

# Learning with Leaders

The 7 Pillars of Wellbeing  
Enabling Change to Transform  
Ourselves and Others

**Delivered and hosted by**



**Building successful charities for over  
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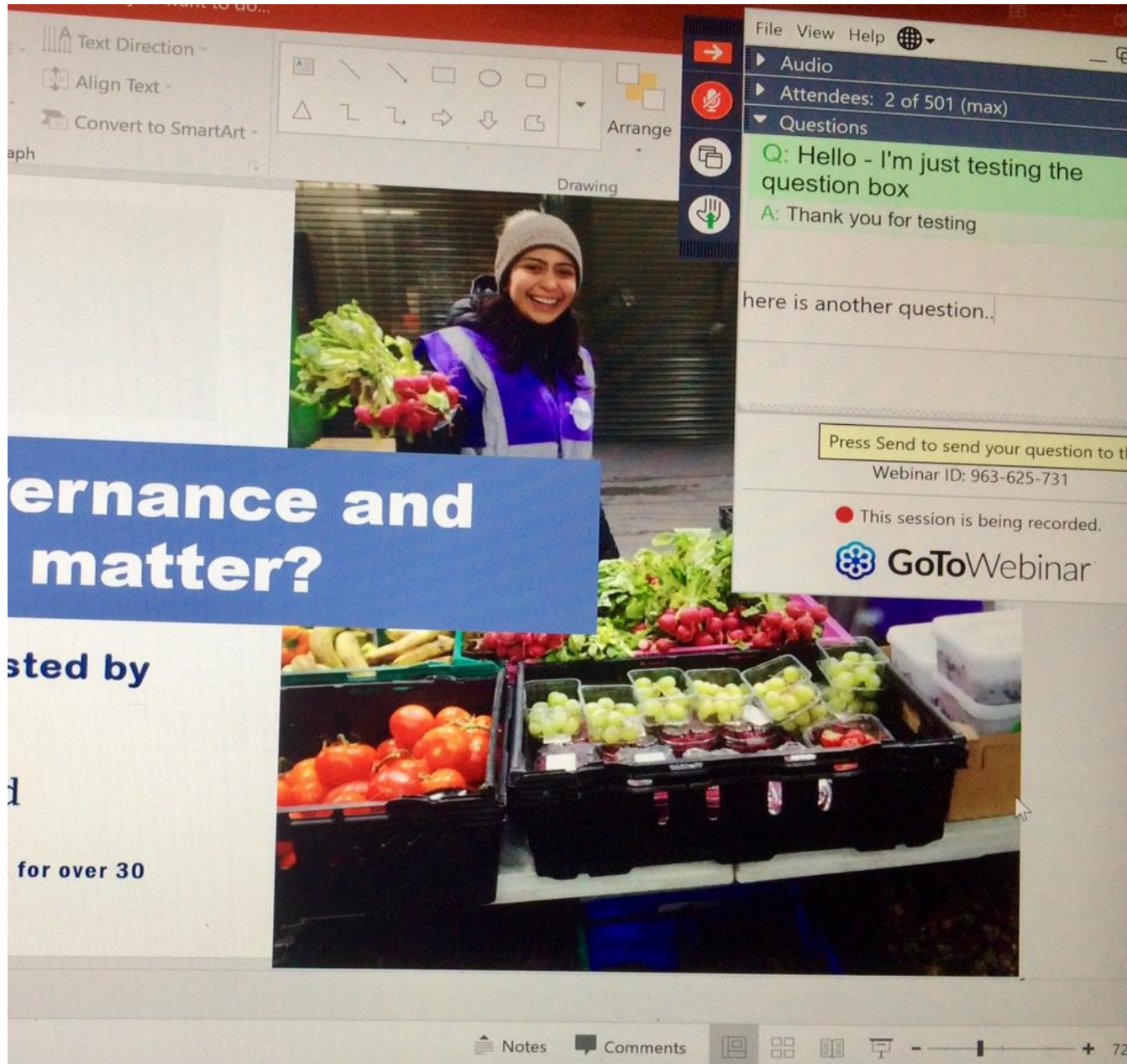


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## For charities

- Management Consultancy for charities
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This is a webinar where you can see and hear the presenters but we can't see or hear you.

There will be time at the end of the webinar for questions. Please post them in the Questions section.

