Transforming Leadership Through Improved Wellbeing:

- CASE STUDY

SantéGroup
Life that bit easier

business health institute
WELLBEING AT WORK

PEMFiT
ENERGISING LIFE





“

"IS LEADERSHIP FIRING YOU UP, OR BURNING YOU OUT?"



- Overview

The purpose of the study was to explore the impact of stress management, sleep improvement, and overall wellbeing on leadership development in a joint venture between Santé Group, Business Health Institute and PEMFiT™, using Pulse Electro Magnetic Field Therapy.

Santé Group is a provider of Employee Benefits, Employer Wellness and Employee Benefit Solutions. The Group includes Nugent Santé and Santé Life, offering clients comprehensive Health and Protection insurance advice and MySanté Health & Wellbeing App.

PEMFiT™ delivers cellular exercise within an environment conducive to wellness. Europe's leading provider uses world-leading PEMF technology, supporting the well, unwell and high achievers throughout their journey to optimal health and performance.

"We Exist to Energise Life"

Business Health Institute pioneering organisational health. At the forefront of enhancing business performance, Business Health Institute integrates real-time data with expert insights to drive sustainable success. Their comprehensive suite of services harmonise data-driven analytics with a human touch, ensuring your organisation achieves long-term health, productivity and sustainability.

Firstbeat Life™ A wellness solution that leverages physiological data analysis to provide personalised insights and recommendations.

- Aim

- How improved stress management and sleep can affect leadership development
- Can a programme bridge the gap between theoretical leadership training and practical application

- Theory

Imagine your body is like a battery. It can easily get drained of energy over time - physically, mentally and emotionally. When this happens, it doesn't perform as well as it should.

- Project

The study monitored key metrics relating to stress, sleep patterns, sleep quality, and cardiovascular health with the aid of Firstbeat Life™ HRV monitors and PEMFiT™ Cellular Energy Sessions. The aim was to bridge the gap between theory and practice by providing leaders with energy, unique insight into their own physiology and inside-out coaching to equip individuals to maintain enhanced wellbeing for longer term success.

- Leadership Challenges

- The constant pressure to innovate and lead from the front
- High stress impacting decision-making and productivity
- Experiencing burnout
- Struggling with work-life balance
- Difficulty managing stakeholder expectations and aligning diverse interests
- Retention of top talent



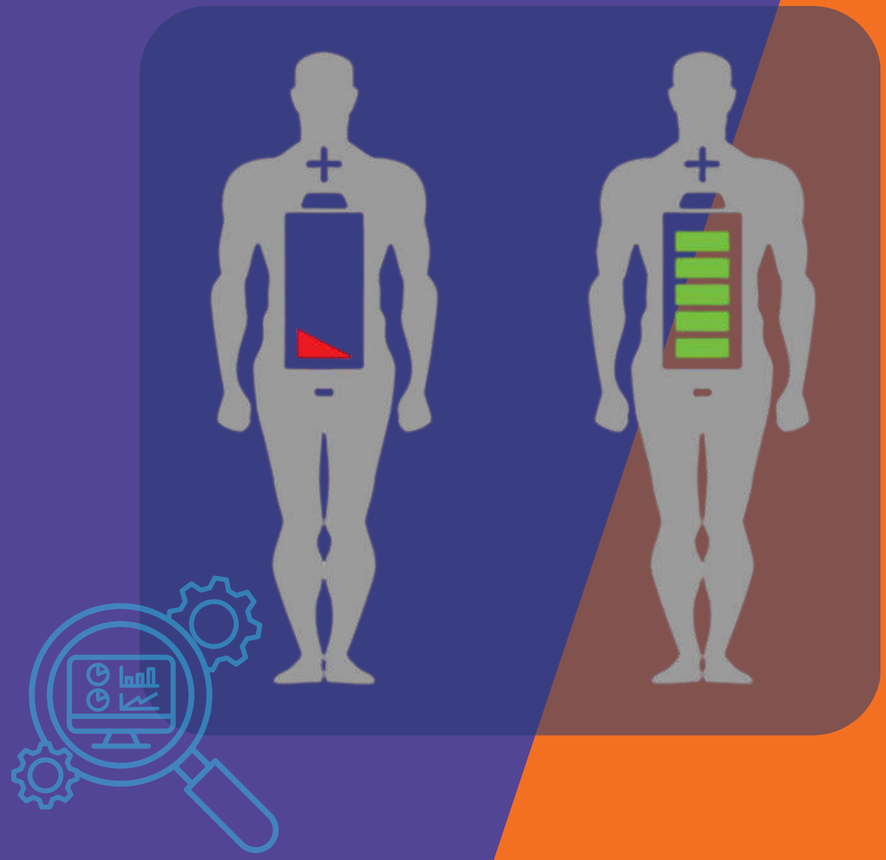
- Actions

The Santé Group Leadership team participated in an Executive Leadership Programme over a period of 3 months. The programme incorporated individual wellbeing assessments combined with Firsbeat Life™HRV monitors to track participants' physiological data and PEMFiT™ Cellular Energy sessions, a form of pulsed electromagnetic field therapy (PEMF).

The programme used HRV data to provide personalised insights, allowing specific targeted PEMF interventions alongside coaching from Business Health Institute to enhance and sustain recovery and wellbeing.

This unique approach using a combination of innovative technology and human intervention resulting in an improvement of stress management and sleep quality.

