Well-Being Excellence™

RECOGNIZING ORGANIZATIONAL EXCELLENCE IN EMPLOYEE WELL-BEING.

Elevate Workforce Well-Being and Engagement.

ANCC International

Contact: **ancc.international-middleeast@ana.org**

WHY WELL-BEING EXCELLENCE™ MATTERS IN THE MIDDLE EAST

Organizations across the Middle East are rapidly evolving to meet increasing demand, workforce nationalization goals, and rising expectations. As organizations expand and workforce mobility remains high, employee well-being has become a strategic imperative for improving workforce stability and long-term retention and returns.

Well-Being Excellence™ provides an evidence-based framework that enables organizations to evaluate, strengthen, and benchmark their well-being initiatives against globally recognized standards while addressing the unique challenges of the Middle East's workforce. Building on ANCC's legacy of recognizing organizations that prioritize workforce well-being, safety, and health, this credential demonstrates a strong commitment to creating supportive work environments, enhancing employee engagement and strengthening organizational reputation and credibility.

BENEFITS OF ACHIEVING WELL-BEING EXCELLENCE™ IN THE MIDDLE EAST

- **Strengthens talent attraction** and recruitment efforts by demonstrating a clear commitment to employee experience and workforce support.
- **Enhances workforce morale** by fostering a culture of inclusion and respect.
- **Builds organizational resilience** through a healthier, more engaged, and adaptable workforce.
- **Provides a structured framework for assessing,** benchmarking, and continuously improving workforce support initiatives.

Benefits for the Entire Workforce

- Promotes psychological safety and trust across teams.
- Encourages sustainable work practices that support long-term employee well-being.
- Improves day-to-day employee experience, and professional satisfaction.
- Strengthens employee engagement and reinforces a culture of recognition.
- Contributes to stronger teamwork and fosters a collaborative work environment.



KEY BENEFITS FOR ORGANIZATIONS

- Supports workforce nationalization strategies by helping retain local talent, strengthen mentorship programs, and create sustainable career pathways.
- Addresses the needs of a highly diverse and multicultural workforce through inclusive leadership, psychological safety, and effective communication across languages and professional backgrounds.
- Helps mitigate burnout and staffing challenges through proactive workforce support initiatives.
- Promotes leadership practices that support workforce well-being and long-term sustainability.
- Strengthens employer brand and market differentiation in increasingly competitive talent markets.
- Aligns with regional and international accreditation, quality improvement, and reputation-building objectives
- Advances evidence-based workforce practices and promotes a culture of continuous improvement.
- Demonstrates leadership commitment to employee well-being and engagement, enhancing organizational reputation and positioning the organization as an employer of choice across the Middle East.
- Positions the organization as a recognized leader in employee experience and workplace culture across the Middle East.
- Creates opportunities for alignment with other ANCC credentialing programs.

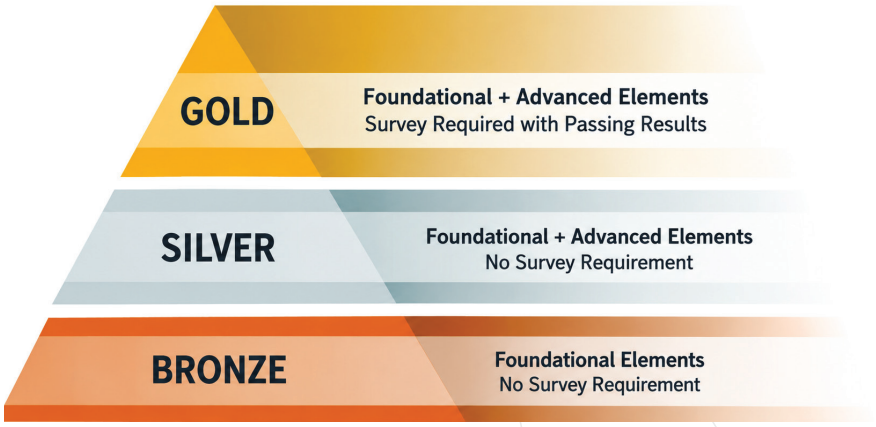


THE WELL-BEING EXCELLENCE™ JOURNEY

The Well-Being Excellence™ Journey involves a structured process that validates the organization's commitment to healthy, supportive work environment.

Tier Requirements

Well-Being Excellence™ applicants select the credential tier they wish to pursue.



ANCC Well-Being Excellence® Credential Tier Requirements

TYPICAL STEPS INCLUDE:



Program Timeline

- Organizations may complete the Well-Being Excellence™ journey within one year, depending on their level of readiness as determined through the self-assessment.

SUPPORT FOR ORGANIZATIONS

Organizations pursuing the Well-Being Excellence™ credential have access to a variety of resources, including:

- Educational workshops and webinars
- Tools and templates for self-assessment, gap analysis, and document submission
- Access to Well-Being Excellence™ program experts and analysts
- Well-Being Excellence™ Learning Community for knowledge exchange

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To begin your Well-Being Excellence™ journey or request information, contact: **ancc.international-middleeast@ana.org**

All official Well-Being Excellence™ program materials and required documentation are provided in English and must be submitted in English.

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