



*Mindful*  
HUMAN RESOURCE SOLUTIONS

PROMOTING MENTAL HEALTH & MINDFULNESS

COMPANY PROFILE



## Executive Summary



### Introduction

Managing work and life can be challenging. We live in a doing world and that is not going to stop, nor should it. Doing cultivates community, enhances relationships, drives creativity, allows us to see the world, and pays the bills. BUT if we are always reaching with future oriented actions, are we present? When we are clouded with impending deadlines or stressed about meeting client expectations, how can we appreciate what is happening right now?

**Mindful HR Solutions** support employees to be fully engaged and focus on the current moment, without being distracted by thoughts or concerns about the past or the future. We unlock employee's potential by bringing their full attention and awareness to the task or experience at hand and being fully engaged in the present moment.

“Present employees”, are more likely to notice details and opportunities that might otherwise be missed and may also feel more grounded and centered. By cultivating a habit of being present, employees will be able to reduce stress, increase focus and productivity, and experience more joy and satisfaction in their everyday life.

*“For what its worth, its never too late to be whoever you want to be. I hope you live a life you are proud of and if you are not, have the strength to start over.”*

*F. Scott Fitzgerald*





## Mission

To facilitate workplace mindfulness programs which educate teams on how to create and maintain balance in support of a healthier more productive environment.



## Vision

To inspire healthier workplace and promote mental health and mindful existence.



## Values

The most important guiding principles which define the way that we work and support our ability to respond with mindfulness.

- |                        |   |
|------------------------|---|
| 1) <b>Honesty</b>      | Emotional Safety through truthfulness and sincerity in all our approaches.            |
| 2) <b>Curiosity</b>    | Belief in growth and freedom while finding new ways of thinking, learning, and doing. |
| 3) <b>Trust</b>        | Nurture positive relationships at all levels of the organization                      |
| 4) <b>Perseverance</b> | Adopt mindfulness as a habit through practice   |
| 6) <b>Resilience</b>   | Able to recover from difficulties and tough times.                                    |





## About the Company



## The Mindful Team



## Who we Are

Mindful HR Solutions was founded in response to the evolving need for employee wellbeing initiatives at workplace. We assess how work experiences have impacted employees physical, mental, and emotional health and introduce holistic approach to promote mental health and mindful existence.

Our wellbeing initiatives enhance working experience through self-awareness, mindful practices and changing habits.

We bring mindful insights into your business to embrace wellbeing. Through benchmarked mindful tools and other critical information, we help to develop effective well-being solutions which improve morale, increase productivity, create better employer brand, improve retention rates and less absenteeism.

## The Team

Mindful HR Solutions is led by Zainab A. Lesjan, a certified Senior Professional in Human Resources - international (SHRPI) with over 20 years of expertise in Human Resources and Operations. Zainab leads the core team of experienced dynamic professionals dedicated to creating a robust company culture that promotes continuous business growth, cultivates customer loyalty, to empower and motivate employees realize their full potential.

Her practical experience and knowledge in transforming workplace culture, championing change and improving employee working experiences, has assisted organization programs and execution of HR strategies transform Human Resources into a functional and proactive contributor in achieving key business results.

She is credited with cultivating management and employee partnerships to strengthen internal communications and feedback. She reconstructed the recruitment approach to focus on the right roles fit for highly motivated, engaged, and productive employees. She also established learning environment for continuous professional development and upskilling programs, through effective HR Service Delivery methods that deliver accurate and consistent programs to support sustainable Organizational growth. Zainab has introduced policies and initiatives that promote mental health and mindful existence at the workplace, resulting in considerable increases in productivity, compliance, quality, and employee engagement.

