



alrafah
Employee support
programs and services

Training Proposal

ENABLING WELLBEING AND RESILIENCE IN THE WORKPLACE

Prepared By

Al-Rafah Employee Support
programs and services.



Registration questionnaire

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ABOUT PROGRAM

The "Enabling Wellbeing and Resilience in the Workplace" training aims to provide practical techniques to support mental and emotional health, build resilience, and improve work performance. By the end of the program, participants will be better prepared to handle stress, recover from setbacks, and contribute to a positive, high-performing work environment.



WHO ARE WE?

We wholeheartedly believe that the foundation of any successful investment lies in one of the most valuable assets: people.

We are specialized in transforming workplaces into healthier and happier environments. This involves fostering positive leadership and engaging employees, which not only boosts productivity but also enriches your company's culture. Effective communication is at the heart of our approach, empowering teams to thrive and collaborate seamlessly. Discover how we can help you build a thriving workplace that invests in its people!

OUR VISION

To create workplaces where employees and companies thrive together, promoting a culture of health, growth, and harmony.

WE BELIEVE

People bring ideas to life, drive innovation, and foster collaboration. When you invest in talent, you're not just investing in numbers; you're investing in potential, creativity, and a brighter future.



We Assess

The current state of the institution.



We Follow-Up

Monitor progress to ensure the training is effective.



We Evaluate

Conduct a follow-up evaluation to measure improvements and make further recommendations.



We Train

Provide tailored training to address identified gaps and improve skills.





SERVICES



Blended Training

A combination of online and in-person training sessions tailored to your needs.



Executive Coaching

Personalized coaching sessions designed to enhance leadership and management skills.



Master Class in Health & Wellness

Advanced training on holistic wellness practices to improve employee well-being.



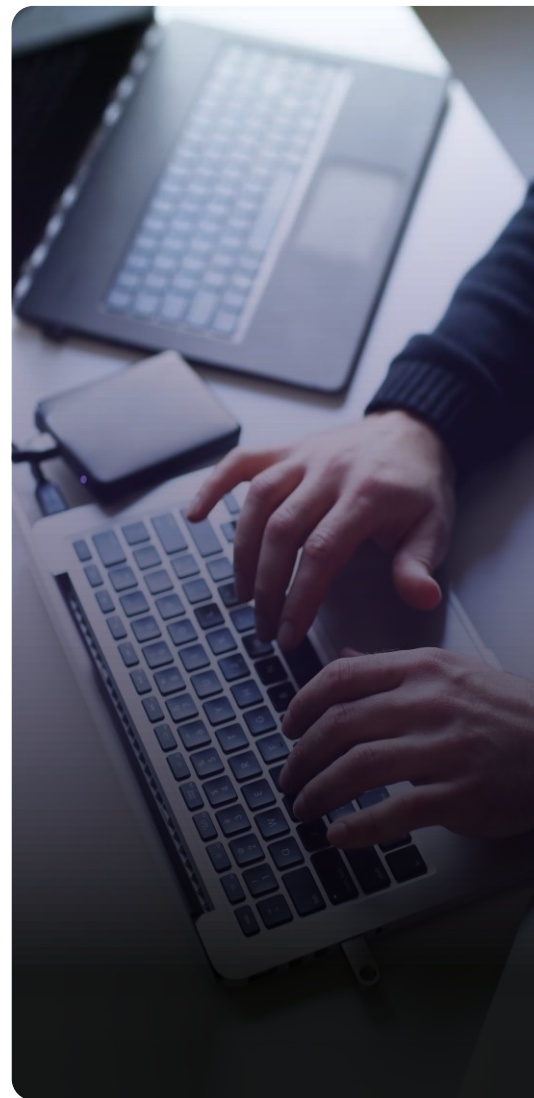
One-on-One Coaching Sessions

Individual coaching to focus on personal development and stress management.



Employee Assistance Programs

Support systems for employees to help them deal with work-related challenges.



STATISTICS

58%



Many employees feel that they do not receive enough appreciation for the effort and dedication they show at work.

75%



Of employees believe that the stress they experience in the workplace affects their mental health.

52 %



of organizations do not provide any mental health coverage

82%



of organizations do not allocate any budget to treat mental problems

19%



of employees diagnosed with a mental health problem seek professional treatment

36 %



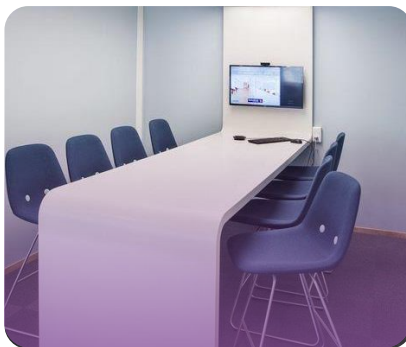
of employees experience at least one type of workplace bullying.

