Wellbeing@Work

+Add Destination

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

- 21% of employees strongly believe their organization cares about their overall wellbeing. 65% of CHROs strongly believe the same.
- 21% of employees strongly agree with the statement, "I trust the leadership of my organization".
- 48% of employees experienced stress during "a lot of the day" yesterday.
- 29% of employees very often or always feel burned out at work.
- 34% of employees are engaged at work. 50% are not engaged, 16% are actively disengaged.
- 20% of employees are extremely satisfied with their company.
- 50% of employees are watching for or actively seeking a new job.

Source - Gallup '23

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.
- Knowing individual and organizational growth, health, and wellbeing is an ongoing journey.
- Due-diligence to explore non-disruptive ways to maximize the use of existing organizational resources to advance employee health and wellbeing.
- Executive oversight including participation and clear messaging to managers and their employees.
- Commitment to positively challenge the status-quo, inertia, bureaucracy, sacred cows and politics.
- Patience and perseverance to "stay the course" during expected and unexpected setbacks.

W@W BLUEPRINT

PURPOSE BUILT	LEADERSHIP	ADOPTION	CREDENTIALING	GROUPS	STRENGTHS	COUNSELING

DATA DRIVEN	EMPLOYEE GUIDANCE	WAYFINDER	EMPLOYER INSIGHTS

DIGITALLY MASTERED	EMOTIONAL	CAREER	SOCIAL	FINANCIAL	PHYSICAL	COMMUNITY

SCIENCE BACKED	GALLUP WELLBEING INDEX	CLIFTON STRENGTHS	HAPPIFY THERAPEUTICS

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)