

Wellbeing@Work

Executive Summary

+ W@W Platform

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

- 4% usage by employees of available HR resources (Total Rewards, Benefits, L&D, DEIB, Culture).
- 11% of employees strongly agree with the statement, “My organization provides me the resources I need to improve my overall wellbeing”.
- 60% increase in the number of Health and Wellbeing point solutions (‘21 to ‘23).
- 50% bankruptcy rate for Health and Wellbeing point solutions (‘21 to ‘23).
- 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”.

Sources - Available Upon Request

Identify Requirements

There are activities required to ensure success...

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

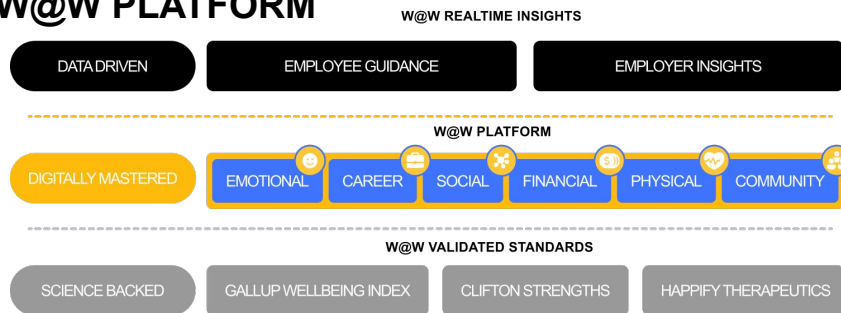
Establish Criteria

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

Requirements to Address the Problems

- Organization
 - Meet global standards for privacy and security.
 - Simple to configure, deploy, and scale.
 - Map easily to all organizational HR resources (Total Rewards, L&D, DEIB, Culture).
 - Optimize investments in existing HR resources.
 - Measure wellbeing based on validated standards.
 - Provide aggregated wellbeing insights.
 - Deliver evidence based ROI.
- Employees
 - Seen as a credible and trusted resource (privacy, security).
 - Intuitive to use and access (anytime, any device)
 - Show wellbeing location (Overall, Emotional, Career, Social, Financial, Physical, Community).
 - Provide personalized wellbeing journeys using all available HR and organizational resources.
 - Ability to measure and monitor ongoing wellbeing progress.

W@W PLATFORM



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)
- Grievances (% Reported)
- Retention (% Turnover)
- Healthcare Costs (% Attributed to Stress/Burnout)
- Short & Long-term Disability (# of Claims)