

## **Corporate Program, Holistic Well-Being, Leadership Training for Management Team at National Life Insurance (NLI)**

### **Abstract**

Embarking on a journey of holistic well-being with the transformative Holistic Well-Being training program at National Life Insurance, designed and executed by the Art of Living team. From June 16 to 18, 2024, 21 top-level managers immersed themselves in a 3-hourly 3-day session that unlocked their potential and reshaped their outlook on life and work.

This program transcended traditional training, providing tools and techniques to navigate today's uncertainties. It enhanced productivity, fostered stronger team connections, and ignited intrinsic motivation through breathing and mindfulness techniques, stress management strategies, and work-life integration practices.

The impact speaks volumes—participants reported enhanced clarity of mind, reduced stress, and improved work-life balance. Feedback was overwhelmingly positive, with a 100% recommendation rate and expressions of gratitude towards National Life Insurance for this empowering opportunity.

Gender-balanced participation, age-diverse demographics, and testimonials echoing newfound positivity and empowerment underscore the program's universal appeal and effectiveness. Participants' commitment to follow through for the next 40 days further solidifies the program's lasting impact.

Under the leadership of Neeva M. Pradhan, Director of Corporate Programs, along with senior teachers and seasoned facilitators, the program promises four follow-up sessions for sustained growth. As we continue our journey towards holistic well-being and excellence, join us in shaping a culture of thriving individuals and organizations.

# Introduction

## Program Overview

The Holistic Well-Being training program conducted at National Life Insurance from June 16 to 18, 2024, marked a significant step in fostering a culture of well-being and excellence within the organization. As the Art of Living (AOL) team responsible for designing and implementing the program, we aimed to provide a transformative experience that would empower employees and enhance organizational performance.

## About Holistic Well-being

The Holistic Well-being program is specifically tailored to address the uncertainties prevailing today. Amidst the challenges faced by medium and small business enterprises, the backbone of our economy, this 3-hourly 3-day session offers empowering tools and techniques to navigate turbulent times. Besides enhancing emotional and mental well-being, the program also focuses on improving physical health, boosting immunity, alleviating fear and anxiety, nurturing stronger relationships, and fostering a positive outlook toward life.

## About National Life

National Life Insurance Company Limited, established in 1988, is a renowned provider of life insurance solutions in Nepal. With a strong shareholding structure, including Nepalese Promoters, Foreign Collaborators, Financial Institutions, and Public Shareholders, the company has gained trust and recognition among approximately 25,000 public shareholders. National Life's core values of professionalism, transparency, trustworthiness, and honesty drive its mission to build financial freedom for all.

This commitment extends to its employees, with plans to offer the Holistic Well-Being training program to all staff members. The initial batch, consisting of top-level managers from Assistant Officers to Deputy Senior Officers and Managers, comprised 21 participants who experienced significant benefits from the program.

## About Ethical Leadership

Ethical leadership is a crucial aspect of any successful organization. It involves leading by example, making decisions based on principles and values, and promoting a positive work culture. In a training session focused on ethical leadership, participants would learn about the importance of integrity, transparency, and accountability in their roles as leaders. They would explore real-life ethical dilemmas and develop strategies to navigate them ethically. The training would also emphasize the significance of fostering a culture of trust, respect, and fairness within the organization. By equipping leaders with the knowledge and skills to make ethical choices, this training session would contribute to the overall growth and sustainability of the company or institution.

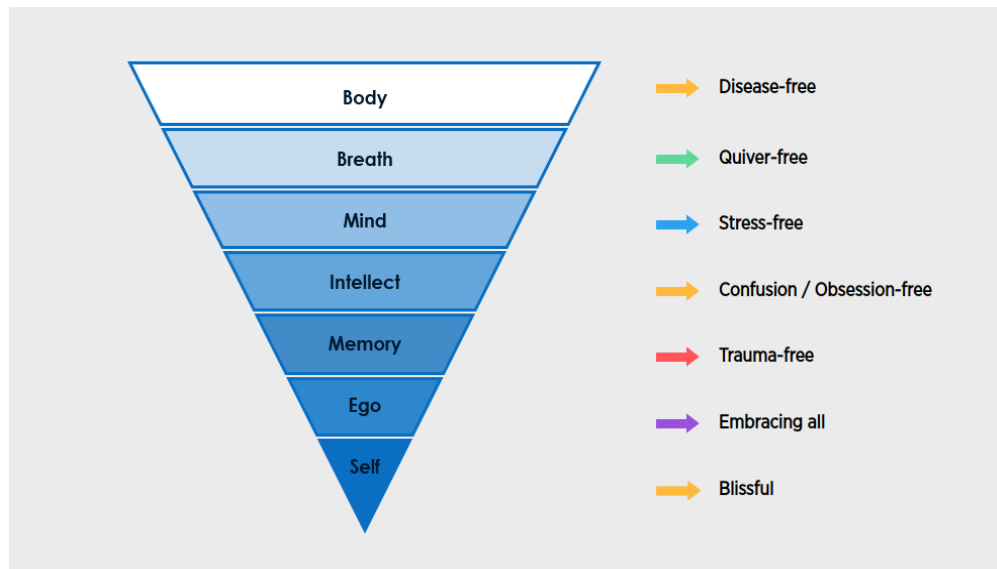
## Objectives

The training was designed to benefit both individuals and institutions by providing resources to achieve personal and professional excellence. The primary goals were:

