TONIQ WELLNESS

THE WORKPLACE WELLBEING CALENDAR 2026-27

Plan a year of meaningful workplace wellbeing initiatives



NOURISH. MOVE. RECOVER. CONNECT

www.toniqwellness.com

WHY WORKPLACE WELLBEING MATTERS

Employee wellbeing has become one of the most important drivers of sustainable performance in modern organisations. When employees are supported to manage their energy, stress and health, businesses benefit from **stronger engagement, improved productivity** and **greater resilience** across teams.

Many organisations want to support wellbeing but struggle to know where to begin, or how to create initiatives that feel meaningful rather than tokenistic. Without a clear plan, wellbeing activity can become reactive or inconsistent throughout the year.

ABOUT TONIQ WELLNESS

At TONIQ Wellness, we work with organisations to deliver practical, evidence-based wellbeing programmes that support employees to perform at their best – physically, mentally and emotionally.

Our work is built around four key pillars:

NOURISH- nutrition that supports energy, focus and long-term health
MOVE- movement that supports physical health and productivity
RECOVER- strategies to support sleep, stress regulation and resilience
CONNECT- creating supportive cultures where wellbeing conversations can thrive

Our founders Arron and Rachel are passionate about helping to create workplaces where employees can truly thrive. In a world increasingly driven by digital solutions, we champion the power of real human connection. Through tailored, people-first wellbeing programmes, we support organisations in building cultures that value health, resilience, and sustainable performance.



HOW TO USE THIS CALENDAR

This calendar is designed to help HR teams and wellbeing champions plan simple, meaningful wellbeing initiatives across the year.

You do not need to run large or complex programmes for wellbeing initiatives to make a difference. Often, small and consistent actions are what help build healthier workplace cultures over time.

You may choose to align wellbeing activity with the awareness dates highlighted in this guide, or simply use the monthly themes as inspiration for conversations and initiatives within your organisation.

Examples of workplace wellbeing initiatives might include:

Lunch & Learn sessions
Short educational sessions that introduce practical strategies employees can apply to support their health, energy and resilience.

Workplace wellbeing clinics
Confidential 1:1 consultations where employees can receive personalised guidance on topics such as sleep, stress, nutrition or energy.

Interactive workshops
Longer sessions that help employees understand the science behind wellbeing and learn practical strategies they can implement in their daily lives.

Wellbeing weeks or themed campaigns
A series of activities or resources focused around a key awareness campaign, such as Mental Health Awareness Week or Men's Health Week.

Educational resources
Articles, guides or short videos that help employees build their knowledge and confidence around wellbeing.

This calendar is intended to help you begin thinking about how wellbeing could be supported across the financial year.

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JANUARY

THEME: RESET, ENERGY, HEALTHY HABITS

Key awareness campaigns

- Dry January
- Veganuary

Workplace wellbeing opportunities

- Supporting energy and focus after the holidays
- Healthy habit building for sustainable performance
- Alcohol, sleep and stress awareness
- Nutrition for immune health

TONIQ session ideas

- Lunchtime Talk: "Fuelling Success: Nutrition and Lifestyle Strategies for for Energy & Focus

- 1:1 Nutrition and Wellbeing Clinics- Building Sustainable Healthy Habits

- The 'GLOW' Reset - a morning of gentle movement, breathwork and self care to reset the team for the year ahead

- Lunchtime Talk or Resources: "Immune Resilience: How Nutrition Supports Your Body's Defences"



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FEBRUARY

THEME: HEART HEALTH & CONNECTION

Key awareness campaigns:

- British Heart Foundation Heart Month
- Time to Talk Day (mental health conversations)
- Random Acts of Kindness Day

Workplace wellbeing opportunities

- Heart health and preventative nutrition
- Creating supportive workplace cultures
- Encouraging connection and team wellbeing
- Self Care challenges

TONIQ session ideas

- Talk: "Eating for Heart Health: Simple Strategies for Everyday Life"

- Workshop: Qi Gong for Stress and Emotional Resilience Workshop

- Workplace Challenge: '28 Days of Self Care'



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MARCH

THEME: WOMEN'S HEALTH & SLEEP

Key awareness campaigns:

- World Sleep Day
- International Women's Day
- Endometriosis Awareness Month
- National Nutrition Month
- International Day of Happiness

Workplace wellbeing opportunities:

- Sleep optimisation and recovery
- Women's health and hormones
- Nutrition for cognitive performance

TONIQ session ideas:

- The Sleep Masterclass - a joint session delivered by our founders on the power of sleep with practical tips and an interactive session

- Women's Health & Hormones Workshop - delivered by our founder Rachel

- Smoothie bar takeover + healthy eating talk - a practical workshop

- 1:1 Wellbeing Clinics to support performance



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APRIL

THEME: STRESS AWARENESS

Key awareness campaigns:

- Stress Awareness Month
- World Health Day
- IBS Awareness Month

Workplace wellbeing opportunities:

