



VITA - Universe

2 examples of - How organisations can use VITA-Universe

First line of Mental Defense for organisations

The Deeper WHY.

Your People Are Your Greatest Asset.

Employees do not leave their personal lives at the door. They bring their frustrations, dreams, relationships, jealousy, self-doubt, grief and their struggles, whether anyone talks about it or not. Organisations feel the effect of all of it, in performance, in communication, in how people show up on difficult days. Many of those challenges are not the organisation's business, but the impact always is. VITA-Universe programs are built across the areas of life that shape how a person functions. Not because organisations should manage their employees' private lives, but because investing in the whole person is what makes the difference between a workforce that copes and one that genuinely performs. The programs represent more than 40 years of combined experience, covering the topics that matter most for a person to stand steady in their own life. HR-Partners and managers can use them to run their own conversations and workshops, without bringing anyone in from outside.

Example 1 - The full Journey

Step 1 — Leadership commits

Leadership signs and announces VITA-Universe to the organisation.

The purpose is simple: Life presses on all of us, in different ways and at different times. Relationships, life direction, dreams, pressure, thoughts, self-doubt, resilience. These are not topics we talk about easily at work, but they affect everything we do there.

VITA-Universe gives the organisation its own language and its own capability for exactly these areas. A first line of support, built from the inside. So that when life gets demanding, people have something to draw on. And so that managers and HR partners can have real conversations, not just refer people elsewhere.

This is not a wellness initiative, it's an organisational capability. The message to the organisation is simple:

"Once a month, we set aside time together to build something that stays with us."



Step 2 — HR partners and managers go through the programs

HR partners and managers go through the programs themselves, in the same order and at the same pace as the rest of the organisation will.

No separate training, no preparation course. They experience the content as participants, that is what makes them ready to lead the conversations that follow. Not a manual, but genuine familiarity with what the programs open up.

They learn how to:

- Talk about mental strength in everyday conversations and in 1-1s
- Recognise when a team member may benefit from going deeper
- Lead with the kind of self-awareness the programs develop

This does not require managers to become coaches, it requires them to become even more human in how they lead.

Step 3 — One program. One month. One conversation.

Each month, one program is chosen to the full organisation, following the order in the VITA-Universe app and website. During working hours, each employee sets aside 30–40 minutes to watch the video lessons and complete the practical exercises. That is the full time commitment for the month.

At the end of the month, the team gathers for one hour, a Monthly Conversation guided by the HR partner or manager. Open, reflective, just a space to talk about the things we all navigate but rarely make time for.

The kind of conversation that brings a team closer.

By the end of the first year

10–12 programs, 10–12 Monthly Conversations, and your organisation will have:

- A shared language around mental strength
- HR partners and managers who can hold genuine developmental conversations
- A team culture where reflection and growth are normal not exceptional
- An internal capability that grows stronger with every program

And something harder to measure but perhaps most valuable of all, the feeling that this organisation takes its people seriously, as whole human beings, not just the role they fill.

Example 2 — The Open Universe



Step 1 — Leadership commits

Leadership announces VITA-Universe to the organisation. The purpose is straightforward, life presses on all of us in different ways and at different times. Relationships, life direction, pressure, self-doubt, dreams, resilience etc. . These are areas that affect performance, motivation and wellbeing, and that organisations rarely have a structured way to support.

VITA-Universe gives every employee a private space to work on exactly these areas. A first line of support they can draw on whenever they need it, at their own pace, in their own time, entirely on their own terms. The organisation provides access, what employees do with it is their own.

This is not a wellness initiative, it is a professional investment in the people who carry the organisation forward.

The message to the organisation is simple:

"We are giving you access to VITA Universe. What you do with it is yours, we trust you to use it well."

Step 2 — Access is opened

All employees receive access to the full VITA-Universe program library, available on web and through the app for iOS and Android. Programs are available immediately, in the order they appear in the app. Employees choose when they engage, which programs they prioritise, and how deeply they go.

There is no follow-up, no reporting, no check-in. The content of what employees explore and reflect on remains entirely private. The organisation does not monitor engagement, it simply makes it available and trusts that access itself is valuable.

Step 3 — It runs quietly in the background

Some employees will engage immediately, others will return to it when life calls for it, both are right.

Over time, the language of mental strength begins to appear naturally in how people talk about pressure, direction, and relationships. Not because it was mandated, because it was genuinely useful. That is the quiet power of this model, it does not require structure to create impact, it requires trust.

What this model delivers

An organisation that chooses this model signals something important to its people.

- Every employee has access to structured mental strength support, privately and on their own terms
- The organisation invests in the whole person, not just the professional role
- People have something to draw on before challenges become crises



- The benefit is real, lasting and deeply personal

And perhaps most importantly, it positions the organisation as one that genuinely trusts its people. That kind of trust is rare and people remember it.

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