



Wellbeing Innovations

BY VASSIA MANIKA



Building Sustainable Project Wellbeing: A European Framework for Action

Measurable Results, Stakeholder Engagement,
and Systemic Impact

Vassia Manika
— WELLBEING INNOVATOR —



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At Wellbeing Innovations, we understand that the well-being of your employees is the cornerstone of every business success.

As a boutique provider of wellbeing education and consulting services, we create and deliver **personalized, innovative strategies** that focus on the human being.

Our goal is to help individuals and organizations achieve their best possible **mental, physical, cognitive, and emotional state**.

The Butterfly: Symbol of Transformation

Like the butterfly that emerges from its cocoon and blooms into a beautiful creature, Wellbeing Innovations helps you transform your workplace.

Wellbeing is not just the absence of disease, but the achievement of a balance that allows you to thrive in all aspects of your life.

WELLBEING INNOVATIONS | Empowering you to thrive.

Vassia Manika
Founder & CEO





Vassia Manika
WELLBEING INNOVATOR

Vassia is a highly experienced **Wellbeing & Performance Coach** with over **20 years of experience as a Clinical Dietitian-Nutritionist**. Proven ability to design and deliver impactful workshops that promote stress management, work-life balance, and overall well-being. Leverages diverse skills in coaching, mindfulness, and communication to empower individuals and organizations to thrive.

Key Skills

- **Stress Management & Mindfulness:** Utilizes mBIT® and NLP techniques to equip participants with tools to manage stress and cultivate focus.
- **Work-Life Balance:** Guides individuals to achieve optimal work-life integration through effective time management and goal setting.
- **Communication & Coaching:** Facilitates interactive workshops that leverage strong communication skills and coaching expertise to promote personal growth.
- **Wellbeing Program Development:** Creates and delivers innovative wellbeing intervention programs customized to client needs.

Professional Affiliations

- International NLP Trainers Association (INLPTA)
- European Mentoring & Coaching Council (EMCC) (Board Member - 6 years)
- International Coaching Federation (ICF)
- International Positive Psychology Association (IPPA) (Research Team Member)

Additional Information

- Speaker's Performance Coach for TEDxKids@Ilissos
- Proud member of the Hellenic Dietetic Association (HDA) and the Women's Committee of the Athens Chamber of Tradesmen.

Corporate Experience



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Δημιουργεί Επαγγελματίες!

Ideal STANDARD

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ORIFLAME
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Agenda

- 01 Global Trends & Europe
Defining Corporate & PM Wellbeing
- 02 Measurable Results | The power of evidence
- 03 Building a Wellbeing Ecosystem
- 04 PMs Wellbeing & How-tos
- 05 Key Takeaways

Global Trends

Top Priorities for Companies for the Next Five Years



2022-2023 Global Wellbeing Survey -
AON

Global Trends

Top Priorities for Companies for the Next Five Years by Region

	North America	Latin America	Europe and the UK	Asia Pacific	Africa and the Middle East
1	Attracting or retaining talent	Employee wellbeing (i.e., an employee's overall, physical, emotional, social, career, and financial health)	Attracting or retaining talent	Attracting or retaining talent	Employee wellbeing (i.e., an employee's overall, physical, emotional, social, career, and financial health)
2	Employee wellbeing (i.e., an employee's overall, physical, emotional, social, career, and financial health)	Attracting or retaining talent	Employee wellbeing (i.e., an employee's overall, physical, emotional, social, career, and financial health)	Profits and financial margins (i.e., control costs and efficiencies)	Attracting or retaining talent
3	Innovation of product and / or services	Innovation of product and / or services	Profits and financial margins (i.e., control costs and efficiencies)	Employee wellbeing (i.e., an employee's overall, physical, emotional, social, career, and financial health)	Diversity, Equity, and Inclusion (DE&I)



What is Corporate Wellbeing?

What is PMs Wellbeing?

Why are we talking about PMs Wellbeing as a hot investment?



