



physiological balance management

SELF WELLBEING MANAGEMENT

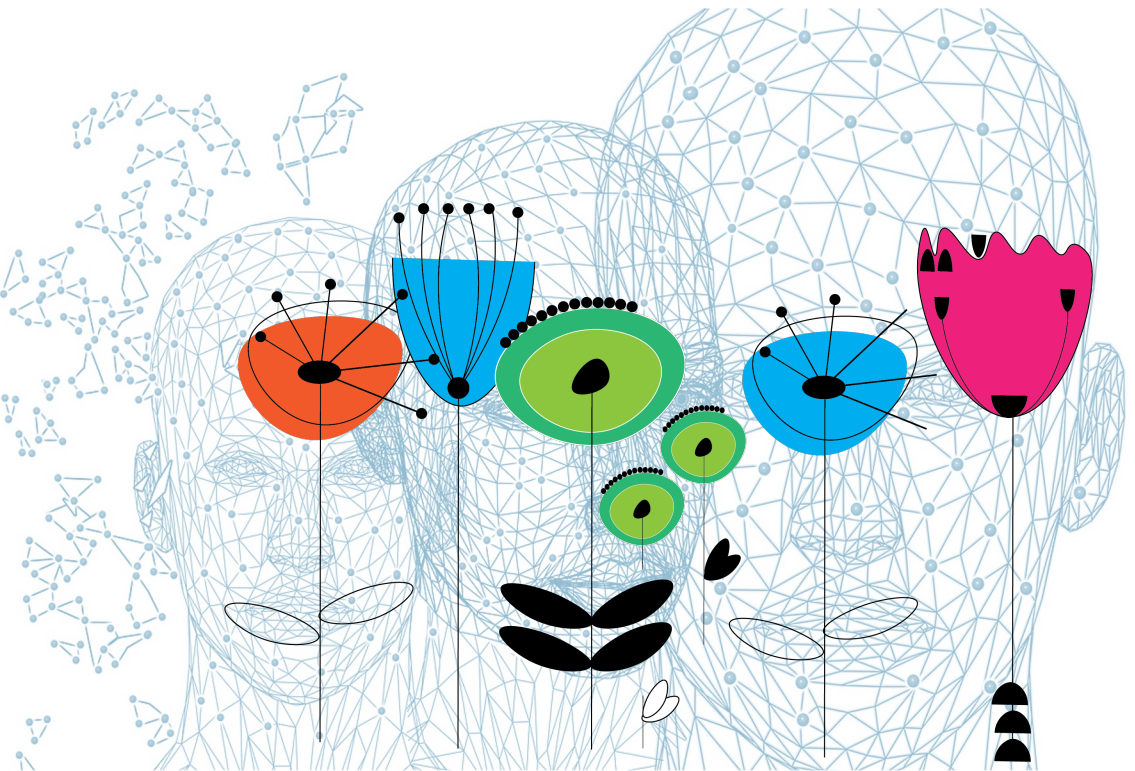
body | mind | work | world

Coaching | Counseling | Mentoring

Programme Presentation

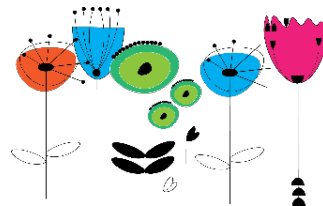
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2022



The World research confirms two very important and interconnected phenomena: the first is the constant growth of people's fragility and general discomfort; the second is the increase in awareness of the importance of individual well-being, both by individuals and by organizations. What do company employees ask for in Italy? First of all (Randstad 2022) a pleasant work atmosphere (65%) and a good balance between work and private life (65%); attractive salary and benefits obviously remain important but are in the third place (61%).

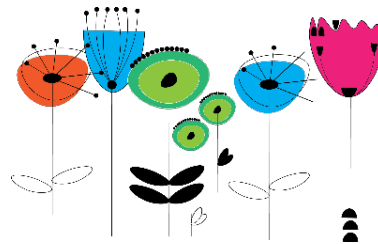
Through the management of corporate welfare, the most enlightened organizations face this problem, assuming an important role of social responsibility in favor of their own people and local communities. However, if on the one hand the actions of employers to improve individual well-being increase (flexible working methods, childcare, new health policies, etc.), the personal actions of employees remain rather sporadic; many people (one in four according to Randstad research) do not proactively take any action, do not actually manage their own well-being ... if anything happens, they simply leave the company.



The Livella® Self Wellbeing Management Program approaches welfare from this angle:
through the change of individual behaviors.

Livella® Self Wellbeing Management
is a coaching, counseling and mentoring service,
oriented to support change and development
of individual behaviors,
together with motivation and personal responsibility,
for the improvement of one's well-being.

