



WINGS Culture Intelligence Reset™

A precision-designed culture transformation system for modern workplaces.



WINGS Culture Intelligence Consultancy
Transforming People, Teams & Organisations.



The WINGS Culture Intelligence Reset™

The WINGS Culture Intelligence Reset™ is a targeted, evidence-informed framework that blends Cultural Intelligence (CQ), Emotional Intelligence (EQ), and Well-being Architecture to transform workplace culture from within. Rather than offering another training session or wellness day, we reset the emotional, relational, and behavioural foundations that shape how people work, communicate, and perform.

The Culture Gap Revealed

Across the Midlands, organisations are facing a growing disconnect between what workplaces say they value and what people actually experience. Recent evidence shows:

- UK employees now take an average of 9.4 sick days per year — the highest in 15 years (CIPD + Simplyhealth).
- 1 in 4 workers report that their job negatively affects their mental or physical health (CIPD).
- Stress and mental ill health are now leading causes of short- and long-term absence (Health & Protection).

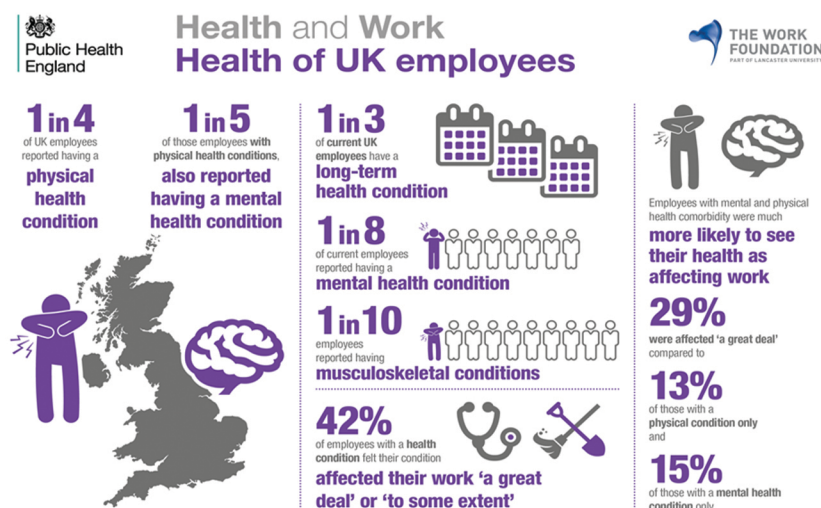
These issues are not caused by poor training or lack of wellness initiatives.

They stem from misaligned

culture — hidden tensions, unspoken norms, burnout cycles, behaviour gaps, and emotional disconnection.

Traditional approaches don't reach the root.

A Culture Intelligence Reset™ does.



Benefits to Employers

Employers

- Stronger trust between leadership and teams
- Clear communication pathways and fewer misunderstandings
- Improved retention and reduced recruitment costs
- Early identification of culture issues before they escalate
- Enhanced team cohesion and cross-department alignment
- Leadership equipped with practical EQ-based tools for influence and decision-making

Employees

- A workplace where people feel psychologically safe, heard, and supported
- Greater emotional resilience and reduced burnout
- Improved teamwork, collaboration, and conflict navigation
- Clarity on expectations, roles, and behavioural norms
- A sense of belonging and shared purpose
- Healthier work rhythms that support wellbeing and performance

Organisation

- A culture that matches your mission, values, and long-term strategy
- Increased productivity through a healthier emotional climate
- Reduced sickness absence and presenteeism
- A more agile, adaptable and future-ready workforce
- Enhanced employer brand and organisational reputation
- Sustainable performance built on human-centred systems, not quick fixes

Our Methodology

WINGS delivers transformation through a structured, multi-layered process:

Culture Diagnosis & Mapping

We uncover hidden dynamics using advanced tools to map relational patterns, values-behaviour gaps, communication challenges, and psychological safety levels.

CQ-EQ Behavioural Audit

Using validated frameworks, we assess leadership influence, emotional intelligence, team dynamics, stress load, and workplace climate.

Wellbeing Architecture Integration

We embed research-driven wellbeing practices, nervous-system regulation strategies, and sustainable work rhythms that enhance performance and prevent burnout.

Transformation Roadmap

We co-design a tailored culture reset plan, complete with new habits, communication norms, accountability systems, and leadership behaviours that support long-term change.

Embedding & Sustainability

We guide teams in embedding these shifts across daily operations — ensuring culture change is consistent, supported, and measurable.





Our Reset is delivered through a structured combination of in-person immersion and live online sessions — designed to create real behavioural change, not tick-box training.

If you're ready for a culture that truly works,

Let's begin your transformation.



Thank you for stopping by

Thank you for taking the time to explore what WINGS offers.

We know that culture is the heartbeat of every organisation, and when people feel heard, seen and supported, everything changes — performance, trust, wellbeing and growth. If you're ready to build a human-centred culture where your workforce can truly thrive, we would be honoured to guide you.

Let's begin your Culture Intelligence Reset.

We look forward to a great partnership.

Yours sincerely,

Baljeet Baba

Founder, WINGS



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What's Next

With carefully designed programs and specialist bespoke programme,
we can certainly find the right solution for you.

We look forward to a strong partnership going forward.

Let's chat or get in touch

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