

# CASE STUDY ON TRANSFORMING LEADERSHIP AND WORKPLACE CULTURE THROUGH HUMAN FLOURISHING

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The Executive Flourishing Blueprint Program -  
Cohort 1 Recap

January 2026

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# Case Study on Transforming Leadership and Workplace Culture Through Human Flourishing

## The Executive Flourishing Blueprint Program - Cohort 1 Recap

**By Eleanor Allen – CEO of the Flourishing Work Alliance (formerly the World Flourishing Organization<sup>1</sup>)**

**January 2026**

### A Personal Journey to Systemic Impact

It all started in 2018. I had the opportunity to apply for the Inner Development Program offered through the [Well Being Project](#). I received this opportunity because I was the CEO of Water For People, a social change organization within a community of social entrepreneurs. At that time, the social sector was experiencing a concerning rise in mental health issues. The cases of burnout and divorce were on the rise, and other challenges were also increasing thereby preventing CEOs from continuing their vital work. For many the trauma of their work, or their own past experience with trauma, also impacted on their personal well-being.

I was searching for something, but I didn't know what it was. My life was out of balance. I was struggling with my teenage son, navigating the transition from corporate to nonprofit work, and I wasn't very happy. So, I decided to apply to the program. I was accepted.

The Inner Development Program (IDP) was an intensive 18-month commitment featuring three retreats (one every six months) and monthly peer coaching in small groups of 3–4 people. It taught us many things about ourselves that we didn't know. In my case, it revealed what was holding me back and helped me envision a different path forward. While much of the work we did was essentially group therapy based on three core foundations – personal mythology, internal family systems (IFS), and family constellations – we also explored many other things through a potpourri of a la carte offerings. These included meditation, energy field management, dance & movement, eye movement desensitization and reprocessing (EMDR) tapping, 1:1 talk therapy, etc. The idea was to give us choices to see what worked for each of us as individuals.

The IDP changed my life. It helped me understand myself deeply and become aware of the patterns holding me back. I came to see the recurring mistakes I was making that

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<sup>1</sup> The Flourishing Work Alliance is a sister organization to the World Flourishing Organization (WFO). Three global leaders (Gordon Watson, Karen Seymour and Eleanor Allen) were co-founders of the World Flourishing Organization in 2024 based in the USA. In January 2026 the co-founders decided to divided efforts yet still collaborate. Now Karen is leading the WFO, reopened in Hong Kong, and Eleanor is leading the Flourishing Work Alliance in the USA. Gordon continues to provide advisory support to both companies.

prevented me from reaching my full potential as both a human and a leader. These were all informed by the impact my past experiences had on my present behaviors. Once I was aware, I could decide which of these discoveries I wanted to keep as part of me today, and which ones I wanted to let go.

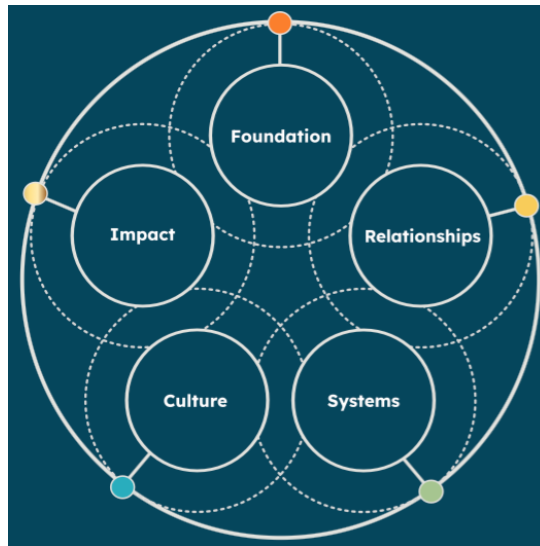
While serving as CEO at Water For People, I had the safe space to test new practices. I became more vulnerable and experimented with intentional micro-shifts in my leadership style that made me feel more authentic. This experience was transformative for me as a leader, mother, partner, and person.

After leaving Water For People to become CEO of B Lab (the nonprofit certifying B Corps), I envisioned bringing a similar program to the IDP to B Corp leaders. However, my time at B Lab was short-lived, and I was not able to launch the program there. It was not until I co-founded the World Flourishing Organization (WFO) with like-minded leaders that my vision fully materialized. The **Executive Flourishing Blueprint Program** was launched in July 2025.

