

The Workplace Wellness P.O.W.E.R. Framework™

A Strategic Framework for Retention, Resilience & Results

Transforming Wellbeing Into Measurable Business Advantage

The Workplace Wellness P.O.W.E.R. Framework™ is a business/corporate wellbeing strategy that helps organisations retain, empower, and re-engage their female workforce, turning wellbeing from a tick-box initiative into a strategic advantage.

This is **not** another “wellness initiative.”

It's a **structured system** that aligns health, leadership, and performance. Building a thriving culture that supports women, strengthens leadership, and delivers measurable ROI.

Who It's For:

This framework is designed for forward-thinking organisations that:

- Value their people as their greatest asset.
- Are seeking measurable improvements in wellbeing, retention, and performance.
- Aspire to achieve B-Corp certification or strengthen their social impact credentials.
- Recognise the need to better support female employees, especially during midlife transitions (perimenopause, menopause, or leadership evolution).
- Want to transform wellbeing from a “tick-box exercise” to a strategic advantage.

Key Workplace Challenges Your Female Employees Face:

- Burnout rates are 38% higher among women in leadership positions
- Menopause-related symptoms affect 84% of working women aged 45-55
- Decreased confidence and voice in strategic decision-making
- Work-life integration struggles during major life transitions
- Limited career advancement opportunities aligned with changing personal priorities
- Inadequate support for hormonal and wellness challenges impacting performance
- Feeling undervalued despite significant contributions and experience

The Success

- Value people as their greatest asset
- Measurable improvements in wellbeing, retention, and performance
- Aspire to achieve or strengthen B-Corp certification
- Supported female employees through midlife transitions better
- Transitioned from “wellbeing awareness” to wellbeing accountability

The Outcome

Organisations that implement the Workplace Wellness P.O.W.E.R.™ Framework:

- Increase retention and engagement among senior female leaders.
- Enhance productivity, focus, and innovation through a thriving wellbeing culture.
- Meet B-Corp’s “Workers” and “Community” pillars with a structured approach.
- Reduce absenteeism, presenteeism, apathy and burnout.
- Build a culture of empathy, performance, and sustainability.

**When female employees thrive,
your organisation does too.**

The result?

Empowered employees bring energy, creativity and loyalty, igniting a culture of success that uplifts performance and the bottom line.

Implementation Partnership

Your organisation doesn't need another Wellbeing provider; it needs a strategic partner who understands business, leadership, and women. That's Joanne.

With over 25 years in corporate leadership, business strategy, and transformation, Joanne has lived the pressure that HR and senior teams face.



She knows what it's like to juggle KPIs, deadlines, and people, and how easily wellbeing gets buried under business goals.

Joanne is a Certified Menopause Wellness Practitioner and Business Strategist, blending wellbeing expertise with corporate experience to deliver measurable outcomes.

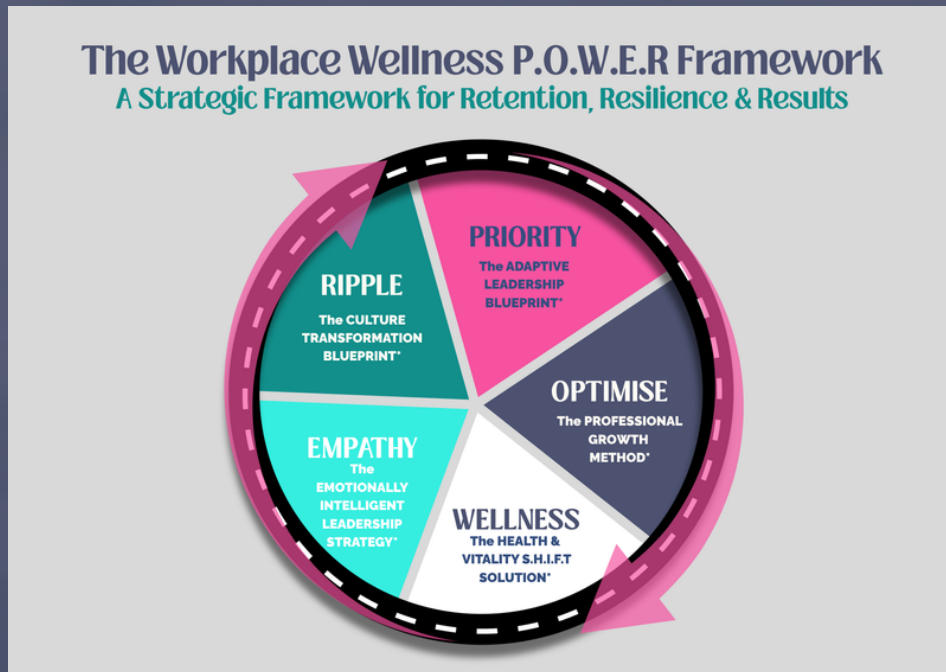
Her approach is holistic yet strategic, combining coaching, mentoring and wellbeing science to help organisations move from:

- ✗ Burnout → Balance
- ✗ Attrition → Retention
- ✗ Tick-box wellbeing → Tangible impact

Joanne guides businesses to integrate wellbeing into performance culture, empowering HR leaders to demonstrate results at board level while creating workplaces where women truly thrive.

