FRVEN LIM · 90-DAY PILOT PROPOSAL

Fractional Chief Wellbeing Officer

Turn wellbeing insight into leadership action.

Your people deserve more than wellbeing promises. I help leadership teams understand what is supporting or draining their people, prioritise practical changes, and review whether those changes are helping—without hiring a full-time Chief Wellbeing Officer.

HOPE · WHAT SUPPORTS PEOPLE

Optimism, self-worth, support and resourcefulness: the sources of confidence that help people move forward.

HUNGER · WHAT DRAINS PEOPLE

Stress, feeling unrecognised, loneliness, financial worries and uncertainty: pressures and unmet needs worth understanding.

Your first 90 days

MEASURE → INTERPRET → ACT → REVIEW

01 Understand
DAYS 1–30

Agree objectives, participation and reporting safeguards. Establish a Hope vs Hunger baseline and interpret the findings in your business context.

You receive: Baseline report, leadership briefing and three priority areas for investigation or action.

02 Act
DAYS 31–60

Agree up to three practical actions. Assign owners and deadlines, then support implementation—not just discussion.

You receive: Action plan, progress tracker, two implementation check-ins and an employee update: "You said. We are doing."

03 Review
DAYS 61–90

Repeat the agreed measures, review completed actions and assess early changes, with clear limits on what the findings establish.

You receive: Follow-up report, leadership review and next-quarter recommendations.

More than another survey.

I combine architectural leadership experience, coaching and workplace wellbeing to connect evidence with decisions and follow-through—alongside your HR team and existing support.

I coordinate the process. Your leaders own the decisions and workplace changes. Coaching and team experiences are recommended only where relevant.

A clear account of progress.

- Priorities grounded in the agreed assessment.
- Actions with accountable owners and deadlines.
- Evidence of completion and employee experience.
- Early progress, remaining concerns and next steps.

Relevant absence, retention and operational data can inform the review; changes do not establish causation.

Continue quarterly: Optional fractional-CWO support includes quarterly measurement and leadership reviews, monthly sponsor check-ins and ongoing action tracking.

Investment: Fixed pilot fee agreed after scoping workforce size, locations and delivery requirements. Ongoing support and additional interventions are quoted separately.

Before assessment, we agree consent, data access and reporting safeguards. Hope vs Hunger is not a clinical diagnosis or individual performance assessment. The pilot tests action and early progress; it does not guarantee longer-term commercial outcomes.

Lead through action. Not just words.

Build the people practices that support your ambition to lead your market.

Discuss your 90-day pilot ↗