We will send out recording, slides, and any other useful information the day after the event





The **7** Pillars  
of **wellbeing**

Enabling Change to Transform  
Ourselves and Others



# Who Am I?

- Co-founder and COO of Affinity, London and NYC
- 25 Years of global executive roles in the brand and marketing space
- Degrees in Political Science, Spanish with 4 Years of Opera
- Had a song in the top 100 pop charts
- Founder of [newyorkcity.com](http://newyorkcity.com) ([chris@nyc.com](mailto:chris@nyc.com))
- Tá Gaeilge Agam
- Certified Personal Trainer (NASM CPT)





# Who Am I?

- Mix of left and right brain thinker
- Believer in the integration of mind, body, and spirit
- Focused on a better normal, not simply a new or next one
- Adherent of airline instructions





# Exercise #1

Circuit training –

“a series of exercises that an individual performs one after another with minimal rest”





# Focus #1

What is the expected ROI?

What is the realistic investment required to create change?

What are the barriers to the impact of change desired?





# What I'd Like to Do Today

- Talk about the challenge of health and personal/professional wellbeing
- Share a practical and human framework for driving individual and organizational wellbeing
- Exercise how we all think about wellbeing and emerging leadership responsibilities within our organizations and society





# New Normal?

“It is increasingly clear our era will be defined by a fundamental schism: the period before COVID-19 and the new normal that will emerge in the post-viral era: the “next normal.” In this unprecedented new reality, we will witness a dramatic restructuring of the economic and social order in which business and society have traditionally operated.”

- McKinsey, March 23<sup>rd</sup>, 2020





## New Normal?

“This past year has been filled with so much uncertainty and unfamiliarity. Nothing that we are doing today or have lived through in the last year is normal.”

- Dr. Jennifer Ashton, NY Times, April 16<sup>th</sup>, 2021

“Languishing is a sense of stagnation and emptiness. It feels as if you’re muddling through your days, looking at your life through a foggy windshield. And it might be the dominant emotion of 2021. Languishing is the neglected middle child of mental health. It’s the void between depression and flourishing — the absence of wellbeing.”

- Adam Grant, NY Times, May 5<sup>th</sup>, 2021





# An Absence of Wellbeing

- The shift to remote work has made us more siloed
- 75% of employees have experienced or are experiencing stress-related burnout
- Symptoms of anxiety and depression increased by 208% in 2020
- The shift to remote work has made us more sedentary - 66% of the US population is overweight; businesses spent \$575 billion to treat sick workers in 2019, pre-COVID
- Let's not forget about climate change



# Management Consulting?

- Resolve, Resilience, Return, Reimagination, and Reform.
- Reevaluate What Will Create Value. Realign the Leadership Team. Redesign for the Future.
- Expect change and look ahead. Understand broader social shifts. Scrutinize granular, high-frequency data. Identify your own revealed weaknesses. Study regions further ahead in the crisis. Scan for maverick activity. Look at which new patterns reduce friction. Maintain hope and a growth orientation.



# Exercise #2

Balance –

“an even distribution of weight enabling someone or something to remain upright and steady”