78%



of organizations do not conduct any type of mental health survey





WORKPLACE WELLBEING

Equip your people with personalized, practical tools scientifically proven to improve wellbeing and reduce distress

INVESTING IN MENTAL HEALTH AND WELLBEING LEADS TO INDIVIDUAL AND BUSINESS OUTCOMES



Drives performance and innovation



Improves client and team relationships



Attracts and retains key talent



Build leader and manager capability



Delivers ROI up to 6:1



Promotes feelings of trust and safety



Equips staff to deal with change



Creates an engaged workforce



SOLUTIONS

DID YOU KNOW

2/3



of your people are

**STRUGGLING
TO COPE ?**

01

Measurement

Gain insights into the wellens health and wellbeing of your people through our scientific evaluation

02

COACHING AND MENTORING CORPORATE TRAINING

Build the wellbeing of your people through our group based training programs including coaching Plan for wellbeing Foundations and ongoing Masterclasses. Each of our programs introduces participants to practical, proven tools tailored to their psychological profile

03

EVALUATION

Drive sustainable behaviour change and improvements in enable wellbeing through implementing a tailored strategy to embed wellbeing in your business for lasting results



THE GOAL OF TRAINING



Introduction

Today's fast-paced work environment, maintaining wellbeing and resilience is crucial for both employees and organizations. With increasing demands, tight deadlines, and constant challenges, it's essential to equip employees with the tools and strategies to manage stress, adapt to change, and thrive.



Outcomes

By the end of the program, participants will be better prepared to handle stress, recover from setbacks, and contribute to a positive, high-performing work environment. The goal is to foster a workforce that can bounce back from challenges and maintain high levels of performance, even in difficult circumstances.



Training Overview

The "Enabling Wellbeing and Resilience in the Workplace" training aims to provide practical techniques to support mental and emotional health, build resilience, and improve work performance. This program focuses on equipping employees with the resources they need to stay mentally and emotionally healthy while navigating workplace challenges.



Long-Term Benefits

Investing in wellbeing and resilience enhances employee satisfaction and boosts organizational performance, creating a sustainable and resilient workforce. A workforce equipped with these skills is more likely to remain engaged, productive, and adaptable, driving long-term success for the organization.

TRAINING PROGRAM MODELS

Empower Employees to Thrive in the Face of Change

Equip employees with resilience and adaptability skills to navigate and excel in dynamic environments

Promoting Employee Wellness

Foster a culture of wellness by addressing physical, mental, and emotional health in the workplace

Personal Growth and Professional Development (PPD)

Empower employees to achieve their potential through tailored growth and development opportunities

The Happiness Experiment

Explore practical strategies to cultivate happiness and well-being in personal and professional life

Wellbeing Education

Educate employees on the principles and practices of holistic well-being

PERMA

Introduce the PERMA model to enhance positive emotions, engagement, relationships, meaning, and achievement at work

Employee Assistance Program (EAP)

Provide employees with resources and support to manage personal and professional challenges effectively

Employee Satisfaction Survey (eNPS)

Measure employee satisfaction and loyalty to inform strategies for workplace improvement

Lifestyle Changing

Inspire sustainable lifestyle changes that enhance overall health and productivity

Women's Health

Address and promote awareness of women's health issues to support well-being and inclusivity



OUR EXPERTS

We believe that resilient teams and healthy workplaces are the foundation of lasting success

Our experts bring experience in organizational development and change management, helping leaders and organizations adapt, grow, and thrive.

Through practical tools and deep insight, they support cultures of well-being, agility, and sustainable performance

Organizational Wellness Program

Program Name	Description	Includes	Ideal For
Organizational Wellness Program	Designed to build a workplace culture that supports employee well-being across all levels	<ul style="list-style-type: none"> • Introductory wellness awareness session • Mental well-being & stress management workshops • Group wellness activities (online or on-site) • Wellness toolkit (printable + digital) • Ongoing support & follow-up resources 	Ideal for teams seeking to promote balance, focus, and engagement
Leadership Resilience Program	Focused on enabling leaders to navigate pressure, lead with awareness, and build resilient teams	<ul style="list-style-type: none"> • Workshop: Leading with Resilience in Uncertain Times • Coaching session: Adaptive Leadership Skills • Resilience self-assessment for leaders • Toolkit: Resilient Leadership Framework • Reflection & feedback exercises 	Best suited for managers, HR leaders, and executives
AEP – Agile Employee Program	A structured learning path to empower employees with tools to adapt, grow, and thrive	<ul style="list-style-type: none"> • Series of micro-learning videos (3–5 mins each) • Interactive assignments & weekly challenges • Personal development plan (customizable) • Certificate of completion • Optional progress tracking for HR 	Great for remote teams and hybrid work environments

Custom Options

All programs are customizable based on organizational needs, size, and industry

CONTACT US

Contact us to discuss how we can help you
with your workplace wellbeing strategy



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SOCIAL MEDIA



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