- Understanding stress physiology
- Nervous system regulation
- Preventing burnout in high-performing teams
- Supporting emotional wellbeing
- Understanding digestive health conditions

TONIQ session ideas:

- The Stress Masterclass: Burnout Prevention for High Performers - a joint session delivered by our founders on the science of stress with practical tips and an interactive session

- 'Wellness Open Day' - free classes and food stalls

- Breathwork for Stress Management workshop

- Talk : "Happy Gut, Healthy Body: Nutrition for Digestive Health"

- 1:1 Wellbeing Clinics to support stress resilience



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MAY

THEME: MENTAL HEALTH & MOVEMENT

Key awareness campaigns:

- Mental Health Awareness Week
- National Walking Month

Workplace wellbeing opportunities:

- Mental health education
- Encouraging movement during the workday
- Supporting employee resilience
- Team wellbeing initiatives

TONIQ session ideas:

- Talk : "Good Mood Food: How what you eat impacts your mental health"

- The Steps Challenge - encouraging employees to be more active throughout the day

- Qi Gong Workshop: Movement and Mobility for Desk Workers

- Panel Talk: "Supporting mental resilience in a fast paced world"



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JUNE

THEME: MEN'S HEALTH

Key awareness campaigns:

- Men's Health Week
- Bike Week
- Diabetes Awareness Week

Workplace wellbeing opportunities:

- Men's health awareness
- Energy, testosterone and metabolic health
- Encouraging active commuting and movement
- Preventative health education around diabetes

TONIQ session ideas:

- The Men's Health MOT Clinic - 1:1 sessions with Arron Collins-Thomas including body scan, nutrition and lifestyle advice

- The Sugar Free Challenge - encouraging employees to cut their consumption of sugar and feel the benefits

- Talk: Preventing Type 2 Diabetes: Small Changes That Make a Big Difference



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JULY

THEME: SELF CARE

Key awareness campaigns:

- Alcohol Awareness Week
- International Self Care Day

Workplace wellbeing opportunities:

- Team Summer Wellbeing Day
- Education on Alcohol Awareness

TONIQ session ideas:

- 1:1 Workplace Wellbeing Clinics

- Resources on alcohol awareness and how to cut back including healthy mocktail recipe e-book

- Self care workshop: yoga, journalling and breathwork



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AUGUST

THEME: SUMMER WELLBEING

Key awareness campaigns:

A quieter month

Workplace wellbeing opportunities:

- Hydration and cognitive performance
- Beat the Afternoon Energy Slump

TONIQ session ideas:

- Talk & Cooking Demonstration : How to Eat Well on Busy Days



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SEPTEMBER

THEME: ENERGY & RESILIENCE

Key awareness campaigns:

- National Fitness Day
- international Week of Happiness at Work
- Migraine Awareness Week
- Stand Up to Cancer Day
- Organic September

Workplace wellbeing opportunities:

- Active Workplace Challenge
- Employee Gratitude and Kindness Initiatives
- Educational resources on Migraine
- Back to work energy and resilience

TONIQ session ideas:

- Healthy Eating Workshop
- 1:1 Nutrition and Wellbeing Clinics- Building Sustainable Healthy Habits
- Talk: "Nutrition for Brain Health"
- 30 Day Fitness challenge



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OCTOBER

THEME: MENOPAUSE

Key awareness campaigns:

- Menopause Awareness Month
- World Mental Health Week
- Stress Awareness Day
- World Menopause Day

Workplace wellbeing opportunities:

- Menopause in the Workplace
- Stress Management Strategies
- Mental wellbeing education

TONIQ session ideas:

- Menopause Masterclass: A Panel Talk and Interactive Workshop
- Talk: "Thriving Through Menopause: The Power of Nutrition"
- Breath work workshop for stress resilience



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NOVEMBER

THEME: IMMUNITY & STRESS AWARENESS

Key awareness campaigns:

- National Stress Awareness Day
- World Kindness Day
- National Self Care Week
- International Men's Day
- Movember

Workplace wellbeing opportunities:

- Preventative health education
- Immune health support as Winter approaches
- Stress management strategies
- Men's health education

TONIQ session ideas:

- Talk: "Beating Burnout: Nutrition and Lifestyle Strategies for resilience and productivity"

- Immune health educational resources

- 30 Day Self Care Challenge/ 5 Day Kindness Challenge

- 1:1 Wellbeing Clinics



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DECEMBER

THEME: RECOVERY & REFLECTION

Key themes:

- Festive wellbeing
- Managing stress during busy periods
- Reflection and goal setting

Workplace wellbeing opportunities:

- Healthy habits during the festive season
- Sleep and recovery strategies
- End-of-year wellbeing reflection

TONIQ session ideas:

- Winter Wellness Workshop- How to stay healthy during the festive season
- Qi Gong for Energy & Resilience Session
- Talk: "The Immunity Edge: Nutrition Strategies for Resilient High Performance"



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