

WORKPLACE WELLNESS
CASE STUDY

MINDOLOGY

EMPOWERING YOUR MINDSET

prmaconsulting®

To enable faster patient access to therapies that improve health outcomes

prmaconsulting®

PRMA Consulting is the go-to consulting partner, using insight-based strategic consultancy and transformative digital applications to deliver smarter market access solutions.

Our vision is to enable faster patient access to therapies that improve health outcomes.

With over 100 employees spread across the UK, Greece, USA, we are delighted to open our first Asia-Pacific office in Singapore. It is an important step towards realizing improved market access for pharmaceutical and biotechnology manufacturers with an interest in the Asia-Pacific region, and we are leading a number of exciting and ground-breaking projects in the region.



MINDOLOGY

Mindology is an innovative corporate wellness and empowerment platform. With online workshops, programs and our app, we help to calm and empower your mindset. The program takes meditation and mindfulness to the next level , combing e-coaching and therapy based techniques such as self-hypnosis and guided visualisation.

Our mission is to create a platform to help others find their Inner Calm and Inner Strength through brain based coaching and neuroscience based techniques. Our innovative and practical approach has seen her collaborate and work with an eclectic mix of leading corporate clients and lifestyle brands.

**CLAIRE ARISTIDES**

FOUNDER
MINDOLOGY.APP

Claire is the founder of the Mindology App, an innovative digital wellness platform, that cares about the mindset of the individual, through wellbeing and mindfulness fundamentals.

Combining e-learning, coaching and scientific-based tools to upskill the individual to best manage the stresses of the work environment.

Claire combines her corporate experience and first-hand experience running corporate wellness coaching and workshops.



CLAIRE ARISTIDES



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**CHRISTINA LAWRENCE**

HEAD OF PEOPLE
PRMA CONSULTING

With over 16 years' experience in HR Business Partnering and Talent Acquisition, within professional services, engineering, and most recently within pharmaceutical consulting, I bring a positive and a solution orientated mindset.

My core expertise is shaping People Strategy and Internal Recruitment. As PRMA Consulting's Mental Health First Aider, I am a champion of employee health and wellbeing, and normalizing conversations around mental health.



CHRISTINA LAWRENCE



CLAWRENCE@PRMACONSULTING.COM

PRMA Consulting is a rapidly expanding global consultancy operating in the UK, Greece, US, and now Singapore. Acquiring and retaining talent in this niche area is paramount. Mindology had developed wellness initiatives for the company in late 2019. To support staff through the sudden change and disruption caused by the COVID-19 pandemic, PRMA Consulting asked Mindology to build on these initiatives to develop a virtual corporate wellness and empowered mindset program that would be available to all PRMA Consulting employees globally.

Aims:

- Support employees through the stress and upheaval caused by COVID-19
- Maintain and support morale for all PRMA Consulting staff
- Provide practical sessions for staff covering different themes to calm and empower mindset
- Deliver a solution as quickly as possible
- Complement PRMA Consulting's core values of work-life balance and working collaboratively

A wellness initiative was developed to support PRMA Consulting's six core values.

Collaboration:

Our work cannot be done in isolation. We know that the most progress is made and good things happen when we work collaboratively with one another and with our clients.

Pioneering:

We thrive on pushing the boundaries of the work we do, whether with clients or internally, through research, insights, and an entrepreneurial ethos at all levels.

Leadership:

Being a leader in our field enables us to put our clients ahead of their competition. Leading well guides and facilitates our people to be the best they can, and deliver the best they can.

Excellence:

Our reputation is built on our pursuit of outstanding and exceptional quality. Whether delivering work for clients or colleagues, we aim to get it right first time, all the time.

Respect:

Each colleague has a unique contribution to bring. We harness the full capabilities, thinking, and diversity across our organization to be effective.

Ownership:

It matters that we deliver our promises. We rely on one another to get things done in a responsive and timely way. We take time to understand what is needed and take responsibility in playing our part to get things done.

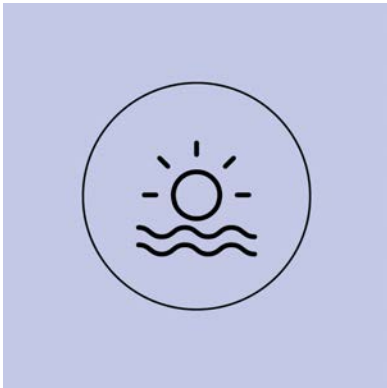


Wellness features in all of our
six core values, which
I'm proud to say everyone here
demonstrates in their day to
day lives - collaboration,
respect, excellence, leadership,
pioneering and ownership.

CHRISTINA LAWRENCE

HEAD OF PEOPLE
PRMA CONSULTING

A series of content modules was delivered virtually to PRMA Consulting staff to focus on finding calm and empowered mindset.