Productivity

- 12% increase in productivity (Gallup, 2022)
- €2.500 annual earnings per employee (Deloitte)
- 10% productivity increase in Greek companies with flexible hours (ΣΕΒ, 2023)



Presence

- 27% disease reduction in companies with mindfulness programs (University of Massachusetts)
- €3.600 annual cost savings per employee from reduced absenteeism (Harvard Business Review)



Loyalty

- 80% of employees in companies with wellbeing programs feel engaged (Aon Hewitt)
- 65% reduction in churn in companies with wellbeing programs (Workforce Trends, 2023)
- 40% attrition reduction in startups with programs coaching & mentoring (Endeavor Greece, 2022)



Mental Health

- 70% stress reduction in employees (Harvard Business Review, 2021)
- 50% burnout reduction in employees with mindfulness programs (Athens University, 2022)
- €1.200 annual cost savings per employee from reduction of mental health issues (World Health Organization)



Employer Branding

- 75% of millennials prefer companies with wellbeing programs (Cone Communications)
- 10% increase in competitiveness in attracting talent (PwC)

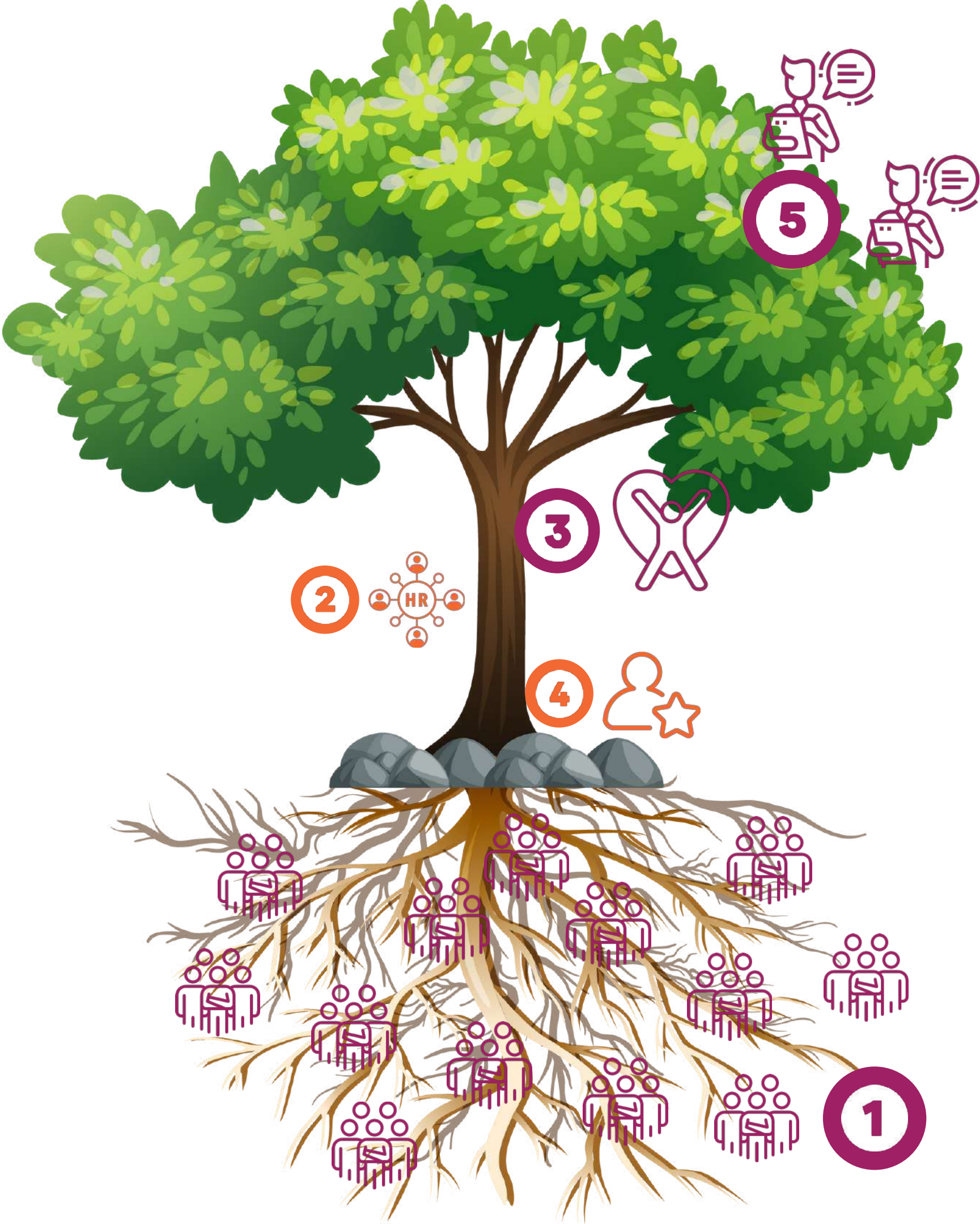
Sustainable Workplace



Building a Wellbeing Ecosystem



- 1** Employees
- 2** HR
- 3** Internal Wellbeing Ambassador
- 4** Leadership
- 5** External Wellbeing Consultants





