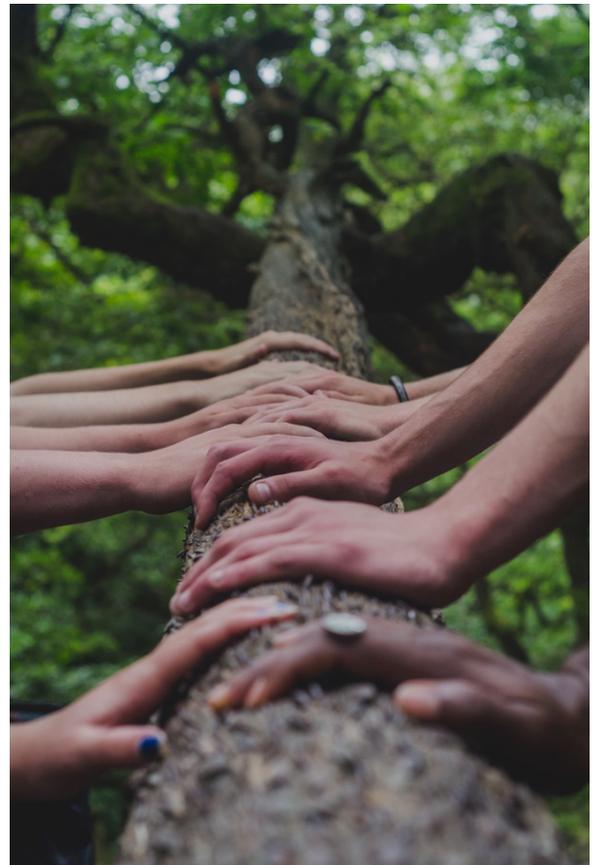
30 min

## Resources

The participants will have access to the recordings of the mindfulness & physiotherapy practices and wellbeing worksheets to continue practicing in-between each session.

## Support

We will ask for their feedback after the workshops in order to better respond to their evolving needs. We will offer contact by email if they have any question.



# BESPOKE PROGRAMS

Tailored to your employees' needs & organisational context

## Introduction

### Workshop (1 hour)

#### Goals:

- To get to know each other's working from home experiences, increase a circle of trust & improve social cohesion.
- To define more specifically the needs in terms of mental and physical well-being (in small groups).
- To share best practice: what do you already do that helps you? (in small groups)
- To introduce mindfulness meditation and wellbeing tools as resources to reduce stress levels, increase self-awareness, bring energy and improve focus.



### Mindfulness

#### Example of mindfulness workshop (30 min):

The benefits of relaxation to reduce stress levels

Guided Practice: Progressive muscle relaxation or body scan.

#### Themes for mindfulness:

- How to use the breath to reduce anxiety levels and settle the mind and the body
- The importance of the mindful pause to check in with oneself and recharge
- Mindful with screens and technology
- Mindful conversations
- Lifting your spirit with joy and gratitude practices for the workplace
- Mindfulness of emotions

### Spirit

#### Example of spirit workshop (30 min):

Team bonding activity in small or large groups to equip the team with cohesion tools.

Guided conversation about embracing a growth mindset in small groups.

#### Themes for spirit:

- How to identify your control zone to navigate uncertainty?
- How to respond to change?
- What's on your plate?

### Physiotherapy

#### Example of physiotherapy workshop (30 min):

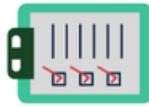
Participate in a Pilates based exercise program, aimed at strengthening areas commonly fatigued in desk workers.

#### Themes for physiotherapy:

- Learn some simple exercises that you can do to reduce injury risks at your work station and how you can embed this practice in your daily routine.
- Learn and practice exercises (10-min work out) to reduce risks & improve your health.

# SNAPSHOT

INTRO  
WORKSHOP  
1H



Your team's  
needs



## TEAM WELL-BEING PROGRAM

### WEEKLY 30 MIN - WORKSHOPS

Every Monday from 4 pm to 4:30 pm:

- Week 1: Mind
- Week 2: Body
- Week 3: Spirit
- Week 4: Mind
- Week 5: Body
- Week 6: Spirit



Support



Access to  
resources



Feedback

#### Mindfulness workshop (30 min):

- The benefits of relaxation to reduce stress levels
- How to use the breath to reduce anxiety
- The importance of the mindful pause to check in with oneself and recharge

#### Spirit workshop (30 min):

- How to identify your control zone to navigate uncertainty?
- How to respond to change?

**Body workshop (30 min):** Participate in a Pilates-based exercise program, aimed at strengthening areas commonly fatigued in desk workers.

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CONTACT

WEINCLUSIVE

# TESTIMONIAL

What our clients say

## Feedback

"I just want to thank you on behalf of the Medicines Development team formally on behalf of the MDGH staff for your fantastic mindfulness sessions over the past few months. There is no doubt that you have helped us get through the COVID lock-down. But more than that, you have helped to change our general approach to well-being and what we prioritise personally and as a company."

"Your sessions really brought the wider team together (especially helpful to include people from Africa so easily and others who would not normally work together). It made a big difference to people's energy levels and aches and pains from sitting at the computer all day, and I know some people have been doing the exercises regularly."