## Program Design

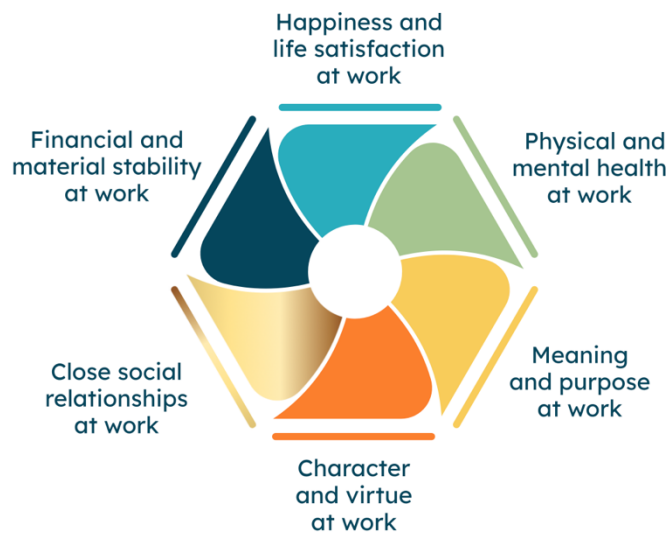
The first Executive Flourishing Blueprint Program ran from July through December 2025, with 18 participants from diverse sectors, countries, and organizational types spanning for-profit, nonprofit, government, and civil society. The uniting factor was that each participant recognized they wanted something more for their organization and understood that creating a truly flourishing workplace also required deep personal work to be thriving themselves.

The program structure was monthly 90-minute sessions with the full group and monthly peer coaching in small groups of 3 to 4 people in between. The group sessions combined with the peer coaching created a powerful, confidential learning environment. The main tool used by participants in the program was the WFO's Organizational Flourishing Blueprint Framework, which evaluated 42 distinct elements across the five organizational pillars (foundation, relationships, systems, culture, and impact) that are the backbone of the Organizational Flourishing Framework.



**Figure 1: The Five Pillars of WFO's Organizational Flourishing Framework**

The curriculum included the six dimensions of human flourishing identified by [Harvard University Human Flourishing Program's](#) Secure Flourishing Index (happiness and life satisfaction, character and virtue, material and financial stability, physical and mental health, and close social relationships) and how these dimensions could be adapted to the workplace<sup>2</sup>. The five pillars were interwoven with the six dimensions of human flourishing. Together these are the ingredients for a healthy, resilient organization.



**Figure 2: The WFO's Adaptation of the Secure Flourishing Index to the Workplace**

<sup>2</sup> Adapted by the WFO from [The Global Flourishing Study: What contributes to a life well-lived?](#). p6.

## Program Outcomes

As their final project in the program, each participant presented their Flourishing Blueprint to the entire cohort. Their Blueprint included their own personal goals for professional development as well as organizational flourishing goals based on their baseline assessment using the Organizational Flourishing Blueprint Framework. The goals were put into distinct time horizons: short term (within the next year), midterm (the next 2 to 3 years) and long-term (three years and beyond). Upon program completion, participants were certified as WFO Flourishing Executives.



## What Participants Experienced

*“This program gave me an opportunity to connect with professionals around the world interested in increasing their executive and organizational flourishing. These groups allowed me to connect with others and share valuable insights while building a blueprint dedicated to my personal and organizational success. I’d recommend this program to anyone looking to connect with the deeper meaning and strategies around flourishing, both as a leader, and for building a healthy and impactful organization.”* M.D.A., Dog Tag Inc.

*“Being part of the flourishing cohort has transformed my understanding of what it means to lead with purpose—it’s where the seeds of insight were planted and a flourishing organizational culture is beginning to take root.”* Erica Brown

*“The Blueprint program was a real eye-opener for me. While I thought my organization was already flourishing, I realized there was so much more I could do as a leader and that we could do as an organization to really embed the principles into the foundation, systems, and culture. I highly recommend this to other leaders; your organization will be stronger for it!”* Anonymous

### Participants also highlighted the quality of the peer learning experience:

*“I love the group, the conversation, and the speakers you bring.”*

*“Hearing from my peers in the cohort and learning what they took away and how they will move forward was invaluable.”*

*“Having Eleanor do one-on-one coaching to walk through the Blueprint Framework really helped pull pieces of the sessions together for me. I appreciated the ability to work with my team to synthesize sessions and bounce ideas off of each other.”*

## A Growing Community of Practice

One of the most rewarding aspects of the program has been watching participants lean into learning about human flourishing, themselves, and each other. Some arrived already knowledgeable about the science of flourishing, while others were entirely new to the topic; all found value in a community committed to continuous improvement and mutual support.