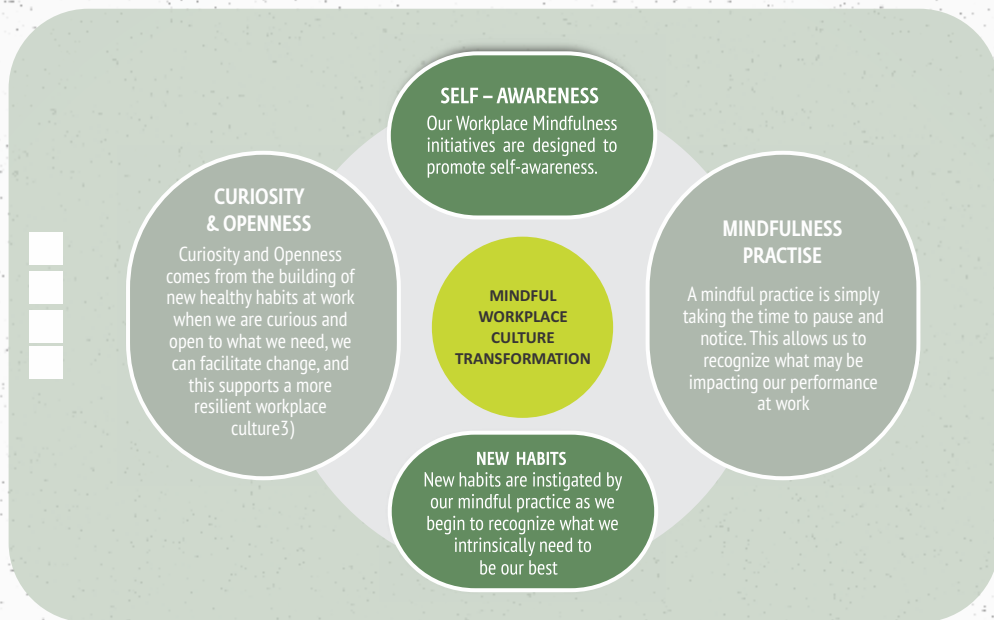
She has been developing and utilizing key HR and relevant business metrics to measure achievement of Organization's strategic goals and objectives.



## Our Approach

At Mindful HR Solutions, we believe in mindfulness hence we provide customized solutions. Our mindful insight approach enhances employee mental wellbeing and overall

performance. We deliver programs which are tailored to meet workplace needs through mindful interventions and strategies.



## Wellbeing At The Work Place - Drivers



### Work

Support Organizations to focus on creating a healthy working environment.



### Life

Life coaching and counselling techniques are designed to help employees to benefit their entire wellbeing and facilitate them to reach their personal and professional goals.



### Body

Encourage Organizations to introduce activities and policies that prioritize employee fitness and wellbeing.



### Mind

Train employees to have an ability to regulate emotions as they cope with stresses and strains of everyday life at work.





# Enhancing employee skills for healthy and balanced living



## Mindful skills



### Mindful Meditation

One of the most effective ways to increase your mindfulness directly.



### Mindful Seeing

A powerful technique that can help with focus, and concentration and help alleviate anxiety



### Mindful Listening

An intentional practice where you focus on being present and attentive to what someone is saying.



### Empathy

Ability to not only understand or sympathize with someone but to put yourself directly in their position and create a truly deep and meaningful human connection of understanding.

# Our Services

Customized approach to address workplace needs, to promote mental health and mindful existence.



## Mindfulness at Work.

- Completely and exclusively aware of the present moment you are in.
- Acknowledge and accept all feelings and emotions that occur.
- Gain a sense of peace, calm and a greater understanding of yourself and the world around you.
- Therapy for a wide range of conditions, including anxiety, stress, depression, and behavior-related issues.
- The most effective way to minimize stress of everyday life.

## Wellness at Work.

- Guide Organizations with wellness programs that support positive employee health and behavior.
- Assess employees in different wellness and behavior.
- 101 Wellness sessions

## Coaching and Mentorship

- Support Organization to create coaching culture.
- Improve performance in particular area of work.
- Provide employees with the opportunity to assess their strength as well as their development areas.
- Support employees in committing to action.
- Prepare and support employees through change.
- Customize and personalize coaching sessions.

## Mindful Connect

### HR Professional

- Online Connection with HR professionals on HR related insights.
- Empower upcoming HR Professionals
- Provide data driven solutions and knowledge sharing to shape impactful organizations
- Online access to HR learning resources

### Executive Network

- Online Community tailored to top level Company Leaders (Directors, Executive Officers, Unit Heads etc.)
- Elevate strategies, connections and impact in shaping the world of work
- Being empowered with Strategic insights and data driven solutions
- Insights to drive your business forward
- Access to Strategic HR Resources
- Discounted rates on Executive Wellness Retreats.

## Mindful Membership Services

*(The Road to Change starts with Membership)*

- Be part of an interactive HR professional's forum
- Access leading edge content and expertise
- Learn and implement proven improvement methods
- Get professional advice.
- Be part of different HR events and Networks

## Retainer Services

- |                       |                                    |
|-----------------------|------------------------------------|
| ● HR Audits           | ● Workplace Culture Transformation |
| ● Wellness Retreats.  | ● Psychometric Assessments         |
| ● Talent Acquisition  | ● Mindful L&D programs             |
| ● Change Management   | ● Performance Management           |
| ● Employee Engagement |                                    |



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