"We all really appreciated your knowledge and explanation of the impact and importance of each exercise (thank you for that, knowing you were teaching a 'Zoom' full of scientists!) You were the perfect physio for us!"

"I want to thank you for pulling this whole program together. I really appreciate how you've pitched this whole program at the right level for our staff, especially respecting their need for an evidence-base or theory as a context for the sessions. They all love to learn something new. I find this is something that is often missing in training and development 'off the shelf'. I understand the effort required to tailor programs, so thank you very much for that – you really hit the spot!"



### Contact:

Janine Pickering, Head of HR

### Company:

Medicines Development for Global Health

Medicines Development for Global Health (MDGH) is an independent biopharmaceutical company dedicated to the development of affordable medicines and vaccines for the people who need them most. MDGH is a not-for-profit company that uses all funds in excess of running costs to develop medicines and vaccines that address important unmet medical needs but may have limited commercial opportunities.

### Dates:

Client since August 2020



## WHO WE ARE

Emilie Perrot, WeInclusive founder



In 2018, Emilie founded WeInclusive, an inclusion & innovation consultancy whose aim is to create an inclusive future where everyone thrives.

She helps organisations and individuals embrace diversity to increase their performance.

WeInclusive services encompass a range of areas: executive mentoring, change management consulting and leadership development facilitation. More recently, Emilie became executive coach at the Australian School of Applied Management and innovation consultant at Melbourne University.

Before setting up as an executive leadership consultant, she had a 15+ year career in senior leadership roles in the transport industry in Australia and overseas.

She has led large teams of 250+ employees and completed \$150-million complex transformation programs impacting up to 22 000 employees when working for major public & private transport organisations such as Yarra Trams, Metro Trains Melbourne, Eurostar and SNCF, French Railway company.

Emilie has a Master Degree in Business Administration. Member of the Australian Institute of Company Directors, she was Non-Executive Director of the Public Transport Ombudsman Board between 2016 & 2018.



Passionate about social inclusion, she is Board member of WIRE, a not for profit offering free support, referral and information for all Victorian women, non-binary and gender-diverse people. She is also a volunteer mentor with Fitted For Work, a Not-For-Profit organisation which supports women who experience disadvantage.

## WHO WE ARE

Emmanuelle Dal Pra, meditation teacher



Emmanuelle is a registered meditation teacher living in Melbourne with her family. She is originally from the south of France and has lived in Australia since 2002, after spending some time in Berlin and London.

After completing a Masters in Organisational and Social Psychology, she worked as an organisational development manager for British Telecom, and practiced yoga and meditation to help her manage the fast pace and pressure of the corporate world. After six years, she decided to follow her growing a passion for natural medicine and healing, and moved to Sydney to study naturopathy.

During this time, she enrolled in a beginner course at the Buddhist Institute in Newtown. There, she learnt techniques that were both simple and powerful, and they stayed with her for many years.

In 2013, as she was about to start her naturopathy practice, she experienced health issues that stopped her in her tracks. It took her a few years and a team of dedicated health professionals to help her get better. During that challenging time, she turned to meditation for self-healing support and these deeply restorative practices inspired her to learn more about meditation.

In 2017, she completed a meditation teacher training with the Australian Centre for Holistic Studies (ACHS). This training gave her the motivation to establish and maintain a regular and consistent meditation practice and she started to harness the benefits. She found herself feeling happier and more contented, she could move on from places where she felt stuck, seek new avenues for her creativity, and respond more wisely to the ups and downs of life. This course motivated her to start a meditation group at home with her local community in 2018.

During this training, she also fell in love with the work of Jack Kornfield, an American clinical psychologist and Buddhist meditation teacher who brought mindfulness to the West in the 1970s.

Emmanuelle is currently enrolled in the two-years worldwide Mindfulness Meditation Teacher Certification Programme that Jack has developed with his friend and colleague Tara Brach. She is honoured to be part of a growing body of meditation teachers serving society's needs for inner well-being and helping to create a more peaceful, mindful world in harmony with our natural environment.

## WHO WE ARE

Lindy Francou, physiotherapist



My name is Lindy Francou and I am a physiotherapist with over 20 years of experience treating a wide range of musculoskeletal conditions, working in the public and private sectors in England, France and Australia.

As well as working as a physiotherapist, I am also a qualified Clinical Pilates instructor and currently work in both General Private Practice and Women's Health Clinics.

Although I use manual treatment techniques to treat my patients, I strongly believe the most beneficial aspect of my treatment is the education I provide to patients, allowing them to better understand their condition and empowering them to manage it autonomously.

Since the pandemic started, with many more people working from home, I have seen a significant increase in the number of patients complaining of musculoskeletal pain, particularly in the upper back, neck and shoulders. Physiotherapists have a crucial role in providing ergonomic advice and providing strengthening programs to reduce fatigue and injury risk in the workplace.

Outside of work I am passionate about children's involvement in sport for its physical, mental and social benefits and I have roles in coaching junior girls' netball and coordinating girls' soccer teams in my local community.

