

Wellbeing@Work

+ W@W Credentialing

Executive Summary

Align Priorities

Being aligned with your major initiatives is essential...

...as is understanding the underlying problems.

Top of Mind Business Initiatives

Organizational Growth

- Maximize the use of scarce resources (people, capital, time) to accelerate revenue and margin growth.
- Deploy obvious and scalable ways to increase employee productivity and performance.
- Minimize enterprise losses caused by unexpected employee disruptions (performance, grievances, absenteeism, turnover, disability claims).

Organizational Health & Wellbeing

- Demonstrate to all employees you authentically care about their overall wellbeing (Life, Mind, Body) regardless of health status (Thriving, Struggling, Suffering).
- Provide the essential resources employees need to help them improve the quality of their life on and off the job.
- Ensure a compelling and evidence based ROI for all human resources investments (Total Rewards, Benefits, L&D, DEIB, Culture).

Problems to Solve

- 30% of employees are thriving, 50% are struggling, and 20% are suffering with their overall wellbeing. (Gallup)
- 29% of employees very often or always feel burned out at work. (Gallup)
- 68% of employees say that working on their wellbeing is more important than advancing their careers. (Deloitte)
- 91% of employees have goals to improve their wellbeing. (Deloitte)
- 83% of employees face challenges achieving their wellbeing goals due primarily to work. (SSR)
- 21% of employees strongly believe their organization cares about their overall wellbeing. 65% of CHROs strongly believe the same. (Gallup)
- 34% of employees are engaged at work. 50% are not engaged, 16% are actively disengaged. (Gallup)

Identify Requirements

There are activities required to ensure success...

...W@W provides personalized journeys @ scale to help individuals and organizations thrive.

Establish Criteria

Overall Well-Being, Costs, and Business Contribution are determinants for success.

Requirements to Address the Problems

- Recognizing the direct connections between wellbeing, trust, belonging, purpose, engagement, and business contributions.
- Understanding wellbeing is a competency that can be learned, practiced, mastered, modeled and advocated for.
- Prioritization of wellbeing with other essential business competencies (Risk Mgmt, Crisis Mgmt, Project Mgmt).
- Access to validated credentialing for individual and organization wellbeing.
- Executive recognition including participation and clear messaging to managers and their employees.
- Rewarding employees who earn a wellbeing credential.
- Inclusion of wellbeing into job descriptions (role, responsibilities, expectations, access to resources).

W@W BLUEPRINT



Criteria To Be Used In Measuring Success

Organizational Health & Wellbeing

- Wellbeing (% Care About My Wellbeing)
- Trust (% in Leadership)
- Performance (% Engaged)
- Burnout (% Negative Emotions)
- Loyalty (% Place to Work)

Cost Containment/Cost Avoidance

- Spend Optimization (% Usage of Existing Resources)
- Absenteeism (% Reported)
- Grievances (% Reported)
- Retention (% Turnover)
- Healthcare Costs (% Attributed to Stress/Burnout)
- Short & Long-term Disability (# of Claims)

Business Contributions

- Revenue & Margin Growth (% of Achievement)
- Organizational Worth (% Change in Valuation)