

Elevating Workplace Wellness

The Imperative Shift Toward Holistic Wellness

By Surinder Kullar, FCIPD, Leadership & Transformation Coach



Moving beyond traditional approaches to managing mental health and wellness in the workplace has never been more imperative. It is crucial to raise awareness and educate employees on the potential for self-healing through holistic wellness programs.

In today's fast-paced work environment, pressures from deadlines, key projects, targets and personal challenges can culminate in a recipe for stress, breakdown and burnout. Unfortunately, a prevailing taboo exists around acknowledging when things become overwhelming and seeking support. Too often, individuals soldier on, facing significant impacts on their health.

While many organizations offer standard healthcare plans and employee assistance programs (EAP), it is time to explore less traditional, inward-focused means to promote balance. The journey toward achieving coherence between heart and mind, through consistent practice, is essential. Neglecting employee well-being can have significant financial repercussions for organizations. Korn Ferry [reports](#) that mental health issues result in 200 million lost workdays annually, costing employers between \$17 and \$44 billion.

Introducing tools and techniques addressing mental health and wellness challenges is mutually beneficial for employees and organizations alike. Educating staff on diverse breathing techniques, achieving heart coherence, shifting stagnant energies and reprogramming the mind to attain peace and harmony are increasingly becoming necessities rather than luxuries. While the adoption of these practices may be novel and meet some resistance, research by [HeartMath](#) and [Dr. Bruce Lipton](#) provides compelling evidence that our thoughts and feelings have the power to transform our biology and restore our health. The famous quote by Buddha “What we think, we become” rings truer than ever and is now substantiated by scientific research.

As the world undergoes a transformative period, organizations must proactively rethink their perceptions of mental health and wellness, recognizing the potential value of nontraditional approaches. Reflecting on recent years, there is a growing emphasis on vital aspects such as diversity, inclusion and mental health and wellness. These considerations signify global shifts and the emergence of a new consciousness on our planet.

We find ourselves in a transitory period, witnessing a rise in the feminine that leans towards stability, inner balance, and heightened awareness of what truly serves us. The global consciousness is shifting, and organizations risk falling behind if they fail to embrace this new way of being. Consequently, CEOs and leadership teams bear the responsibility to lead by example, becoming advocates for change and transformation.

An organization that embodies unity and fosters a deep connection with its employees' well-being may not only experience increased engagement but also cultivate a more authentic and harmonious workforce.



The emphasis on holistic wellness, balance and inclusivity underscores stability and awareness as pillars of the evolving organizational culture.

Viewing holistic wellness means recognizing the individual as an interconnected whole—encompassing heart, mind, body and soul. When any of these aspects suffer, it reflects an inner turmoil that can be healed with awareness, knowledge and the application of simple yet transformative tools and techniques. Science has repeatedly shown that individuals can regulate themselves back to health through such holistic practices.

In August 2022, at a seven-day advanced retreat led by Dr. Joe Dispenza, I witnessed the remarkable healing capacities of the human body and mind. Several individuals harnessed the power of directed thoughts, heart connection and conscious breathwork to heal themselves. Among them was a 28-year-old man who had been bound to a wheelchair for many years. Through the application of these holistic techniques, he was able to [stand and walk](#), showcasing the profound potential within each individual for self-healing.

This extraordinary example underscores the importance of embracing a holistic approach to wellness, where the interconnectedness of

heart, mind, body, and soul is acknowledged and nurtured. By adopting such practices, we not only facilitate individual healing but also contribute to the collective well-being and advancement of holistic health knowledge.

Humans have a natural propensity to resist the unknown, making the introduction of novel concepts and practices within an organization a delicate endeavor. To mitigate this, organizations might consider adopting a phased approach, beginning with a subtle shift in the internal language and terminology used. By incorporating terms such as "heart," "mind," "breathwork," and "consciousness" more frequently in daily discourse, these concepts gradually become part of the organizational vernacular, making their eventual introduction feel less foreign.

A key strategy for ensuring the successful integration of holistic practices is to have CEOs and leadership teams embrace these concepts firsthand. When the leadership exemplifies these practices, it fosters an environment conducive to acceptance and adaptation throughout all layers of the organization. The top-down approach serves as a catalyst, allowing the principles of holistic wellness to filter through seamlessly, thereby laying a solid foundation for a more conscious and balanced organizational culture.

This phased and leadership-driven approach not only mitigates resistance but also fosters a sense of unity and shared purpose within the organization. It demonstrates a commitment to employee well-being and reflects a progressive stance on incorporating holistic wellness, thereby contributing to a healthier, more harmonious, and future-ready workplace.

