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**HAUORA**<sup>🍃</sup>

**Your Performance Wellbeing Partner  
in BUSINESS and SPORT**

Helping you... do what you can... with what you have... from where you are

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# What We Do

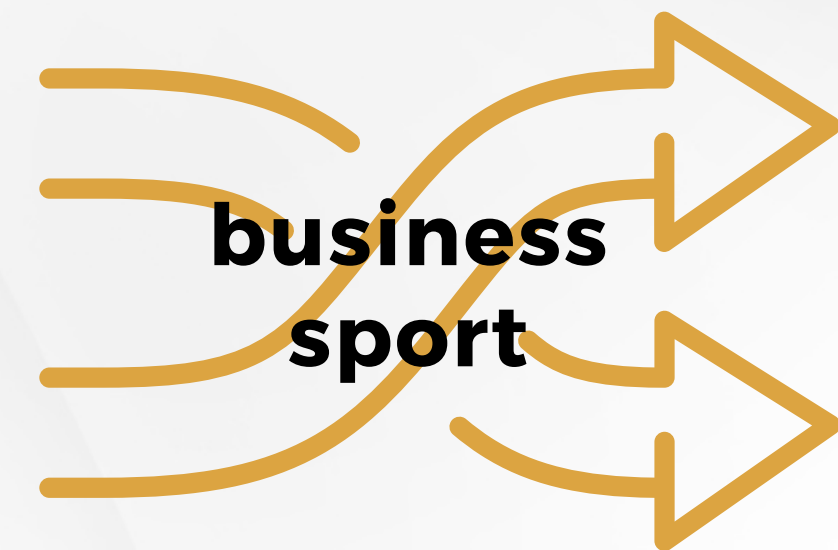
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## We work at the intersection of **WELLBEING** and **PERFORMANCE**...

Enlightening, educating and empowering clients across four pillars of wellbeing.

## We work at the intersection of **BUSINESS** and **SPORT**...

Helping individual performers reach a collective goal.



# Why We Do It

## Investing in employee wellbeing:

### Improved

- Productivity
- Engagement
- Satisfaction
- Innovation



I recommend my employer

I feel supported in all aspects of my health

I feel loyalty among my team

I learn and grow in my role

### Decreased

- Absenteeism
- Accidents
- Turnover
- Medical costs



# Why Us?

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- We strive to **enlighten, educate and empower** individuals to build and sustain better habits.
- Our goal is to impact and transform **individual and organisational** wellbeing through **innovative and evidence-based** behavioural science.
- We believe that everyone can live a more **fulfilled life** by improving their **whole person** wellbeing – **physical, mental, social, and occupational**.
- This will lead to a more **motivated, engaged, and purposeful** workforce, as well as improve **organisational metrics**.
- **Investing in wellbeing today will optimise the employee experience and organisational performance tomorrow!**

# Our backgrounds in health, wellbeing and performance



*Diverse experience and clinical expertise in healthcare, sports medicine and psychology*

# Who We Are

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## David Clancy BSc MSc MISCP



David is a chartered physiotherapist with a specialty in sports medicine. After five years of working on Harley Street with European and US clients as part of Isokinetic Medical Group, he returned to Dublin where he founded Hauora Ltd. with Ciaran. David brings a unique perspective to health and wellbeing programme ideation, management, and follow-through due to his background in elite high-performance sport. He has worked as a performance and L&D consultant for teams including the Brooklyn Nets, San Antonio Spurs (NBA), Cleveland Guardians (MLB) and Houston Texans (NFL). David founded an accredited learning, mentoring and development programme called 'The Learning Physiotherapist', that focuses on soft skills for setting up allied health care professionals to be successful in the future. He is the founder and co-host of 'Sleep Eat Perform Repeat', a podcast that focuses on lessons from high performing individuals. David hosts a weekly online leadership junta called 'The Leadership Bunker', that targets emergent and future leaders, with a goal of forging leaders of the future; he has experience from senior leadership programmes, such as HEC Paris and Common Purpose. David is an advocate for Downs Syndrome and is active in DE&I support in Ireland.

