



Ashie Singh

Ashie has served in various Human Resource Leadership roles over the last 23 years, across Africa and the Middle East, with her distinctive excellence in organisational culture and development.

She is a transformational coach and a wellness & happiness Practitioner since 1998.

HR solutions enlivened by organizational connectedness and interdependencies.



INTER-BEING

HR SOLUTIONS

EMAIL

ashie@ibhrs.co.za

CONTACT NUMBER

0629108597

BBBEE Level 1 contributor | 100% Black Female owned

Thrive through Organizational Connectedness



ASHIE SINGH
FOUNDER



INTER-BEING
HR SOLUTIONS

EFFICIENCY CONNECTION

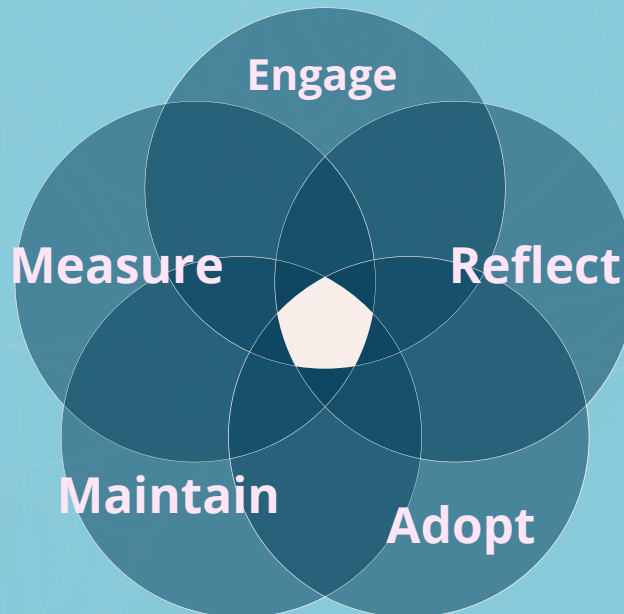
**Team | Individual | Organizational
Wellness**

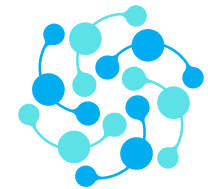
Workplace wellness programs motivate employees to change behaviours. The dynamic connection between the individual, teams and the organization results in organizational efficiency.

ORGANIZATION

TEAM

INDIVIDUAL





INTER-BEING
HR SOLUTIONS

Individual Wellness



Are employees experiencing feelings that they are not able to overcome? Example: anxiety, uncertainty, exhaustion, fear, demotivation. Are they holding onto situations and circumstances that are outside of their control? Are they questioning the value that they are adding in their role and as a team member?

They need **Personal Bounce Back Strategies** that improve self-esteem, personal confidence, increase in physical and mental energy levels. They need a personal check in on passions and purpose. They need the motivation and the courage to implement incremental personal changes that transform habits into more self-empowering behaviours.

Without the bounce back strategy, such an employee may not be in a position to contribute optimally in his/ her role or as an effective team member.



Team Wellness

Are teams experiencing underlying tension? Are there any weak links in the team? Are they still figuring out how to synchronize and work as a team? Could they benefit from adopting team norms, understanding the team purpose, working on communication styles, understanding how they engage in conflict.

The team needs **Cohesion & Efficiency Strategies** that enable them to embrace difference and make both visible and invisible diversity a team advantage vs. it being a set-back. When teams are well and team members have a sense of connection and belonging to each other, they raise conflict from a place of care, integrity and respect. They implement team engagement changes that transform team-based habits into behaviours for team efficiency.

Without the Cohesion & Efficiency Strategies, teams remain in perpetual conflict with minimal energy available for achieving team based productivity and performance targets.

Workplace wellness programs, not only affects the productivity output of team members, but it makes them feel good in all areas of life—including work.

Organizational Wellness



Is the organization's bottom line at risk due to instability in employee and team wellness levels? Is the organization's growth plan dependant on having effective teams take it forward? Is the organization experiencing a disconnect between the strategic objectives and the ability to deliver on these through individuals and teams? Is your organization recovering from the volatility and the uncertainty created by the COVID pandemic? Is the organization looking for ways to reintegrate and re-engage employees into the workplace (hybrid, remote or on-site) post COVID?

The organization needs **Efficiency Connection Strategies** that connect individual, teams and other stakeholders to the organizational purpose and intent. It's time to go back to the basics of employee engagement and effective communication built on a foundation of your organizational values and the human values of care, respect and integrity. Adopting new organizational habits transform into an organizational culture that serves the purpose and intent of the organization, building a culture driven by both people and performance.

The Efficiency Connection, delivers on customized programs to energize employees into a space of unleashed dynamism, resilience and mental wellbeing, whilst fostering cohesive high performing teams and improving business performance.

40% of human wellbeing is influenced by our thoughts, perceptions and beliefs resulting in habituated behaviours. Transformation within organizations begin with changing wellness habits.

*Developing a wellness habit can take considerable effort, with estimates ranging "anywhere from 18 to 254 days for a person to form a new habit and an average of 66 days for a new behavior to become automatic".
(Phillippa Lally - health psychology researcher at University College London)*



THE PROCESS

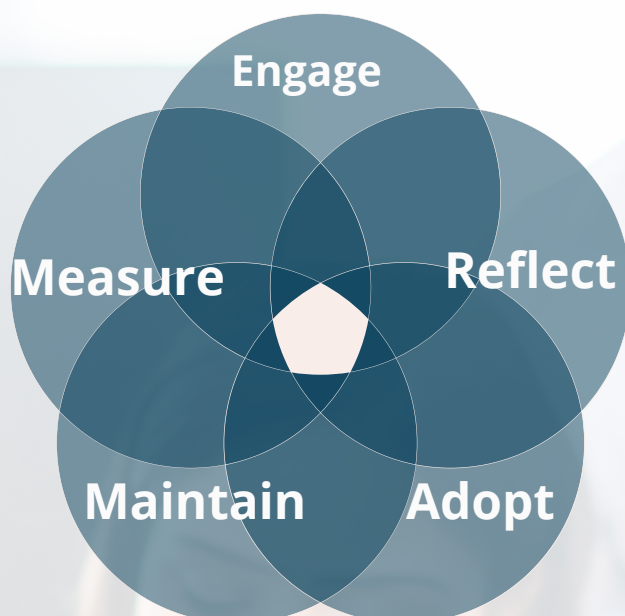
Facilitated conversations
and group learning



Individual and
Group Application



Pulse Checks



E. R. A. M. M

Engage, Reflect, Adopt, Maintain, Measure is applied in either individual, team or organizational wellness processes

Programs and sessions are customised according to what the organization requires. Key components of employee and team engagement sessions include:

- Facilitation of conversations & learning sessions around habits & behaviours that support & hinder
- Demonstration and experience of techniques that are enable habit & behavioural changes
- Daily practise techniques that continue to embed new habits & behaviours
- Develop team, individual and or organizational action plans for transformation
- Regular check-in's & measure of progress and impact

UNIQUE

Modules are designed to engage participants holistically. The program principles connect the dynamic interaction between heart, mind, body and self - bringing the full authentic human into the workplace. It connects an individual, team and organizational purpose.

CUSTOMISE TO MEET YOUR NEED

1. Program duration and contents are tailored to your specific need and can range from 2 hours to a 12- month journey.
2. The delivery could be online or onsite or you may opt for an exclusively designed off- site team experience at relaxing and tranquil locations.
3. Sessions may be aimed to groups of up to 25 participants per workshop, work team sessions, and leadership team sessions.
4. Learnings may be enhanced with personalised, individual coaching sessions