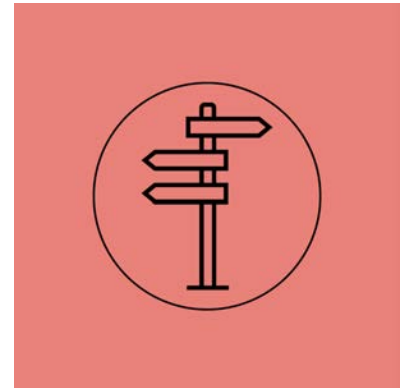
INNER CALM

Find inner calmness for the week ahead, during challenging times.



POSITIVITY & KINDNESS

Positivity & gratitude during uncertain times.



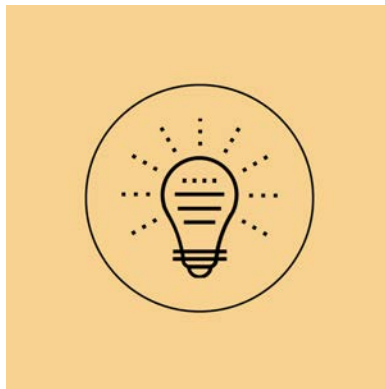
MANAGING CHANGE

How we can cope in this uncertainty, create inner strength for change.



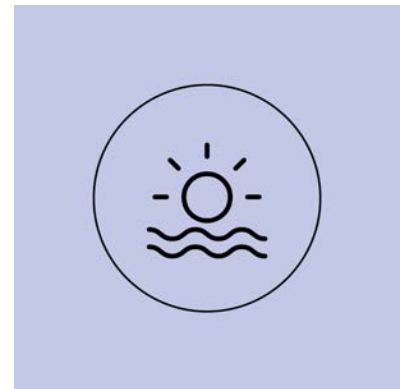
FINDING FOCUS

Find focus and clarity in our daily tasks.



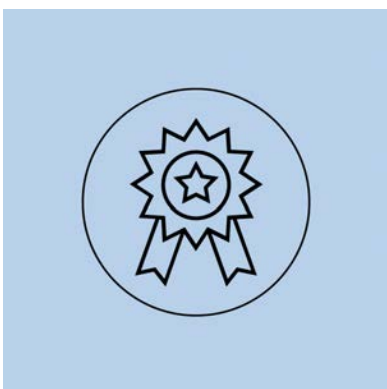
CREATIVITY

Find within ourselves the creativity and innovation to adapt.



CONNECTIVITY

Team building session to come together as a collective group in unity.



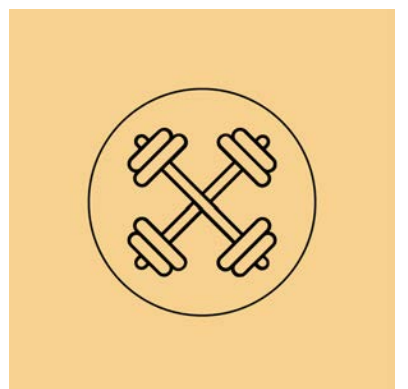
INNER STRENGTH

Find inner strength and acceptance during challenging times.



KIDS

Bring the kids into this session to look at visual story time to connect with inner calm.



RESILIENCE

Channel change and uncertainty into building resilience.

PRMA Consulting conducts an anonymous employee engagement survey each year. This year it was paramount to include questions concerning COVID-19, focusing on wellbeing within the business.

The results showed that 98% of employees consider PRMA Consulting to be a business that truly cares for its staff.

Employees' responses referred to their appreciation of the company introducing mindfulness as part of the initiative.

TEAM BONDING

The staff felt a sense of collaboration by taking 30 minutes out of the day together. They felt calmer and therefore more productive after the session. They also felt a sense of togetherness by all being on the session together.

AWARENESS

Employees commented that sharing how they were feeling showed them that it's OK not to be feeling their best, and others are having similar experiences.

REFLECTION

The ability to take a step back and reflect is a skill that sometimes has to be taught – particularly when people are immersed in their day-to-day responsibilities.



I'm so pleased that wellbeing is now recognised as a *business strategy* across all sectors and no longer deemed an 'office perk'.

CHRISTINA LAWRENCE

HEAD OF PEOPLE
PRMA CONSULTING



Feedback from the PRMA staff to HR

“Claire’s workshop opened a whole new dimension on how I can deal and interact with my emotions. I can see myself in better harmony after knowing how to use mindfulness to energize myself, overcome challenges and achieve goals.”
(Analyst)

"With practice the techniques shown by Claire have really helped me both at work and home to re-focus and calm my thoughts to carry on with tasks"
(Contracts & Compliance Coordinator)

“I wanted to thank you both for setting up the sessions with Mindology. I looked forward to the time out – it gave me permission to down tools for half an hour and relax 😊”
(Analyst)

“It was very insightful of you to think of this specific type of support – I doubt if many other organisations have offered the spectrum of support you guys constructed.”
(Associate Director)



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