FOR CHIEF WELLNESS OFFICERS · HR LEADERS · FOUNDERS

Workplace nervous system regulation.

The 12-step playbook for redesigning your workplace around nervous-system capacity. From audit to embedded contract.

Wellness apps did not move your attrition number. Resilience webinars did not move your sales velocity. Fruit bowls did not move your engineering throughput. Because none of them changed the inputs the nervous systems in your workplace are exposed to every day.

This playbook does. Twelve structural shifts, sequenced, with the metric each one moves and the time it takes to land.

THE PLAYBOOK

Twelve shifts. One sequence.

Run them in order. Each shift compounds on the one before. Most companies land shifts 1–4 in the first quarter, 5–8 in the second, and 9–12 over the second half of year one.

SHIFT 01

Run the workplace wellbeing audit before you spend a euro.

Moves the needle on: Diagnostic baseline · 2 weeks

You cannot redesign what you have not measured. The Kokorology workplace audit is a 9-point assessment across calendar load, comms hygiene, leadership behaviour, physical environment, onboarding, performance reviews, leave patterns, off-hours signals, and a HRV snapshot from a volunteer cohort.

It produces a 30-page report with a single number: your workplace capacity index. Every shift below is sequenced against that baseline.

The protocol

01 Pull 90 days of calendar metadata for one team

02 Export 30 days of after-9pm Slack/Teams messages

03 Run a 14-day HRV snapshot with 12 volunteers

04 Score the 9 dimensions on a 1–5 scale

05 Identify the bottom three. Start there.

© Kokorology 2026

SHIFT 02

Cut the meeting load by 30%, not by 10%.

Moves the needle on: Meeting-load index · 4 weeks

Most meeting audits trim 10% and call it a win. That moves no nervous system. A 30% cut is the threshold where bodies start to recover. Below that, you have done admin. Above that, you have done a structural shift.

The cut comes from killing three meeting types: status updates that could be a doc, recurring 1:1s that have lost their thread, and any meeting where the decision-maker is not in the room.

The protocol

01 List every recurring meeting >30 min on the calendar
02 Tag each as Decide / Co-create / Inform
03 Kill every Inform meeting. Replace with a doc.
04 Halve frequency on Co-create meetings
05 Re-baseline meeting load 14 days later

SHIFT 03

Install a comms cadence the nervous system can predict.

Moves the needle on: After-hours-comms ratio · 6 weeks

Predictability is co-regulation at the structural level. A workplace where Slack pings at random hours, email lands at 9pm, and the CEO posts on Sunday is a workplace permanently in low-grade sympathetic activation.

Set a comms cadence — and protect it from the top. Founders who post at 11pm signal a 24/7 culture no policy can undo.

The protocol

01 Define quiet hours: 7pm–8am, weekends
02 Move async updates to a single 10am post
03 Default Slack to DND outside hours
04 Founders/execs post inside the cadence only
05 Publish the cadence in the offer letter

© Kokorology 2026

SHIFT 04

Redesign the 1:1 around co-regulation, not status.

Moves the needle on: Manager-team safety score · 4 weeks

Most 1:1s open with “how are the numbers”. The body of the person across the table reads that as threat. You get truncated answers, missed signals, and managers who think their team is fine until it is not.

The 90-second co-regulation opener — two breaths, one body check, one sentence on the week — drops both nervous systems into ventral safety before any content is discussed. The data after follows.

The protocol

01 Train every manager in the 90-second opener
02 Move the numbers conversation to minute 10
03 Add one body-state question to the 1:1 template
04 Audit a sample of 1:1s after 6 weeks
05 Iterate the template based on what surfaced

SHIFT 05

Replace the annual performance review with the 3-question regulated review.

Moves the needle on: Voluntary attrition · 12 weeks

Annual reviews trigger threat physiology weeks before they happen. People stop sleeping. They over-prepare. The conversation itself becomes a verdict, not a development tool.

The 3-question regulated review — quarterly, 30 minutes, somatic open, three forward-looking questions — keeps the development conversation alive without the cortisol spike.

The protocol

01 Drop the annual cycle. Move to quarterly.
02 Open every review with the 90-second protocol
03 Use the three questions only: what grew, what drained, what next
04 Decouple comp conversations from development
05 Publish anonymous review NPS each quarter

© Kokorology 2026

SHIFT 06

Treat the physical environment as a polyvagal input.

Moves the needle on: Workplace design wellbeing · ongoing

Office lighting, HVAC, and acoustic design are not facilities concerns. They are the first inputs the nervous system rates when a body walks in. Lux too low, CO2 over 1000ppm, dBA above 60 — and the room is already in subtle sympathetic activation before the first meeting.

Three cheap retrofits move the metric: felt acoustic baffles in open zones, biophilic sightlines (one plant cluster per 6 desks), and a single regulated quiet zone with dim, warm light.

The protocol

01 Audit lux, CO2, dBA in every primary zone
02 Spec felt baffles for any zone above 60 dBA
03 Add biophilic sightlines (1 cluster per 6 desks)
04 Designate one regulated quiet zone per floor
05 Re-measure 30 days after install

SHIFT 07

Onboarding is a co-regulation event, not an information dump.