The Solution: The Workplace Wellness P.O.W.E.R. Framework™

A five-pillar system that transforms wellbeing into performance.



P – Priority: The Adaptive Leadership Blueprint™

Turns wellbeing from background noise into a board-level priority.

- Embeds wellbeing metrics into leadership KPIs
- Builds resilience and confidence in senior leaders
- Aligns culture with performance outcomes

Outcome: Wellbeing becomes measurable, accountable, and strategic.

O – Optimise: The Professional Growth Method™

Equips leaders and teams to nurture wellbeing from the inside out.

- Enables leaders to recognise early signs of stress and disengagement
- Builds wellbeing conversations into leadership development
- Encourages authentic communication and emotional safety

Outcome: Women flourish within a culture that prioritises health, connection, and long-term success.

W – Wellness: The Health & Vitality S.H.I.F.T. Solution™

Addresses the physical and emotional factors behind performance.

- Menopause and hormonal health strategies
- Stress management and sustainable energy practices
- Nutritional and cognitive wellbeing support

Outcome: Lower absenteeism, higher focus, and energised performance.

E – Empathy: The Emotionally Intelligent Leadership Strategy™

Develops empathetic leadership as a measurable skill.

- Enhances communication and trust
- Builds inclusive and psychologically safe cultures
- Supports leaders to manage people, not just processes

Outcome: Engagement rises and teams thrive.

R – Ripple: The Culture Transformation Blueprint™

Sustains wellbeing as part of your organisation's DNA.

- Aligns wellbeing with business and community impact
- Embeds long-term accountability and mentorship
- Creates lasting culture change and B-Corp alignment

Outcome: A workplace where wellbeing drives reputation, retention, and results

Why It Works

- Translates wellbeing into business language that boards understand
- Connects empathy with measurable ROI
- Integrates with existing HR, ESG strategies and JEDI requirements
- Supports B-Corp “Workers” and “Community” pillars
- Shifts culture from burnout to balance, attrition to attraction.

Delivery Options:

- On-site workshops and leadership wellbeing training
- Virtual or hybrid coaching programs
- Integration with HR frameworks and KPIs

Expected Organisational Outcomes

Short-Term (8–12 weeks):

- Improved engagement and morale among female staff
- Reduced stress-related absence
- Greater productivity and focus

Long-Term (6–12 months):

- Higher retention and promotion rates among women
- Stronger leadership pipeline
- Measurable ROI through reduced turnover and recruitment costs
- Enhanced brand reputation as a champion of female wellbeing

Implementation Roadmap

Phase 1 – Discovery: Assess wellbeing culture, leadership alignment, and B-Corp readiness.

Phase 2 – Activation: Deliver training and launch employee programmes.

Phase 3 – Monitoring: Track progress, adapt strategies, and report outcomes.

Phase 4 – Sustainability: Embed cultural change through accountability and mentorship.

The Cost of Inaction

Without a structured wellbeing strategy:

- Female leaders continue to burn out or leave quietly.
- HR or Line Managers remain reactive instead of strategic.
- Absence, turnover, and recruitment costs increase.
- Your business misses B-Corp points under “Worker Wellbeing” and “Equity & Inclusion.”
- Employee trust declines, and culture stagnates.

Doing nothing costs more than implementing change.

Studies show and highlight:

- Reductions in sickness absence by 20–30%.
- Retention improvements among female employees.
- Leadership empathy training results in improved engagement scores.

Investment Justification

The cost of losing experienced female talent far exceeds the investment in comprehensive wellbeing support. Organisations that proactively address the unique challenges facing women in transition see immediate improvements in engagement, productivity, and retention rates.

Consider the cost of inaction: Continued turnover, decreased morale, lost institutional knowledge, recruitment expenses, and training investments for replacement staff.

Let's Partner

Make wellbeing a measurable business advantage.

Together, let's build a workplace where women and culture truly thrive.

Book a Discovery Session: tidycal.com/joannepagett/30-minute-meeting

Email: joanne@joannepagett.co.uk

Website: www.joannepagett.co.uk

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