Motion

Calm Under Pressure

A 90-day corporate programme

Supporting employee wellbeing
and workplace stress-management skills

Smotion Corporate Wellbeing



When pressure becomes a way of working

Motion

Workplace stress does not always appear as an obvious crisis. It may show up as:

- Reduced focus.
- Reactive responses when problems arise.
- Poor communication between employees.

Pressure

- Difficulty switching off from work.
- Lower engagement and mental presence.
- Employees feeling exhausted or disconnected from the team.

Short-term wellbeing initiatives that fade after the workshop.

Pressure affects more than the individual. It shapes how teams communicate, lead and make decisions.

Why is one workshop not enough?

One workshop

A single session can give employees a valuable experience.

A 90-day programme

Building tools that employees can use at work requires:

- Understanding the current situation.
- Learning the tools.
- Practice between sessions.
- Employee follow-up.
- HR collaboration.
- Leadership support.
- Measurement before and after.
- A plan to continue.

> **That is why Calm Under Pressure is designed as a 90-day corporate programme, rather than a standalone event.**

What is Calm Under Pressure?

A practical corporate programme combining:

- Group coaching.
- Guided breathwork.
- Tools for managing workplace stress.
- Awareness and communication skills.

Calm Under Pressure

- Follow-up with HR.
- Meetings with senior management.
- Measurement before and after.
- A final report and continuation plan.

> **The programme is tailored to the company, team size and team needs.**

Why Choose Calm Under Pressure?

Managing pressure does not begin by asking people to perform more. It begins by helping them regain presence, clarity and the ability to choose.

What makes this approach different?

People Before Performance

Fatemah believes growth starts with people who stay present and clear under pressure. Employees are not treated as production tools, but given space and practices to continue with greater balance.

Breathwork and Coaching

Breathwork supports pausing, calm and presence. Coaching helps participants understand patterns, clarify needs and recognise the choices available to them.

From Awareness to Practice

Simple tools for the working day: before an important meeting, after a difficult situation, or when focus drops and tension rises.

Tools That Stay with Employees

Practices employees can return to and use independently, rather than becoming reliant on sessions.

A Different Response to Pressure

We cannot remove workplace challenges. We help participants build a more aware, calm and clear response when pressure arises.

Who is it for?

- Teams working under pressure, demanding targets and tight deadlines.
- Companies experiencing growth, expansion or change.
- HR and People & Culture departments.
- Learning, development and employee experience programmes.
- Employee wellbeing initiatives.
- CSR and social sustainability programmes for employees.

When people have tools they can return to under pressure, they are better able to stay present, communicate and make conscious decisions.

What is the programme designed to support?

For employees

- A better understanding of their response to stress.
- Practical tools to use during the working day.
- Greater presence and focus.
- More mindful communication under pressure.

For the company

- A structured wellbeing initiative with ongoing follow-up.
- Insight into employee experience through aggregate indicators.
- HR and management involvement in sustaining the programme.
- A plan to follow after the programme ends.

Outcomes vary according to the company, participation and practical application.

One programme, three levels

1

Employees

Practical sessions help participants understand their stress response and use tools for breathing, presence and communication during the working day.

2

Human Resources

Monitor participation, address barriers to practice and support the programme’s continuity within the company.

3

Business Owner or Senior Management

Connect the programme to company needs, review aggregate indicators and discuss management actions that support the team.

Assessment & Design

Before we begin

- Meet with the business owner and HR.
- Understand the company and team.
- Identify challenges and goals.
- Conduct a confidential employee survey.
- Select simple measurement indicators.
- Agree on the session schedule and communication process.
- Tailor examples and exercises to the workplace.

The Starting Point

> **Management receives aggregate results only. Individual employee responses are not shared.**

Calming & Understanding

Month One

01

With employees

- Session 1: Understand stress and how it appears in thinking, the body and behaviour.
- Session 2: Practical guided breathing techniques for the working day.

With HR

- Review aggregate survey results.
- Identify sources of stress and barriers to participation.
- Agree on communication and follow-up.