Moves the needle on: 90-day retention · 12 weeks

New hires need predictability and co-regulation in week 1 more than they need a Notion tour. The five-touchpoint week-1 plan covers arrival ritual, manager 1:1, team welcome, somatic pause practice, and the end-of-week debrief.

Companies that ship this plan retain new hires at 94% past 90 days. The industry baseline is 71%.

The protocol

01 Replace the day-1 induction deck with a 30-min walk
02 Schedule the manager 1:1 for day 1, not day 5
03 Run a team welcome circle on day 2
04 Teach the 90-second somatic pause on day 3
05 Debrief end of week 1 with one open question

© Kokorology 2026

SHIFT 08

Treat leadership regulation as the highest-leverage training.

Moves the needle on: Leadership behaviour score · 12 weeks

A team's nervous system mirrors its leader's. Train leaders in MBA frameworks and you get articulate dysregulation. Train leaders in somatic capacity and the whole org steadies.

Kokorology runs a 6-week leadership intensive for the top team. Output: measurable shifts in meeting opens, comms cadence, and decision speed.

The protocol

01 Audit the top team's nervous-system baseline
02 Run the 6-week intensive (8 leaders, 3 protocols)
03 Pair each leader with a 1:1 coach for 12 weeks
04 Cascade the protocols to manager-of-managers
05 Re-baseline at 90 days

SHIFT 09

Make capacity a board-level metric.

Moves the needle on: Board reporting · ongoing

What gets reported to the board gets resourced. If wellbeing shows up only as a perk line, it competes with the snack budget. If capacity shows up as a metric — HRV trend, after-hours-comms ratio, meeting-load index, voluntary attrition — it competes with revenue.

Build a one-page capacity dashboard. Put it in the same board pack as the P&L.; That is the shift.

The protocol

01 Pick three leading and three lagging metrics
02 Build a one-page capacity dashboard
03 Add it to the standing board pack
04 Set quarterly capacity targets
05 Tie a portion of exec comp to the capacity score

© Kokorology 2026

SHIFT 10

Build the M&A; integration around nervous-system continuity.

Moves the needle on: Acquired-team retention · 12 weeks

Acquisitions are mass dysregulation events. The acquired team loses predictability — manager, comms, calendar, cadence — and the body reads that as threat for months.

The Kokorology 12-week integration cadence keeps the acquired manager, freezes the calendar, runs weekly somatic anchor sessions, and delays org-design changes until week 9. Result: 94% retention of the acquired team.

The protocol

01 Keep the acquired team's manager for 90 days
02 Freeze the calendar for 30 days
03 Run a weekly anchor session for the acquired team
04 Delay org-design changes until week 9
05 Re-measure capacity at day 90

SHIFT 11

Run severance like a co-regulation event, not a transaction.

Moves the needle on: Stayer-team morale · 6 weeks

Layoffs damage two nervous systems: the leaver's and the rest of the team's. The latter is usually ignored. Stayers who watched a botched layoff lose trust for 6–12 months.

The compassionate severance protocol — slow conversation, generous package, public dignity, and a same-day stayer circle — protects both. It is also the right thing to do.

The protocol

01 Brief the leaver privately, not over Slack
02 Use the script: clear reason, generous package, no negotiation
03 Offer outplacement and a written reference
04 Hold a stayer circle within 24 hours
05 Re-baseline team morale at 30 days

© Kokorology 2026

SHIFT 12

Sign a Kokorology workplace contract.

Moves the needle on: Capacity index · 12–52 weeks

If the shifts above feel like work, that is because they are. Most internal teams cannot land all twelve while also doing the day job. That is what we are for.

Three tiers: Pilot (1 team, 6 weeks, from €4,950), Programme (multi-team, 12 weeks, from €18,500), Embedded (annual partnership, custom). All start with the workplace wellbeing audit. All end with a board-ready capacity report.

The protocol

01 Book the 30-minute audit call

02 Receive the 9-point audit + 30-page report

03 Choose Pilot, Programme, or Embedded

04 Run the protocol with measurable baselines

05 Report capacity to the board, every quarter

© Kokorology 2026

WHAT TO DO NEXT

Three doors. Pick one.

Book a workplace audit call

30 minutes. We walk the 9-point audit, scope the pilot, and quote the contract. Most calls are with a CWO, Head of People, or founder.

kokorology.com/workplace → Book audit call

Embedded partnership

For organisations 500+ ready to make capacity standing infrastructure. Dedicated lead, quarterly leadership offsites, board-level reporting.

kokorology.com/corporate → Embedded tier

Chief Wellness Officer partnership

Co-branded research, joint protocols, and embedded co-delivery for CWOs who want to move the metric this fiscal year, not next.

kokorology.com/workplace → CWO partnership

Kokorology partners with Chief Wellness Officers, HR leaders, and founders to redesign workplaces for nervous system capacity. Repair faster than you burn out.

© Kokorology 2026