- Boosting productivity
- Fostering stronger team and organizational connections
- Focusing on the comprehensive development of individuals
- Igniting intrinsic motivation, innovation, and enthusiasm within the workplace

## Program Structure and Leadership

Our training program was meticulously designed to address various aspects of holistic well-being, encompassing mindfulness, stress management, emotional resilience, and interpersonal skills. Each session was carefully crafted to target specific themes and methodologies, enhancing both personal and professional development. Our methodology embraces a holistic vision, striving for a Disease-free, Quiver-free, Stress-free, Confusion/Obsession-free, Trauma-free, Embracing all, and Blissful existence.



Under the leadership of Neeva M. Pradhan, our Director of Corporate Programs for Nepal, our training team comprised senior teachers and seasoned facilitators from the Art of Living organization. With their profound understanding of corporate dynamics and a holistic well-being approach, our team was well-prepared to deliver impactful sessions.

## Program Features

- Breathing Techniques: Unlock your energy potential and attain a state of relaxed alertness.
- Mindfulness Techniques: Master the art of managing thoughts and living in the present moment.
- Work-Life Integration: Establish a healthy daily routine that promotes balance.
- Awareness at Work: Enhance your awareness levels to effectively manage challenges in the workplace.

## Program Impact and Feedback

The following sections provide a detailed analysis of various aspects of the program based on participant feedback:

### 1. Program Benefits:

Participants experienced benefits such as enhanced clarity of mind, increased energy levels, improved emotional resilience, stronger social connections, better physical health, and overall holistic well-being.

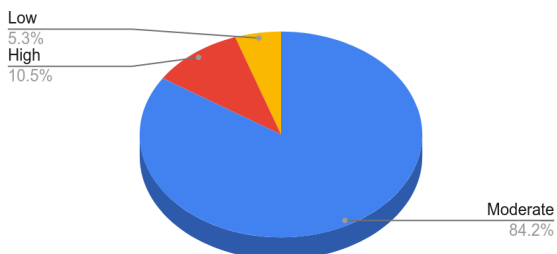
### 2. Stress Management:

Participants reported a significant reduction in stress levels after the program, indicating the effectiveness of the stress management techniques taught during the sessions.

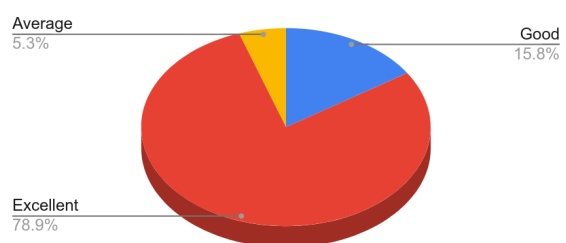
### 3. Program Quality:

Feedback on the overall quality of the program was overwhelmingly positive, with participants praising the relevance of the content and the engaging delivery by our facilitators.

Stress Level Before the Program



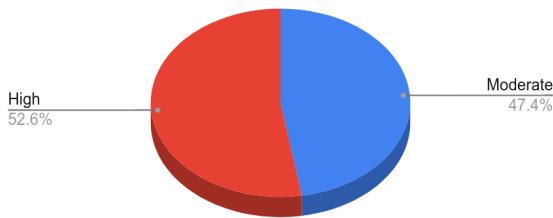
Overall Program Quality Rating



#### 4. Immediate Benefits:

Participants reported immediate benefits in terms of improved work-life balance, increased clarity of mind, and enhanced emotional well-being.

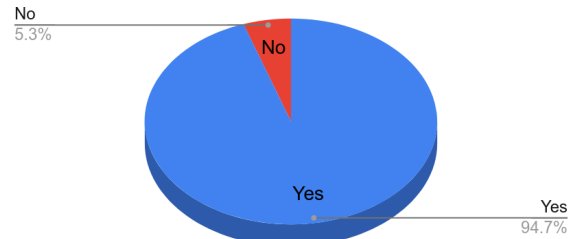
Immediate Benefits to Personal and Work-Life Balance



#### 5. Ability to Handle Work Challenges:

Post-training feedback indicated an improved ability among participants to handle work challenges with greater resilience and focus.