TOP 10 PM SOFT SKILLS

- 01 Communication
- 02 Emotional Intelligence
- 03 Time Management
- 04 Creativity
- 05 Critical Thinking
- 06 Adaptability
- 07 Teamwork
- 08 Negotiation
- 09 Conflict Resolution
- 10 Decision Making

Wellbeing & PMs Soft Skills



Clarity & Conciseness
Active Listening
EQ

Communication



Prioritization
Focus and
Concentration

**Time
Management**



Stress Management
Self-Awareness
Empathy
Social Skills

**Emotional
Intelligence**



Problem-Solving
Open-Mindedness
Risk-Taking

Creativity



Collaboration
Conflict Resolution
Team Morale

Teamwork

Happiness in PM



PM

PM Team

Project

Happiness in PM



PM



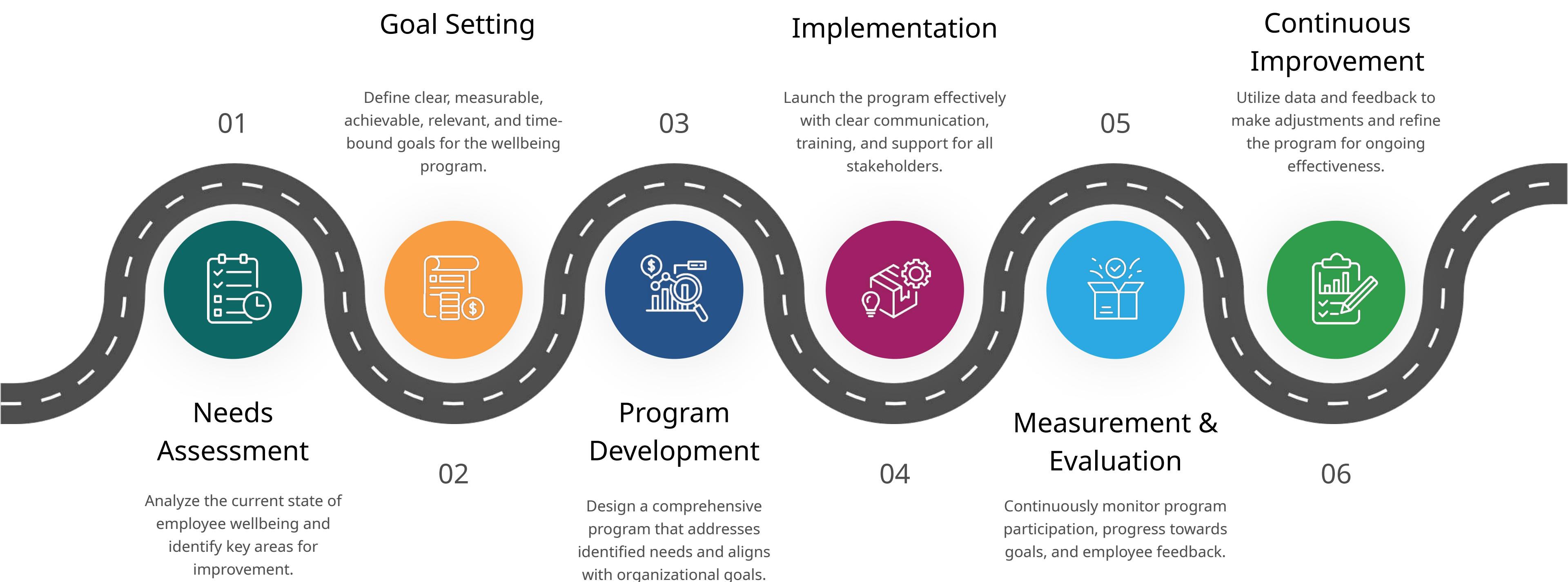
- Cooperation and Trust
- Personal Development
- Celebrating Successes
- Stress Management
- Encouraging Innovation