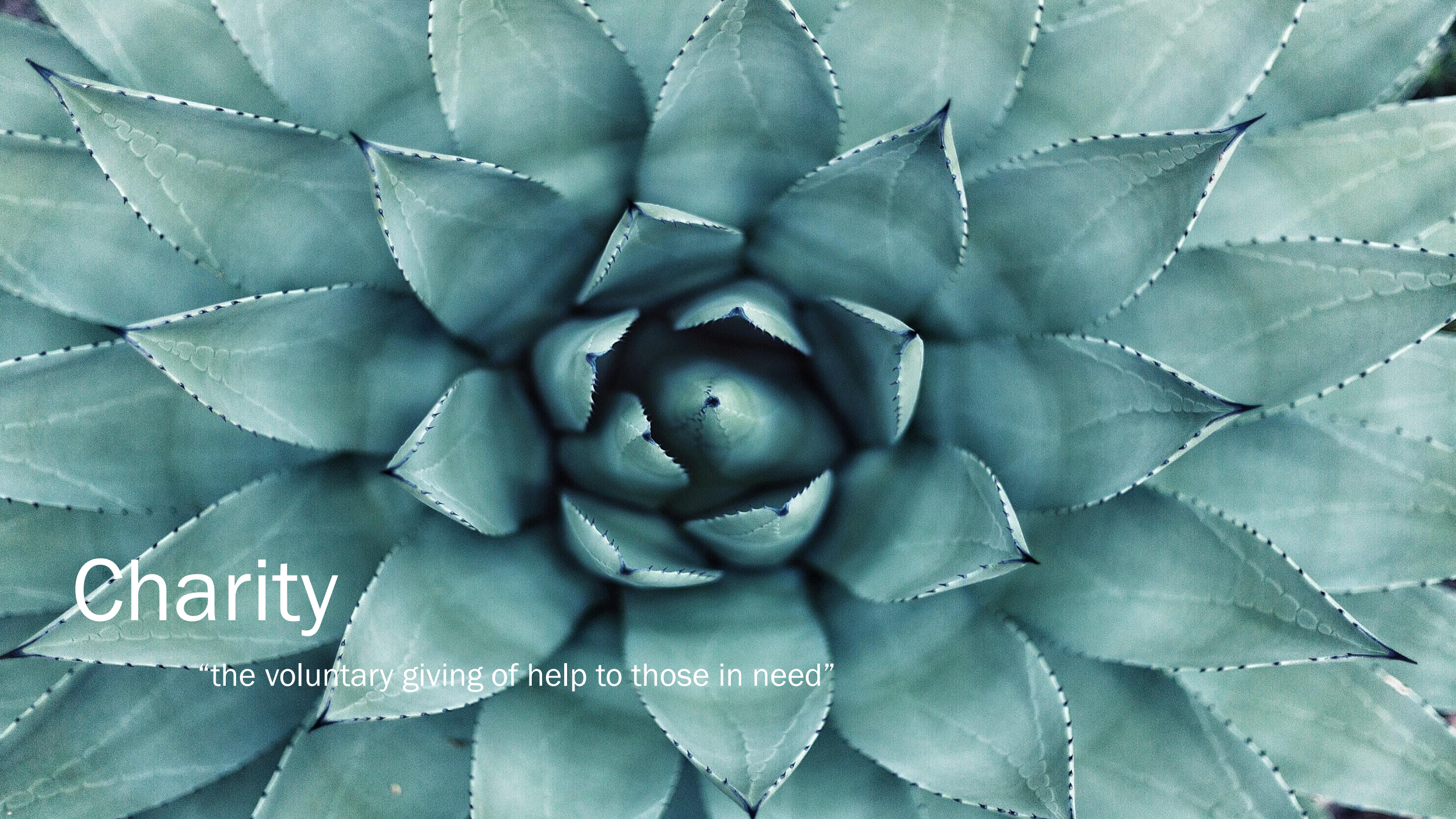
## Focus #2

How do we as humans react when we are not balanced?

What is the impact of a continued state of uncertainty?

How can we best help others when we are also in need?





# Charity

“the voluntary giving of help to those in need”





# We Are All Those in Need

- Build resilience (and resistance)
- Embody empathy
- Mandate creativity
- Understand our limits and make smart choices
- Celebrate courage (not confidence)
- Think holistically – mind, body, spirit



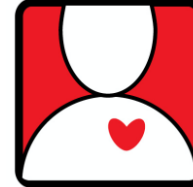
# The 7 Pillars of Wellbeing

Social Wellbeing



Relationships  
Communication  
Collaboration

Emotional Wellbeing



Mental health  
Help  
Emotional literacy

Spiritual Wellbeing



Mission  
Values  
Inspiration

Environmental Wellbeing



Future  
Change  
Sacrifice

Occupational Wellbeing



Focus  
Productive  
Challenged

Intellectual Wellbeing



Curiosity  
Potential  
Legacy

Physical Wellbeing



Mind/Body  
Empowered  
Humanity



# The Process

- Define
- Assess
- Prepare
- Act
- Maintain



# Step 1: Define Wellbeing

- What do we mean by wellbeing?
- What are our professional obligations as it relates to wellbeing?
- What are our cultural and societal obligations as it relates to wellbeing?
- What are the new responsibilities of leadership as it relates to the wellbeing of our people and organizations?
- What do we need to change in ourselves to improve the wellbeing of others? In other words, how do we become better leaders?



## Step 2: Assess Wellbeing State

- How are we? Really.
- What are the risks to ourselves, our jobs, our charities based on this?
- Where do we need to prioritize?
- Where do we need outside help?



# Step 3: Prepare

- What are our goals?
- What are the exercises we will complete?
- What does success look like? How do we celebrate success?
- What is our pace?
- What are our limits?

## Step 4: Act

- What does engagement look like?
- How do we measure productivity?
- How do we make sure that everyone is included?
- How do we inspire others to commit to change?



# Step 5: Maintain

- How do we prevent relapse?
- How do we better anticipate challenges?
- How do we shake things up?
- How do we structure risk?



# Exercise 3

Social wellbeing



Emotional wellbeing



Spiritual wellbeing



Environmental wellbeing



Occupational wellbeing



Intellectual wellbeing



Physical wellbeing







# Questions

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**Thank you**

**Chris O'Rourke**

**Please complete the post  
webinar feedback**





***We're here to help.***



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