Seed Wellbeing – Service Framework

Seed Wellbeing partners with organisations to strengthen mental health, wellbeing, and workplace culture through a structured, scalable approach. Our framework supports businesses at every stage of the journey; from awareness to strategic integration, ensuring impact is practical, measurable, and sustainable.

Level 1: Awareness & Capability Building
Purpose: Build strong mental health literacy and reduce stigma across the organisation.

What we deliver: Mental health awareness training, Suicide prevention and early intervention education, Mindfulness inc breathwork and nervous system regulation sessions, Nutritional wellbeing workshops and financial wellbeing awareness training.

Outcomes: Increased confidence discussing mental health, Improved self-awareness and early intervention, Shared language and reduced stigma

Level 2: Leadership & Cultural Support
Purpose: Strengthen leadership capability and psychological safety.

What we deliver: Leadership wellbeing training, Supportive conversation skills, Psychological safety and stigma reduction workshops, 1-to-1 leadership and personal development coaching

Outcomes: - Leaders equipped to support wellbeing confidently, Healthier team dynamics and trust, Consistent, people-centred leadership behaviours

Level 3: Strategic Wellbeing Review & Advisory
Purpose: Embed employee wellbeing into organisational strategy and systems.

What we deliver: Strategic mental health and wellbeing reviews, Employee wellbeing and risk insights, Clear, actionable recommendations and roadmaps, Executive and senior leader briefings.

Outcomes: - Clear understanding of wellbeing strengths and risks, Proactive, rather than reactive wellbeing planning, Alignment between wellbeing, culture, and business priorities

Level 4: Ongoing Partnership & Community
Purpose: Sustain long-term cultural change and accountability.

What we deliver: Ongoing advisory support - Follow-up training and refreshers - Leadership and team wellbeing check-ins - Continuous improvement and impact measurement

Outcomes: - Embedded wellbeing practices - Stronger engagement and resilience - Long-term cultural and performance benefits.

How Our Service Framework Reflects Our Values

Seed Wellbeing supports organisations to move from intention to action; creating workplaces where mental health is protected, prioritised, and valued as a foundation for sustainable success.

The Seed Wellbeing framework is intentionally designed to bring our values to life in practical, measurable ways. Each level of support translates Support, Empowerment, Encouragement, and Development into action, ensuring these values are experienced consistently across the organisation.

Support

We begin by creating strong foundations of support through awareness and early intervention. Our training builds mental health literacy, reduces stigma, and ensures employees know where to access help, creating safer environments where people feel supported, not isolated.

Empowerment

Through capability-building and leadership development, we empower individuals and teams with practical tools, skills, and confidence. This enables people to take ownership of their wellbeing and support others effectively in real workplace situations.

Encouragement

Our focus on culture ensures wellbeing conversations are encouraged, not avoided. By strengthening psychological safety and modelling healthy leadership behaviours, we help organisations create environments where openness, trust, and connection are normalised.

Development

At a strategic level, we embed wellbeing into organisational systems and decision-making. This supports long-term development by aligning wellbeing with leadership accountability, performance, and sustainable growth.

In essence, Seed Wellbeing's framework ensures our values are not aspirational — they are actively lived across every level of support we provide.