Self wellbeing is defined by balanced proportions
between the well-being of BODY, MIND, WORK and WORLD,
with tangible benefits for people's health and life,
and for comfort and organizational performances.



Livella® Self Wellbeing Management

The Methodology

Livella® Self Wellbeing Management is **based upon the coaching approach**, suitably enriched with mentoring and/or professional counseling.

Our coaching adheres to the **EMCC procedural and ethical standards**. It is established on the development of a relationship of trust and mutual respect with the coachee, the only true protagonist of the process.

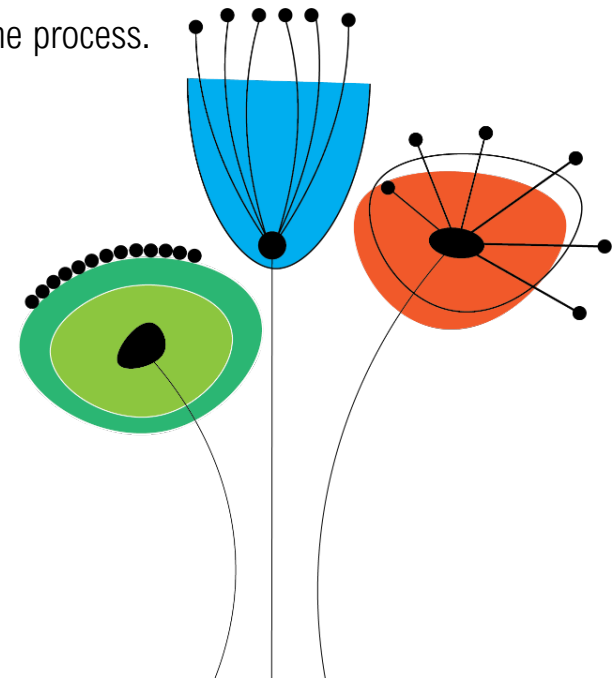
Our coaching style is structured and empathetic, characterized by maieutic dialogue, the use of creative tools for dialogue and reflective practice.

The focus of coaching is on the following skills and behaviors:

Self Management; Engagement; Motivation; Initiative; Sustainability; Result Orientation.

Livella® Self Wellbeing Management is conceived as a

Smart Working Program.



