

Wellbeing@Work

Executive Summary

+ W@W Leadership

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

- 31% of top US executives reported struggling with their mental health. ([IFA](#))
- Over 70% of new CEOs report feelings of loneliness that negatively affects their performance. ([HBR](#))
- 22% of employees trust Organizational leadership. (Gallup)
- 28% of employees are confident in their company's financial future. (Gallup)
- 19% of employees say organizational leadership makes them enthusiastic about the future. (Gallup)
- 78% of workers "feel their company's leaders should step down if they can't maintain an acceptable level of workforce well-being, and 72% believe executives' bonuses should be tied to workforce well-being metrics. (Deloitte)
- 60% of employees, 64% of managers, and 75% of the C-suite - say they're seriously considering quitting for a job that would better support their well-being. (Deloitte)

Identify Requirements

There are activities required to ensure success...

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

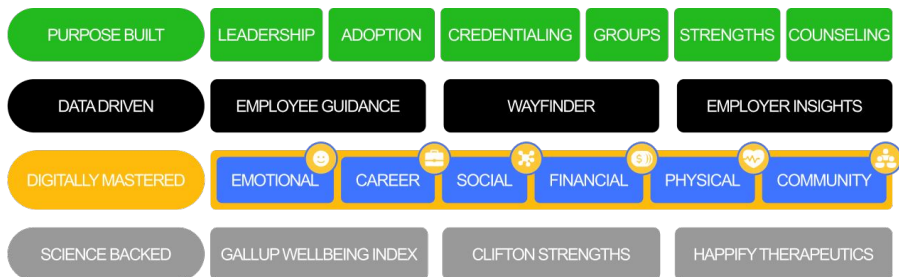
Establish Criteria

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

Requirements to Address the Problems

- Willingness to adopt a preventative mindset to address Wellbeing concerns that impact organizational growth.
- Prioritization of a Wellbeing strategy to retain/attract top and a enable a high performance culture.
- Recognizing the direct connections between wellbeing, trust, belonging, purpose, engagement, and business results.
- Understanding 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 championing including participation and clear messaging to managers and their employees.

W@W BLUEPRINT



Criteria To Be Used In Measuring Success

- **Organizational Health & Wellbeing**
 - Burnout (% Negative Emotions)
 - Trust (% in Leadership)
 - Performance (% Engaged)
 - Wellbeing (% Care About my Wellbeing)
 - Loyalty (% Place to Work)
- **Cost Containment/Cost Avoidance**
 - Absenteeism (% reported)
 - Employee Grievances (% Reported)
 - Retention (% Turnover)
 - Healthcare Costs (% attributed to stress, negative emotions, & burnout)
 - Short and long-term disability (% of employees suffering)
- **Business Contributions**
 - Employee Performance (% Engaged)
 - Organizational Growth (% of Achievement)
 - Organizational Goodwill (% Change in Valuation)