Ability to Handle Work Challenges



#### 6. Recommendation, Gratitude, and Overall Satisfaction:

A majority of participants expressed their willingness to recommend the program to colleagues, highlighting their gratitude towards National Life Insurance for providing this valuable training opportunity. Participants' overall satisfaction with the program was high, underscoring the success of our efforts in delivering a meaningful and impactful training experience. We have received a 100% positive response across these three feedback metrics.

### Participant Demographics

- Among the participants, we had a balanced representation of both male and female employees, with each gender group expressing significant benefits from the program.
- Participants ranged from 24 to 50 years old, demonstrating the program's relevance and effectiveness across various age groups.
- From Assistant Officers to Deputy Senior Officers and Managers, participants from different job positions experienced tangible improvements in their well-being and work performance.

### Participant Testimonials

Many participants shared their experiences, expressing the positive impact of the training on their personal and professional lives. Written testimonials from participants include:

- **Deepak Marasini (Assistant Officer)**

I feel good and relaxed to a certain level. I felt a little discomfort on the first day but it was

good after that. In this busy and scheduled life, this style of yoga and meditation really works to reduce stress and increase confidence in the daily life of an individual and the whole family as well. Thank you, AOL team, for sharing this simple but tremendous practice for uplifting mental health.

- **Brijesh Pradhan** (*Deputy Senior Officer / IT Dept.*)

I loved the out-of-office routine experience with colleagues. I felt that stress and problems are similar and shared by all. I feel more positive and empowered, and my negative pessimistic attitude has decreased. I would like to thank the respected teachers for this opportunity.

- **Sharmila Shrestha** (*Senior Officer*)

It was a very good session. Now I really want to and can focus on what is important in my life. It was a very insightful session, and we are very grateful to the whole team of AOL.

- **Sushil Pratap Rana** (*Deputy Senior Officer*)

It's very good. I learned about many yoga techniques like 3-stage pranayama, vastrika, and sudarsan kriya. I am going to implement it in every step of life's journey. I consider myself very lucky to have learned such a good yoga practice as well as knowledge to develop myself, and I will continue to do so. I express my sincere gratitude to Neeva Ma'am and the team of Art of Living.

- **Saraswati Bhandari** (*Junior Officer*)

I am feeling calm and happy after receiving this program. I was feeling very wonderful! Thank you to all the team of AOL.

The Holistic Well-Being training program conducted at National Life Insurance received exceptional feedback and left a profound impact on participants. Notably, all the participants, have made a commitment to follow through and practice the techniques learned during the program. They intend to apply these practices to their daily lives consistently for at least the next 40 days. This commitment reflects the program's effectiveness in empowering individuals to integrate holistic well-being practices into their personal and professional lives for sustained benefits.

## Conclusion

The Holistic Well-Being training program at National Life Insurance, conducted by the Art of Living team, was a resounding success. Through our comprehensive approach to holistic well-being and the dedicated leadership of Neeva M. Pradhan and our senior teachers and

seasoned facilitators, we were able to create a transformative experience for participants. The positive feedback, balanced gender representation, and tangible benefits reported by participants are a testament to the effectiveness of our program.

Furthermore, we are committed to conducting four follow-up sessions over the next two months to ensure that the team fully experiences the program's benefits, delivering optimal results and value for their investment. The HR Management at National Life has allocated Friday afternoons for these follow-up sessions. This collaborative effort is designed to provide trainees with refresher sessions and to reinforce their commitment to the recently learned skills.

The core of the program is to benefit individuals in order to bring about transformative changes in their personal and professional lives. As we continue our mission to promote well-being and excellence in corporate settings, we remain committed to delivering high-quality training experiences that empower individuals and organizations alike.



## Visual Journey

THE ART OF LIVING

नेशनल लाईफ इन्स्योरेन्स कम्पनी लिमिटेड  
NATIONAL LIFE INSURANCE COMPANY LIMITED

CORPORATE LEADERSHIP PROGRAM  
HOLISTIC WELL-BEING TRAINING  
for  
**National Life Insurance**  
Management Team

with

**Achut Gautam**  
Senior Faculty, Art of Living

**Neeva M. Pradhan**  
Director, Corporate Program &  
Senior Faculty, Art of Living

**Samjhana Kharel**  
Faculty, Art of Living

Enhancing the company culture to bring better communication, team building and leadership skills at the workplace. Helping to create a happier environment, conducive to growth and productivity levels that organizations are looking for.

**Benefits of the program**

- ✔ Strategic Leadership
- ✔ Team Building Process
- ✔ Effective Communication Skills
- ✔ Breathing tools to eliminate stress.
- ✔ Lifestyle Management.
- ✔ Enhancing Energy Sources
- ✔ Exploring the body-mind complex.

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