



Transforming Workplace Culture Through Wellbeing

With Lorraine Fontaine

Your Wellbeing Partner

Helping organisations create workplaces where wellbeing is embedded into culture, not just policy, my work blends health education, behaviour-change coaching, and pastoral insight to meet people where they are, improve resilience, and support sustainable change. Wellbeing works best when it's a shared responsibility: employees need the knowledge, confidence, and practical tools to care for their health, while employers need to create environments that allow people to stay well, be well, and perform well.

With 20+ years' experience across industries, I bring insight as an employee, leader, and someone who has navigated a period chronic illness in an evolving and demanding work environment. These experiences inform the practical, people-centred approach I bring to every programme.

Bridging Strategy and People

I partner with HR, People & Culture teams, and leadership to embed wellbeing strategies into organisational practice. I complement existing structures — working alongside OT assessments or as part of HR wellbeing strategy implementation — to ensure employees are equipped with the knowledge, confidence, and practical tools to take an active role in their health.

Workshops & Training

- Stress, burnout prevention, resilience building, energy management, metabolic health, gut health, and hormone awareness.

Menopause & Women's Health Support

- Helping organisations understand and respond to the needs of women experiencing hormonal change.

Health Education for Teams

- Simple, practical knowledge that empowers employees to understand their bodies and make healthier day-to-day decisions.

1:1 Health and Resilience Support

- Coaching for staff managing illness, stress, or long-term conditions.

Collaborative Wellbeing Strategy Design

- Working alongside HR and leadership to create people-centred, sustainable wellbeing frameworks.

The Impact

When employees understand how to care for their health, and employers invest in creating safe, supportive, psychologically healthy environments, people thrive.

- Employees feel informed, empowered, and supported
- Stress and absenteeism reduce
- Communication and collaboration improve
- Performance and engagement strengthen
- Teams and leadership feel confident sustaining wellbeing initiatives