All sessions were tailored to the individual and engineered to rejuvenate and sharpen mental acuity.



- Monitoring

HRV Monitoring: Real time insights into stress levels and recovery.

Stress Assessments: Personalised evaluations to gauge stress levels and track progress.

1:1 Coaching: Tailored support to guide participants through the process.



PEMFiT
ENERGISING LIFE

- Results



8%

8% decrease in stress levels

3%

3% increase in Vo2 max
(improved cardiovascular health)





12%

12% increase in sleep quality
(measured by HRV)

15%

15% improvement in overall
sleep patterns



- Results

Individual Transformations:

Some participants achieved even greater results:

16-49%

16-49% decrease in stress levels

20%

Sleep quality improvement of 20%

2-15%

Improved VO2 levels

8-13%

Heart rate reductions ranging between 8-13%

- Results

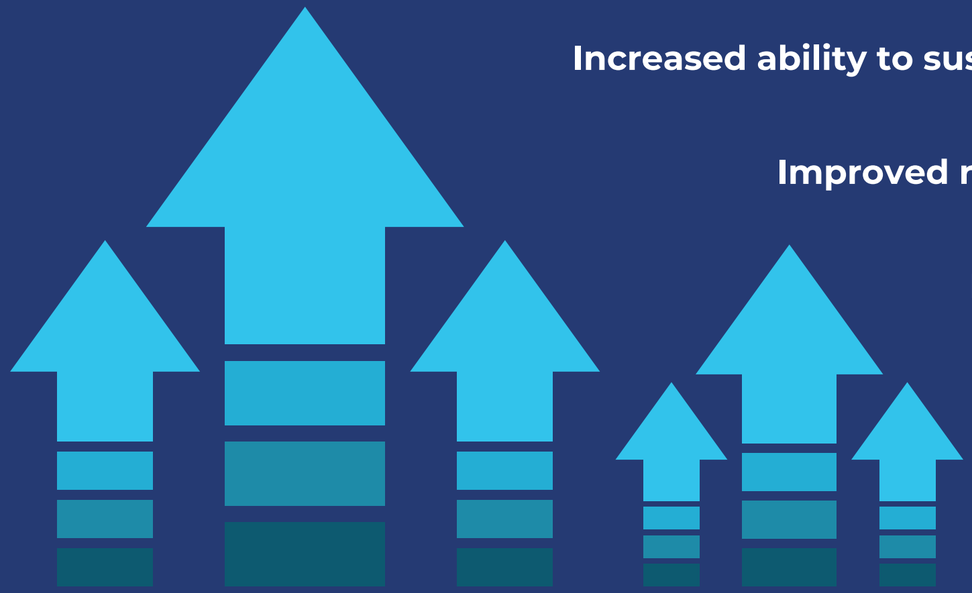


Improved stress recovery balance

Increased alertness and energy

Increased ability to sustain high performance

Improved relationship with sleep



Improved mental clarity and cognitive functioning

Increase in physical abilities and stamina

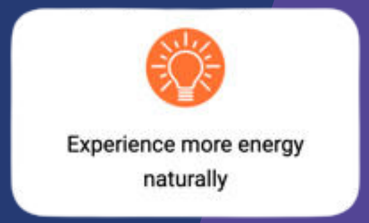
Improved HRV, VO2 and reduced heart rate

- Why this Matters

The study demonstrated that by addressing stress and sleep issues, leaders can achieve significant performance improvements and wellbeing gains.











- Conclusion

- The combined approach of personalised insights provided by Firstbeat Life™ (HRV monitors), the use of tailored PEMFiT sessions (cellular energy stimulation), and strategic coaching proved beneficial for the leadership team's wellbeing and performance.

- Over the 3 month period, the participants experienced improvements in stress recovery, sleep quality and overall wellbeing, whilst learning how to sustain these beneficial effects for longer term success.

- PEMFiT technology can enhance existing health and wellbeing efforts, and when combined with the Business Health Institute's humanistic and data driven approach, it provides comprehensive gains to drive organisational productivity.

- Whilst the core participant group within the study was objectively quite small, it offers a glimpse into the programme's impact and the potential for significant and monumental change on a larger scale.



- Feedback

Deep Relaxation & Improved Recovery:

- Sessions provided deep relaxation, similar to a post-hike tiredness. Time spent on the PEMFiT bed was very relaxing.
- HRV monitor highlighted the need for adjustments to exercise and relaxation techniques. Also highlighted the need for more active recovery during the day.

Valuable Coaching & Insights

- 1:1 coaching sessions offered a supportive space to discuss wellbeing.
- Learned tools and strategies to manage stress and improve overall health.
- Knowledge behind the programme and additional resources (hydration products) were interesting.

Overall Impact

- PEMFiT sessions will be continued for maintenance.
- The programme provided practical tools and increased self-awareness.

> **Participating in the leadership programme with the Business Health Institute was a highly impactful experience for me. The sessions were insightful and provided practical strategies that I've been able to apply directly. I particularly appreciated the support I received from Jackie.**



Lee Pinnington - Compliance Director, Santé Group

SantéGroup

Life that bit easier

www.santegroup.co.uk

business
health institute
WELLBEING AT WORK

www.businesshealthinstitute.co.uk

PEMFiT
ENERGISING LIFE

www.pemfit.co.uk