

Wellbeing@Work

Executive Summary

+ W@W Groups

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

- 40% of employees feel physically and emotionally isolated in the workplace. (EY).
- 350% more likely to contribute to their fullest potential, when employees feel they belong at work. (HBR).
- 56% increase in job performance and a 75% decrease in sick days when employees feel they belong. (BetterUp)
- \$340 is the cost per day for a worker's unplanned absence. (Gallup)
- 167% increase in employer promoter score when employees feel they belong. (HBR)
- 39% of employees feel the greatest sense of belonging when peers check in personally and professionally. (HBR)
- 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

- Due-diligence to explore innovative non-disruptive ways to provide essential personal resources for employees.
- Open acknowledgment that individual and organizational growth, health, and wellbeing is an ongoing journey.
- Creation of like cohorts to ensure authentic engagement.
- Designed with direct connections between personal resources, well-being, employee engagement, business outcomes.
- Validated standards to ensure effective participation (timing, length, ease of access, etc.).
- Use of measurement driven milestones and clear ROI.
- Executive oversight including participation and clear messaging to managers and their employees.

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)