



## VANITHA NATHAN

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Employee Wellbeing Leader | Wellbeing Strategist & Regional Consultant | Employee Engagement & Organisational Health

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### ABOUT ME

I am a workplace wellbeing and organisational health professional with over 10 years of experience spanning clinical nursing, occupational health, employee wellbeing, workforce engagement, and regional consulting. My work sits at the intersection of employee wellbeing, organisational psychology, employee experience, and business performance.

Throughout my career, I have partnered with multinational corporations, regional leadership teams, HR leaders, and business stakeholders to design and implement evidence-based wellbeing strategies that strengthen workforce resilience, enhance employee engagement, improve psychological safety, and support organisational performance.

Having led wellbeing initiatives across Southeast Asia and advised multinational organisations across APAC, I bring a unique combination of healthcare expertise, strategic thinking, behavioural insight, and stakeholder engagement. I am passionate about helping organisations move beyond standalone wellness activities to build sustainable cultures where employees can thrive and organisations can perform at their best.

Whether supporting organisations through wellbeing strategy development, employee engagement initiatives, leadership advisory, mental health programmes, or workplace culture transformation, my focus remains the same: creating healthier, more engaged, and higher-performing workplaces.

### LET'S CONNECT



Singapore



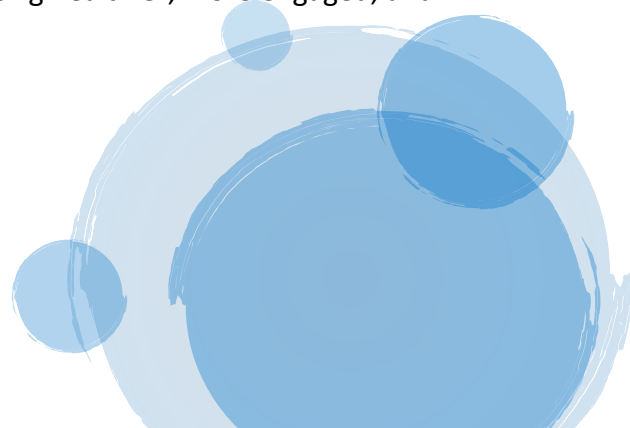
+65 98002033



[vanitha.nathan@hotmail.com](mailto:vanitha.nathan@hotmail.com)



[www.linkedin.com/in/vanitha-nathan](https://www.linkedin.com/in/vanitha-nathan)






## AREAS OF EXPERTISE:

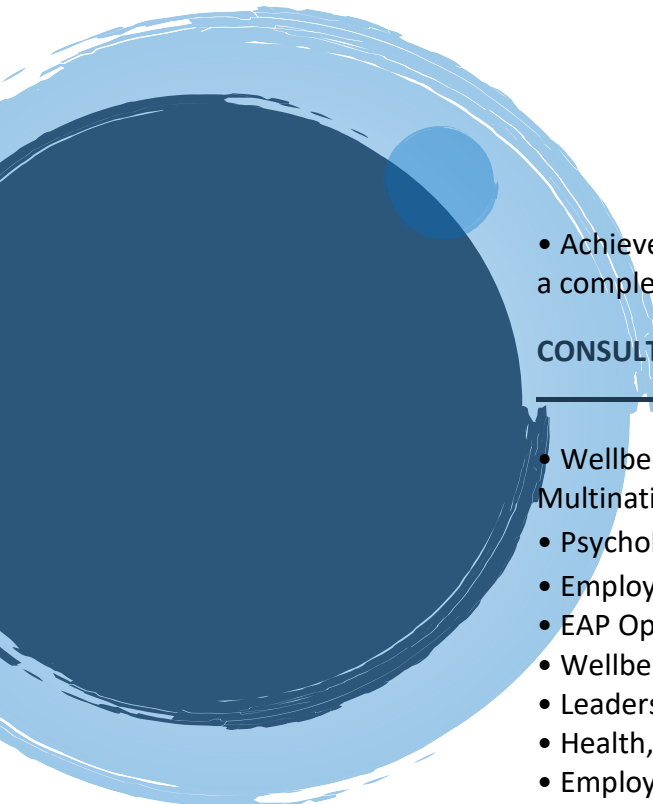
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- Employee Wellbeing Strategy & Programme Design
- Mental Health & Psychological Safety Initiatives
- Employee Engagement & Experience
- Organisational Health & Workforce Resilience
- Leadership Engagement & Stakeholder Management
- Workplace Culture & Behaviour Change
- Change Management & Organisational Development
- Employee Assistance Programme (EAP) Strategy
- Health & Wellbeing Communications & Engagement Campaigns
- Wellbeing Champion Network Development
- Workplace Ergonomics & Occupational Health Advisory
- Workforce Insights, Surveys & Wellbeing Analytics

## CAREER HIGHLIGHTS & IMPACT

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- Managed a regional portfolio comprising 7 client clusters and 38 entities, with delivery and commercial accountability of approximately SGD300K.
  - Developed and executed organisation-wide wellbeing strategies that increased employee engagement in wellbeing initiatives by **60%** within 10 months.
  - Led end-to-end EAP procurement and launch, achieving **5.3%** employee adoption within three weeks of go-live.
  - Drove EAP utilisation from **2%** to **4%** through strategic communication, awareness campaigns, and stakeholder engagement.
  - Led a growing Wellbeing Champion Network of 10 members, establishing governance and communications infrastructure and leadership visibility.
  - Increased participation in organisation-wide wellbeing challenges by **50%**, fostering stronger employee engagement and cross-functional collaboration.
  - Contributed to a client's Singapore Health Award (Corporate Excellence) from the Health Promotion Board (2019).
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- Achieved **64%** compliance in an office ergonomics programme across a complex multi-site environment.

### CONSULTING & ADVISORY SERVICES

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- Wellbeing Strategy and Proposition Design for Regional or Multinational Workforces
- Psychological Safety and Change Management
- Employee Engagement Strategy
- EAP Optimisation & Awareness Campaigns
- Wellbeing Champion Programme Development
- Leadership Wellbeing Advisory
- Health, Wellbeing and Pulse Data Analysis
- Employee Experience & Workforce Resilience Initiatives
- Psychosocial Risk Assessment

### PROFESSIONAL CREDENTIALS

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- Master of Science (HRM & Organisational Psychology) – University of Chichester (*In Progress*)
- Certified Behavioural Consultant (CBC)
- Healthcare Leadership – NUS Yong Loo Lin School of Medicine
- Bachelor of Commerce (Psychology) – Singapore University of Social Sciences
- Professional Certificate in Implementing Total Workplace Safety & Health – NUS School of Saw Swee Hock
- Diploma in Health Sciences (Nursing)- Ngee Ann Polytechnic

#### **Available for:**

Senior Wellbeing & Employee Experience Roles | Wellbeing Consulting Engagements | Health & Wellbeing Advisory Projects | Strategic Wellbeing Partnerships