## Ciarán Dunne BSc MSc MISCP



Ciarán combines his deep experience and learning from a BSc in Health & Performance Science and an MSc in Physiotherapy to promote health and positive behaviour change in his clients. His career has progressed through settings in elite sports medicine such as in English Premier League football teams, to large hospital settings such as NHS Major Trauma centres and large private hospitals in Ireland. He utilises key clinical learnings, an evidenced-based approach, and up-to-date scientific research to inform his practice. He has a particular interest in behaviour change, management of habits, routine - and has completed a post-graduate programme in Leadership through Maynooth University and the Gaelic Players Association. Ciaran is passionate about organisational behaviour and performance psychology; he is currently undertaking an MSc in Sports and Exercise Psychology. Ciaran works closely with David co-hosting the 'Sleep Eat Perform Repeat' podcast and the accredited learning and mentoring programme 'The Learning Physiotherapist'.

## Dr. Rachel Sheehan BSc MSc PhD



Rachel is a Performance Psychologist and Wellbeing Assessor for Ibec's KeepWell Mark. She combines over 15 years of elite sport participation (including a Division One basketball scholarship to the US, 100-plus caps for Ireland, and playing professionally in Spain) with extensive consultancy work with team (e.g., inter-county hurlers) and individual (e.g., professional ballet dancers) performers. With Ibec, Rachel travels to companies throughout Ireland to assess their wellbeing programmes. Additionally, she has lectured and designed classes across a range of subjects at third level. Rachel has an extensive collection of peer-reviewed publications and has acquired approximately €185,000 in research funding throughout her career. With a PhD in Sport Psychology (UL), MSc in Sport and Exercise Management (UCD), BSc in Biological Sciences (California Polytechnic State University), and qualifications in both strength/conditioning and nutrition, Rachel's diverse background make her well-suited to optimising wellbeing and performance in professional, athletic, and personal domains.

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# Our Values

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 **Evidence-Based Evolution**

We rely on science/data and are not afraid to reiterate what we thought was "right" yesterday.

 **Better People Make Better Performers**

We help people first, then organisational performance follows.

 **Practice What We Preach**

We exercise, eat well, breathe, etc. We structure our personal and work days in the ways we advise clients to.

 **Align the Lenses**

We use a magnifying glass to analyse organisational resources/objectives and a telescope to survey industry best practice.

 **Challenge, Unite, Grow**

We present alternative ideas in a productive way in order to reach the "best" decision.

# Our System

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assess → collaborate → activate

1

**SELF ASSESSMENT**

2

**COLLABORATION**

3

**PROGRAMME DESIGN**

4

**PROGRAMME IMPLEMENTATION**



# Irish Corporate Context

## THE LANDSCAPE

- Pandemic: shift, retrain, retire.
- **Talent shortage:**
  - Employers prioritise attraction/retention of good staff
  - Employees want **alignment with values and goals.**
- Strategically designed wellbeing programme: **employee's needs + excellent investment** for company.

## THE DATA

- Average industrial wage:
  - ~€45,000 across all sectors.
  - ~€72,000 for managers/professionals.
- Impact of wellbeing programme on 100-person company:
  - a. Average above wages = €58,500
  - b. If it takes 18 months (€87,750) for new hire to “fully contribute”...
    - **Retain** a single employee: ~€90k saved on not integrating new hire.
    - Improve **absence** rate by 1%: **€58,500 saved** over year.

## THE CHALLENGE

- How do employers implement **sustainable wellbeing?**
  - a. Maintain status quo
  - b. Address in-house
  - c. Engage health insurance provider
  - d. **Partner with Hauora, your performance wellbeing partner.**

# Our Services

	INITIATIVE →	PATHWAY →	PROGRAMME
<b>BENEFITS</b>	Multidisciplinary snapshot of best practice topics crucial to evolving workplace	Continuous engagements with diverse topics to guide wellbeing journey	Sustainable alignment of wellbeing and performance with organisational strategy and culture
<b>Time Frame</b>	Once	Weeks-Months	Months-Years
<b>Topics</b>	Single	Few	Many
<b>Assessment</b>	None	Monitoring Specific Surveys	Self Assessment Monitoring Specific Surveys Organisation Snapshot
<b>Analysis</b>	None	Impact Report	Impact Report, Quarterly Reports, External Accreditation
<b>Resources</b>	Single	Few	Many
<b>Network</b>	None	Some	Supplier, Internal, Client