Many participants have expressed their intention to stay connected beyond the formal end of the program, continuing to share learnings and accountability as they implement their blueprints. This growing network is part of the long-term vision: a community of leaders intentionally creating more flourishing lives and workplaces.

### Executive Flourishing Blueprint Program Cohort 1 Participants





## Looking Forward

In January 2026, the WFO Co-Founders decided to split the partnership into two sister organizations on two sides of the world. Karen Seymour will continue to lead the WFO and will operate out of Hong Kong to primarily cover Asia and the Middle East. I (Eleanor) will continue to operate out of Colorado, USA, and continue to lead the workplace flourishing movement through a new business (Flourishing Work Alliance) with the same mission servicing primarily the US, Europe, UK, and Latin America.

### Upcoming Flourishing Work Alliance programs and events include:

- The **Executive Flourishing Blueprint Program** will run again in a virtual format in 2026 (May–November).
- In addition, we will host an in-person **Executive Flourishing Forum** on April 29<sup>th</sup> in Denver, Colorado. This one-day event will be a “mini-Blueprint” offering with self-reflection, a pulse check on state of the workplace, and an introduction to the five pillars required to build a flourishing organization.
- A new course is being offered in 2026 called the **Flourishing Professionals Program**. This is for practitioners like CHROs/CPOs, executive coaches, internal catalysts, and changemakers. The course will be offered in a virtual format from February to April and in person in Denver on April 30<sup>th</sup>.
- The Blueprint Cohort 1 graduates will have a virtual **Blueprint Retreat** in March 2026.
- In September 2026, we plan to host an in-person **Flourishing Retreat** for all graduates of the WFO/Flourishing Work Alliance programs.

### Upcoming WFO programs and events include:

- **Executive Flourishing Blueprint Program** for Asia and the ME
- **Flourishing Professionals Program** for Asia and the ME

Whether you are seeking to deepen your leadership effectiveness, create a more resilient and thriving organizational culture, or join a community of executives committed to meaningful change, the Executive Flourishing Blueprint Program offers a structured, science-based path forward. We will also have the opportunity to be part of a supportive

and unique community dedicated to helping each other on individual and organizational flourishing.

We are currently accepting applications for our next cohort for the Executive Flourishing Blueprint program that starts in May 2026. You can apply [here](#). Looking forward to supporting you on your journey!

For more information or to apply or register for a program or event, visit the [Flourishing Work Alliance](#) website for US/Europe/Australia and the [WFO's website](#) for Asia/Middle East.

## Acknowledgements

While in July 2025 the Executive Flourishing Blueprint Program was still in a bit of flux, it came together quickly. The content of the program was co-developed between Tamara Lechner (Head of Learning at the WFO; Chair of Harvard's AI for Human Flourishing) and me. Tamara also expertly facilitated each session. The detailed program was also co-created with the input of the participants and the presenters, with robust feedback after each session to improve the next one. The curriculum was grounded in both lived experience and the science of human flourishing. The participants knew that as Cohort 1, the program was a bit fluid – and they were understanding of the process. The content was revealed through progressive disclosure as we were developing topics and adjusting them real-time. Thank you, to all the participants, for your patience and faith in the process and the program!

A huge thank you also to the WFO Co-Founders (Karen Seymour and Gordon Watson) for your support of this program. And finally, thank you to all the guest presenters that shared their wisdom and their time with us and sharing your subject matter expertise:

- Katy Cooper – Founder and Co-CEO, DisCo – Disruptive Consulting; Futurist
- Kell Delaney – Consultant and Executive Coach at Conversant
- Luis Duarte – CEO of Amoofy; Portfolio Advisor Imaginable Futures
- Stan Freck – Executive Coach and Strategic Advisor at Stan Freck Coaching; former Senior Director at Microsoft
- Matt Lee – Professor at Baylor University and Researcher at Harvard University
- Matt Lippincott – Co-Founder at Goleman Consulting Group