PM Team



- Cooperation in a common goal
- Mutual respect
- Flexible hours
- Training and Development

A Multi-Dimensional Framework for Sustainable Wellbeing

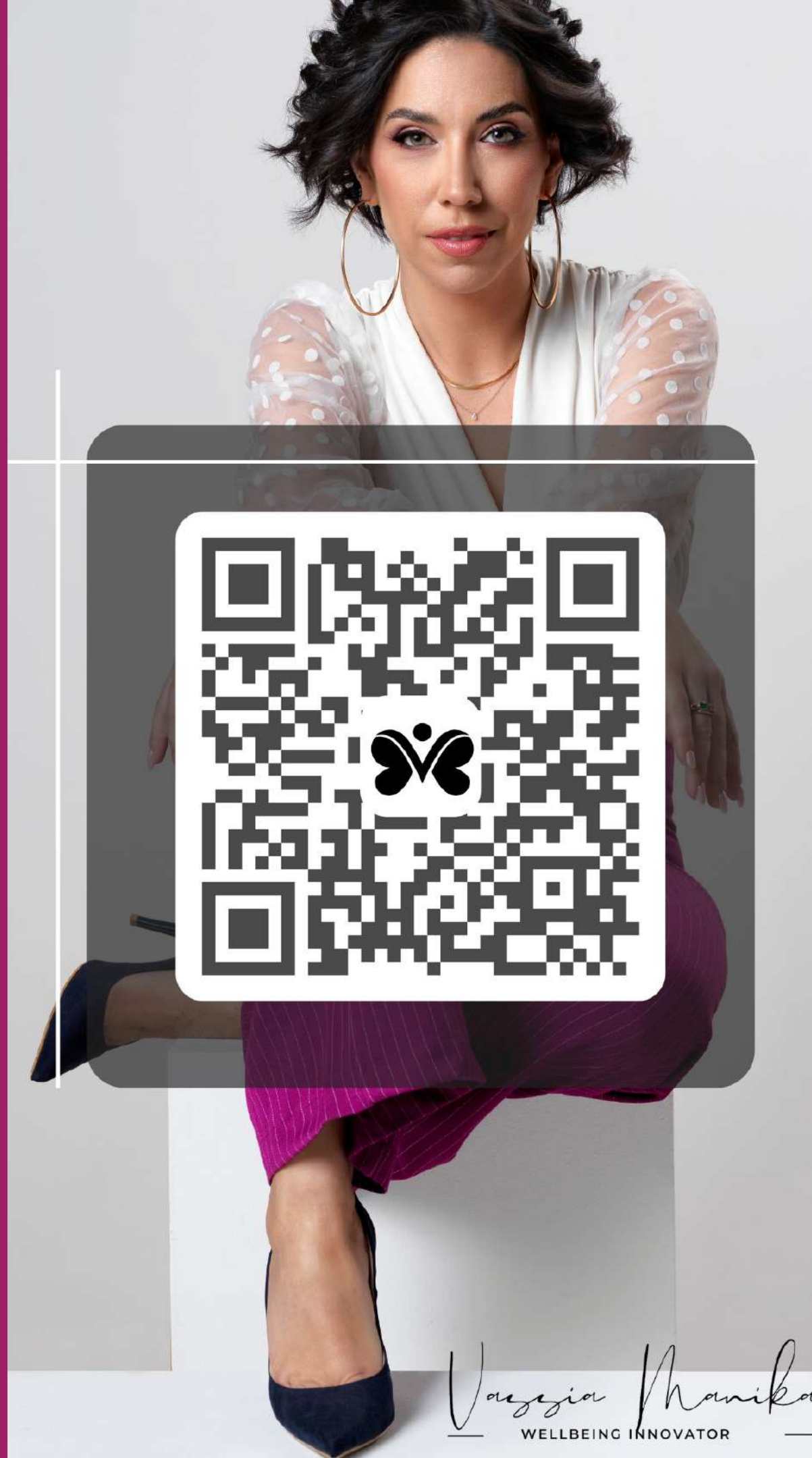




**BUILDING A THRIVING
WELLBEING EUROPE**



Thank You



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