Livella® Self Wellbeing Management

The Four Lanes



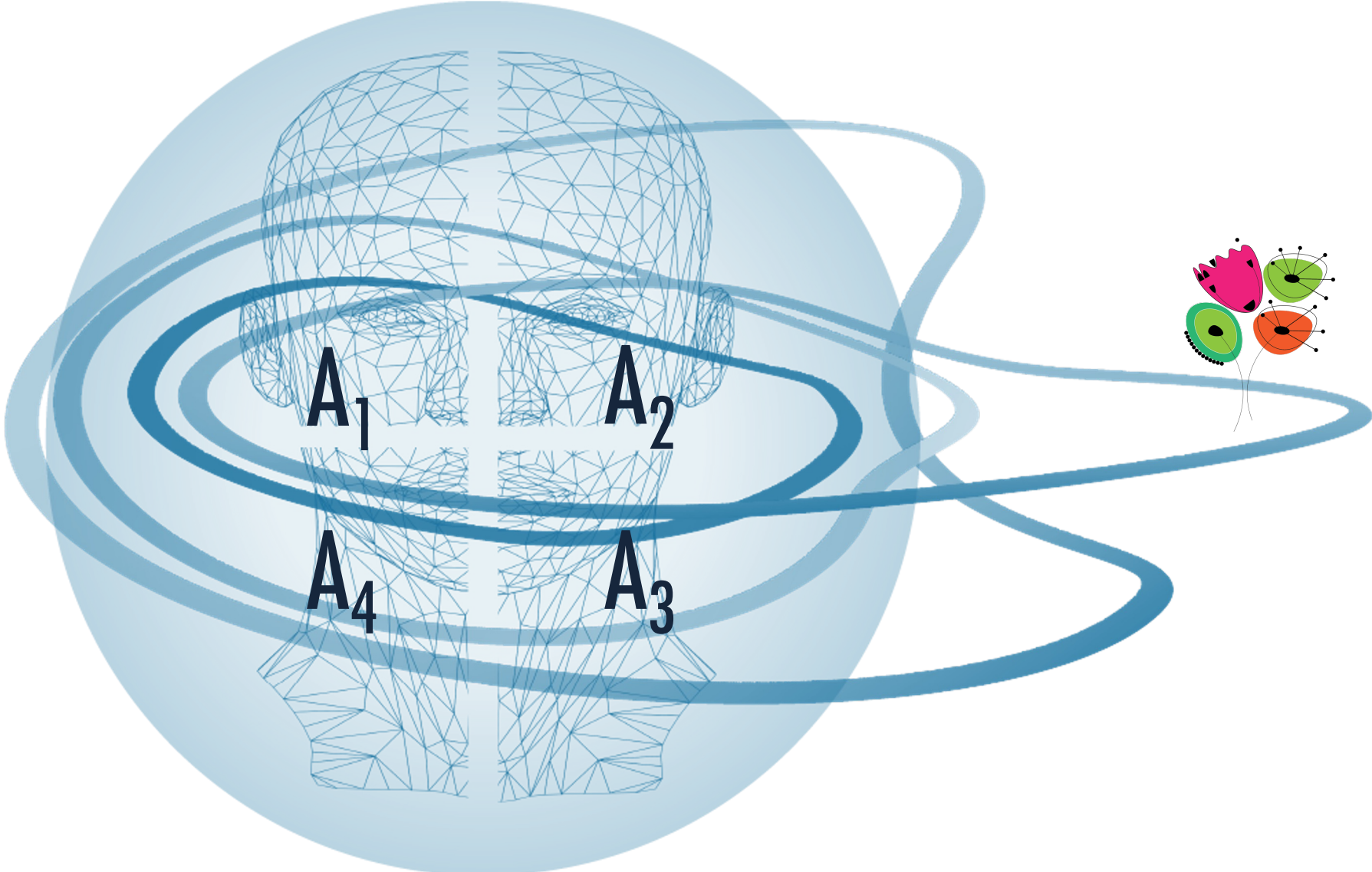
Livella® Self Wellbeing Management

The Four Development Stages



Livella® Self Wellbeing Map

The 4x4 Framework Architecture



Livella® Self Wellbeing Track

Individual Growth & Integration Episodes

Individual Track

is the path of the Livella® Self Wellbeing Management, customized for each Coachee.

It is given by a sequence of Episodes, the moments of interaction between the Coach and the Coachee; it begins always from the Awareness Stage.

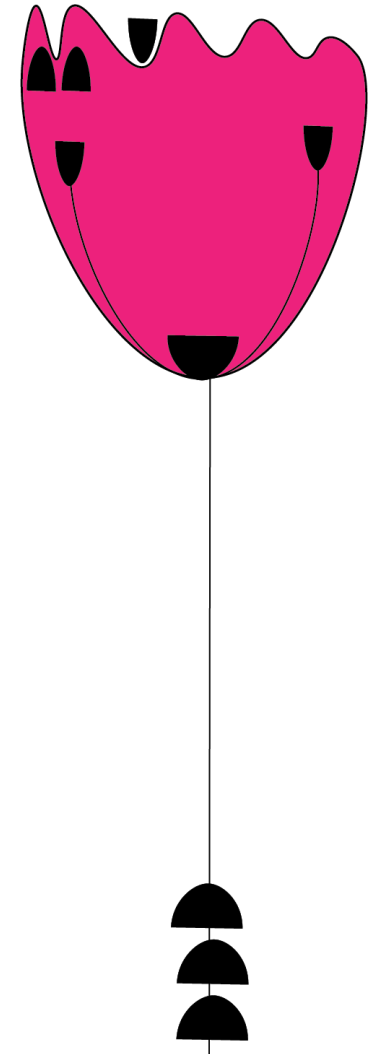
Individual Track could be based upon:

a single Lane, and thus be defined as a **Simple Track**;

a serial sequence of single Lanes, and thus be defined as a **Serial Track**;

the combination of different Lanes in the respective Stages, and thus be defined as a **Crossing Track**.

The combination of Individual Tracks guides the Mentee's personal growth and wellbeing within evolving reference scenarios and defines a real content of the Livella® Self Wellbeing Management meta-process.



Livella® Self Wellbeing Track

Individual Growth & Integration Episodes



Livella® Self Wellbeing Management

Professional Team



Program Manager, [Iveta Merlinova](#), with the transversal competence in business innovation management and people professional development. She provides consulting, mentoring and coaching services, using her experience in Business Coaching & Mentoring, Strategic and Marketing Management, Innovation and Change Management, Sustainability & Wellbeing



Blymum Team, with the transversal competence in life wellbeing management and people healthcare, coordinated by [Matteo Cornelli](#)



Cinnam Team, with the transversal competence in relationship management, communication, creativity and mentoring, coordinated by [Iveta Merlinova](#)



Istituto di Assistenza e Cura Santa Margherita - Università di Pavia, with the transversal competence in food science and metabolic rehabilitation, coordinated by [Mariangela Rondanelli](#)

Livella® Self Wellbeing Management

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