

The client organisation and context: FTSE100 hotel company

This international FTSE 100 hotel company has over 5,000 hotels worldwide with its headquarters in London. The Global Human Resources team, a group of 20 individuals, was about to go through a significant re-organization.

Why and how Sophrology was used

The Sophrology sessions were offered as additional support to these individuals to increase their overall well-being and resilience to cope better in such a changing and uncertain environment.

Goals of the programme:

The main goals of the program were to raise body awareness with participants, introduce simple principles such as breath, focus attention, non-judgement, and become familiar with some basic dynamic relaxation exercises to release tension and increase focus.

In the last few sessions, the practice focused on inner-confidence, safety, building healthy boundaries and letting go. All of it through the practice of body movements and some contemplation exercises.

High-level overview of the programme:

A series of 12 sessions, of 1 hour each, was delivered weekly for over 3 months. Sessions were delivered during lunch time using meeting room facilities in the office. Participants were able to leave their desks, join the session and then grab a quick lunch or go back to work to their desks.

Impact

Very positive feedback was received from the group, with evidence of overall improvement in their wellbeing, more positive attitude and response to triggers at work.

Participants expressed how the weekly Sophrology sessions had given them the space for them to pause, restore and rejuvenate.

Somebody called it “An oasis of calmness in the middle of the crazy week at work”

More quotes from participants:

“I realized how important is to listen to my body instead of shutting it down, a difference that will help me in my performance in the future.”

“I learnt about the importance of accepting things as they are rather than fighting against them.”

“Sophrology has allowed me to be in a place where I can listen to what my body is saying. It can be hard to take action. Awareness is the first step to change things.”

Learning and recommendations for the future

People are not aware of their body. Most of the participants took for granted how their bodies function every day.

Most people are also not aware of the difference between tension and relaxation. There were a few moments when participants had realisations of how little they listen to their bodies.

The flexibility Sophrology provides for people to do it in their own way. There is a positive reaction from people when they know they can be themselves and do it in their own way, tailored to their body.

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