



GBC

Corporate Wellbeing



With gratitude...

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Corporate Well-being: From Surface Symptoms to Systemic Clarity

When well-being is low, it shows itself across the organisation in the form of higher turnover, disengagement, breakdowns in communications, unclear values, and misalignment within teams. These patterns are widely recognised, and they are rarely caused by a single issue.

I work with HR and leadership teams to identify systemic drivers and contributing organisational factors through a combination of quantitative data and qualitative insight. The focus is on understanding how structures, culture, incentives, and leadership practices interact — and how they shape everyday experience at work.

Approach

Central to my work is the development of Psychological Capital (PsyCap) — hope, efficacy, adaptability, and optimism — understood as organisational and leadership capabilities, not individual traits to be corrected.

These psychological resources are strongly associated with engagement, retention, and performance at work when supported by the right conditions.

From a behavioural psychology perspective, I analyse the cultural and structural conditions shaping employee experience. This is combined with a humanistic psychological position that values autonomy, responsibility, and identity alongside organisational goals, without individual assessment or intervention.

This work is strategic and educational in nature and does not involve individual mental health assessment, diagnosis, or clinical intervention.

How This Work Fits Your Organisation

All programmes are designed to align with existing systems, policies, and leadership structures, ensuring that recommendations are:

- practical
- measurable at an organisational level
- sustainable within real-world constraints

The emphasis is on embedding change into how the organisation already functions, rather than adding parallel wellbeing initiatives that are difficult to maintain.

Co-Creating Strategy

With your in-house knowledge and my external perspective, we co-create strategies that may support organisations to:

- strengthen leadership and management capability
- improve engagement and retention
- reduce workplace strain and associated operational risk
- clarify values and decision-making structures
- build cultures where people function effectively as whole individuals, not just roles

How It Works: A Five-Step Process

1. **Connection.** We begin with a structured, professionally grounded conversation to understand your context, priorities, and constraints.
2. **Organisational Analysis.** Together, we explore what is working, what is not, and where friction appears across systems and practices. This stage may include qualitative or quantitative data analysis, depending on need.
3. **Planning.** I develop a tailored, realistic plan aligned with your goals, values, and operational realities. Clear markers and timeframes are defined.
(Where data analysis is included, this phase is scoped and agreed in advance.)
4. **Agreement.** We align on approach, pace, and working methods to ensure clarity, transparency, and shared expectations.
5. **Implementation.** The agreed strategy is translated into consistent, practical steps aimed at lasting organisational improvement.

Orientation

I bring together data, psychological insight, and systems thinking to support organisations that value both results and the people who contribute to them.

My role is to translate insight into strategy, and strategy into structures that work — for leadership, teams, and the organisation as a whole.

... with gratitude.

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