



**INTERCONTINENTAL**  
Well-Being Services Ltd



# Company Profile

# About Us

## WELLNESS IS WEALTH

Intercontinental Well-Being Services Limited is a Tanzania- based bonafide company that provides quality, affordable, and comprehensive wellness services from every walk of life, with a focus on employees within the country. The company aims to contribute to improving health outcomes, reducing health costs, increasing productivity, improving the lively number of responsible citizens, fostering a well-informed society and improving livelihoods, and contributing a productive workforce, making Tanzania a better place to work and live.



# What is Wellness

According to the World Health Organization, Wellness is “the optimal state of health of individuals and groups, and wellness is express as a positive approach to living, thus to be fully healthy is to have “the state of complete physical, mental and social wellbeing, and not merely the absence of disease or infinity.”



# Why Wellness

The heavy burden of mental health-related issues in Africa cannot be ignored, for instance, the World Health Organization (WHO) Tanzania Mental Health profile of 2017, the estimated burden of mental illness in terms of disability-adjusted life years is 2,727.86 per 100,000 population, and the suicide mortality rate is 5.4 per 100,000 population. This is the overall picture however if you specifically take a look at the workforce sector you will realize it is an area that needs further attention, so far in Tanzania, 70% of employees suffer from this. work-related stress and/or chronic health conditions, something which costs companies and businesses a 35% percent loss in productivity. Furthermore, on a global scale, the workforce sector seems to suffer more, taking an example in 2022 June, for instance, the WHO and ILO called for action to tackle these mental- health related issues at working place since 12 billion working days were estimated to be lost due to anxiety and depression which cost the global economy nearly US\$ 1 trillion annually due to those lost workdays.

Bare in mind there are 300 plus mental illnesses, if only two of them can cost the global economy this huge amount of money, how much more other mental health-related issues which have not been mentioned can cost the global economy?



# Our Objectives

We hope to contribute to improving health outcomes, reducing health costs, increasing productivity within the community and workforce, and fostering positive social change. Additionally, we hope to aid employers in complying with 2009 national policies and guidelines on occupational health and safety in the workplace. This will complement the government's current efforts towards the Health Sector Strategic Plan, July 2021 – June 2026, similar to the Sustainable Development Goal 3 (SDG 3) which aims to ensure healthy lives and promote the well-being of individuals of all ages. This plan also encompasses SDG 8 which ensures decent work, and economic growth. As well as heads the recently WHO and ILO call for new measures to tackle mental health issues at work place.



## THE GLOBAL GOALS

# Our Values

Honesty, integrity, and trustworthiness as our guiding principles. We are committed to innovation, teamwork, and building long-term partnerships with our clients while maintaining a zero-tolerance policy for violence and human rights infringements. We strive for operational excellence, customer-centeredness, mutual respect and ethics in all our dealings.

## Our Goal

To see health outcome cost and loss reduced as time goes by, enhance health, and increase effectiveness, productivity, and prompt at the individual, institutional, and national levels

## Vision

Our vision is to achieve long-term reduction in health-related costs and losses while improving health outcomes and enhancing effectiveness, productivity, and profitability at the individual, institutional, and national levels.

## Our Mission

Our mission is to tackle the full spectrum of emotional, mental, and psychosocial related issues. We are committed to promoting a healthy lifestyle and supporting individual, groups, institutions, and organizational endeavors towards building a healthy community. Our goal is to contribute to a productive workforce and make Tanzania a better place to work and live.



# Our Service

InterContinental Well-Being Services Limited offers both tailored and customer made services that are designed to meet the specific needs of each group, ensuring that they receive relevant and effective support. Our services are divided into four categories:

## **1. Employees Services:**

In these services, we provide specialized program packages that offer essential tools for personal and professional growth to the employees. Our aim is to equip them with the ability to make sound decisions, conduct quick and accurate reassessments, and navigate daily challenges without losing their cognitive and productive capacity.

## **2. Executive Training Services:**

These are designed to offer a range of management training courses that cover essential topics such as business communication skills, leadership skills, legal frameworks, policy review and formulation, theft and fraud management, stress management, and more, All in pursuit of improving a company's productivity, saving unnecessary costs professionalism, and ethics while also promoting staff and customer retention and job satisfaction.

## **3. Executive & Employees services:**

This service falls under our Corporate Social Responsibility initiative, where we aim to provide pro bono services to groups in need. Each year, we select one or more special groups to provide support and assistance to, with the goal of improving their well-being and promoting social justice. An example of such a group could be orphans, for whom we provide bereavement counseling to help them cope with the loss of their loved ones and achieve closure.

## **4. Other Groups Services:**

We offer a range of programs catering to other groups, such as adolescents. For instance, in the provision of adolescent programs, we focus on addressing the unique needs of these groups and providing them with the necessary support to improve their well-being. For example, we offer the Suicide Prevention Program, which is particularly important due to the high suicide rates among adolescents in the country.

# Our rates

At our organization, we offer a range of services and programs that are tailored to meet the unique needs of our clients. Our rates vary depending on several factors, including geographical location, the number and type of people served, program length and duration, and other factors.

We understand that pricing is an important consideration for our clients, and we strive to offer competitive rates that provide value for money. Our pricing is transparent and based on the specific needs of each client, ensuring that they receive tailored services that meet their budget requirements.

To learn more about our pricing and the range of services and packages we offer, please contact us through the contact information provided below. Our team of experts will be happy to answer any questions you may have and provide you with the information you need to make an informed decision about our services. We look forward to working with you and helping you achieve your goals.

## Modes of Service Delivery

Ranging from training, seminars, (edutainment books reading assignments, movie watching assignments, song workshops, events, festivals, one on one consultations, online or telephone, consultations, referrals, and so forth. Our Fees are fluid based on the duration, geographical location, and a number of people receiving the services. Note: We have a group of professionals from both technical and functional field groups from renowned universities both inside and outside Tanzania who will provide both tailor made or customer- based need or both or one of them.



# Overview Program

We offer a holistic approach through our wellness programs which is essential for promoting a healthy and productive workforce, including occupational, emotional, spiritual, mental, and environmental wellness just to say the least.

As an example, if an employer is facing a staff turnover crisis, our team will conduct a thorough assessment to identify the underlying issues. We may discover that the absence of policies to foster a healthy working environment is contributing to the high turnover rate. In such cases, we offer advice and support to help clients develop or revise policies to address the issue.

Similarly, if a company is experiencing unresolved conflicts, we may propose a trauma awareness program. This program can address deep-seated trauma that is often at the root of recurring conflicts, offering a permanent solution that tackles the root cause.

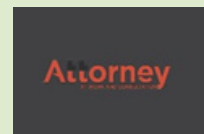
## Benefits of the Services

1. Minimal health outcome cost and loss of time hence enhance health, and increase effectiveness, productivity, and the individual, institutional, and national levels.
2. To aid a person (employee) in coping well with complex personal, and family structures and other challenges and responsibilities without letting them interfere with their daily work or cognitive function.
3. Increased awareness and improved knowledge on health, health behaviors, psychosocial, and organizational issues to maximize their potential.
4. Enhance performance and decision-making skills, improving drive and morale.
5. Reduced number of absenteeism and sick sheet.
6. Cut down regular recruitments fees on hiring and ring
7. Reduced staff turnover
8. Reduced health outcome cost
9. Break negative gender norms.

# Our Team

We have an outstanding and dynamic team that encompasses varieties of vast experience and exposure, with experts from renowned colleges & universities both in Tanzania and beyond.

# Our Clients



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