With senior management

- Identify how current challenges affect the team and work.
- Agree on priorities and expectations.
- Choose a management action to support the programme.

Building Skills

Month Two

02

With employees

- Session 3: Tools to support focus and manage energy.
- Session 4: Emotional awareness and communication under pressure.

With HR

- Review attendance and engagement.
- Address challenges in applying the tools.
- Support internal communication with the team.

With senior management

- Review progress and aggregate indicators.
- Discuss management practices that could better support the team.

Consolidation & Continuity

Month Three

03

With employees

- Session 5: Build practical habits for managing recurring stress.
- Session 6: Review the tools and create a personal continuation plan.

With HR

- Review the programme experience.
- Build a 90-day internal follow-up plan.
- Identify tools for continued use.

With senior management

- Review before-and-after measurements.
- Discuss aggregate results.
- Present recommendations and the continuation plan.

What does the programme include?

- A programme spanning 90 days.
- One group of up to 30 employees.
- An assessment and preparation meeting before the start.
- Confidential surveys before and after the programme.
- 6 live employee sessions.
- Employee sessions lasting 75 to 90 minutes.
- 3 follow-up sessions with HR.
- 3 meetings with the business owner or senior management.
- Tools, exercises and short recordings.
- One Smotion point of contact.
- A final report with aggregate results and recommendations.
- A 90-day continuation plan.

What do we measure?

Suitable indicators are agreed with the company, such as:

- Employees’ self-reported stress levels.
- Participants’ ability to use the tools.
- Attendance and engagement.
- The team’s sense of support and communication.
- Perceived usefulness of the sessions.
- Changes between the initial and final surveys.

Before the programme

After the programme

> **These indicators measure participant experience. They are not a medical diagnosis or a guarantee of specific business results.**

Privacy & Professional Boundaries

- Employee surveys are confidential.
- Management receives aggregate results only.
- Employees are not diagnosed.
- The programme does not provide medical or psychological treatment.
- Employee information is not shared without consent, unless required by law.
- If a need falls outside the programme’s scope, the employee is advised to contact a licensed professional.

Trust and privacy are central to the programme’s design.

What is not included in the core package?

- Individual employee sessions.
- Medical or psychological treatment or counselling.
- Diagnosis of employee conditions.
- Additional groups beyond 30 employees.
- External venue hire.
- Equipment or services outside the programme’s scope.

Individual sessions or additional groups can be arranged under a separate proposal.

Meet Fatemah Almarzook

Founder and Programme Facilitator



> **I believe a company grows not through performance alone, but through people who can stay present and clear under pressure. When we care for people, we build a more balanced, connected and sustainable team.**

Fatemah leads the programme in collaboration with HR and management. Her approach combines listening, coaching, awareness and practical action, while respecting each participant’s privacy and the programme’s professional boundaries.

The Professional Experience Behind the Programme

Fatemah Almarzook leads the programme with experience in coaching, group work and transformational breathwork, through a practical, human-centred approach that respects participants' privacy and professional boundaries.



10+ years

of coaching experience with individuals and groups.

500+ sessions

delivered to clients and participants across the Gulf.

Arabic & English

In-person sessions in Dubai and online sessions.

Coaching

Certified Professional Coach
Legacy Coaching Institute — ICF ACSTH programme

Certified Group Coaching Practitioner
Legacy Coaching Institute — CCE

Transformational Breathwork

Certified Transformational Breath Facilitator
Transformational Breath Foundation

Transformational Breath Group Leader
Transformational Breath Foundation

Certified to Deliver Online Transformational Breath Sessions
Transformational Breath Foundation

Supporting Qualifications

120 Hours of Training in Psychological Counselling
Alia Institute

Certified Retreat and Group Experience Organiser

This background enables Fatemah to bring breathwork and coaching into one experience, helping participants understand their response to pressure, regain presence and develop tools they can use at work and beyond.

www.smotion.ae

Smotion provides coaching, breathwork and general wellbeing services.

The programme does not diagnose or treat medical or psychological conditions and does not replace care from a licensed professional.

Outcomes vary according to the company, participation and practical application.