# Impact

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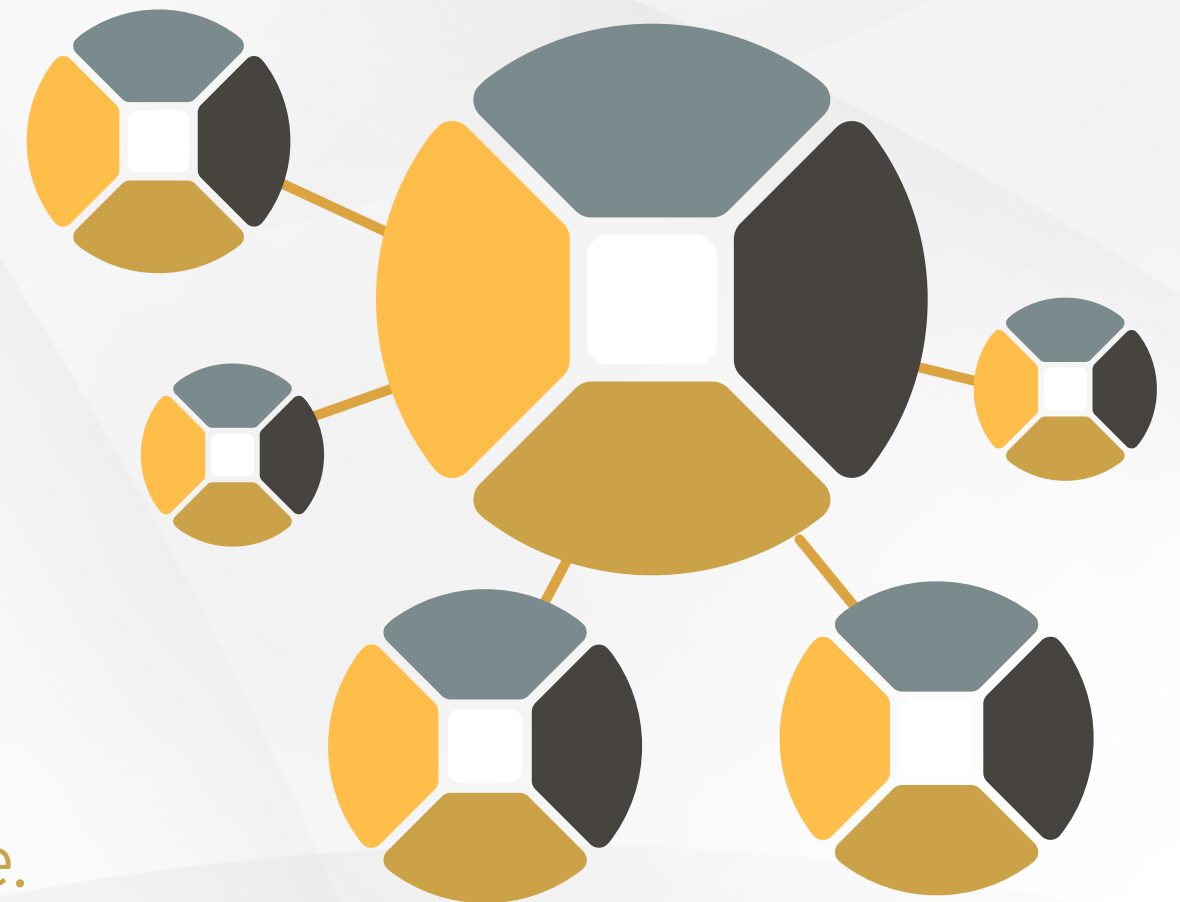
**We focus at the individual level...**

Driving improvements in  
each wellbeing pillar



**... to impact at an organisational level**

Strategically and culturally



*We inspire introspection  
and self-directed learning  
to ignite behaviour change.*

# Examples of Partnerships

**1/2 Day**



**MERCER**

**GYMNASTICS IRELAND**



**Full Day**




**BDO**




**LONDON TFC**



**Multiple Weeks**



**SIEMENS**



*Cuimhnigh ar Luimneach*



**6 Months**



**CIRCLE K**



**LES BALLETS DE MONTE CARLO**  
JEAN-CHRISTOPHE MAILLOT



**3 Years**



**RUSAL**

AUGHINISH

# Testimonials

trivago®



GYMNASTICS IRELAND



Irish Wheelchair Association™



MUHDO  
YOUR HEALTH MATTERS

o'mahony pike



JUMP A+ GRADE



"Energising... Easy to implement and effective for reducing stress!"



"Thanks, a very informative workshop - blew me away!"



"The most energetic keynote I've been on!"



"Micro-interventions were simple and practical - can be easily worked into routine"



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# HAUORA<sup>🍃</sup>

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**European Union**  
European Regional  
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Ireland's EU Structural and  
Investment Funds Programmes  
2014 - 2020

Co-funded by the Irish Government  
and the European Union



Oifig Fiontair Áitiúil  
Local Enterprise Office

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**Be Well**

**Be Present**

**Be Healthy**