

Wellbeing@Work

Executive Summary

+ W@W Counseling

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

- 20% of U.S. adults experience mental illness. (NAMI)
- 40% of workers reported their job has had a negative impact on their mental health. (Gallup)
- 19% of employees, who rated their Mental Health “Fair” or “Poor”, missed an average of 11.8 days compared to 2.5 days other workers took off. (Gallup)
- \$340 is the cost per day for a worker’s unplanned absence. (Gallup)
- 81% of leaders believe it is an employer’s responsibility to prevent work-related mental health problems. (Lyra)
- 78% of organizations currently offer workplace Mental Health resources or plan to in the next year. (SHRM)
- 57% of employees are unable to confirm the existence of easily accessible mental health support services in their workplace. (Gallup)
- 45% of employees reported having inadequate Mental Health Coverage. (White House Report)

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



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)