

Don't get left behind! The global benefits revolution

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Agenda today

- 1 The world of benefits today and tomorrow
- 2 Deliver globally, tailor locally
- 3 Know your audience
- 4 Aim high
- 5 Key takeaways

The world of benefits today

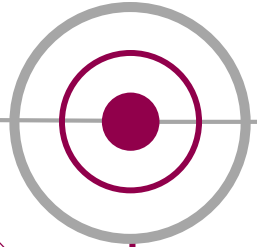


T H E E V O L U T I O N O F B E N E F I T S

Deliver globally,
tailor locally

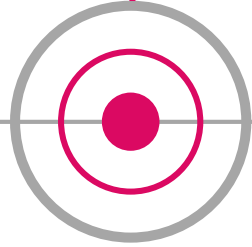
Analytics

42% of employees who accessed their benefits online said they were very satisfied.

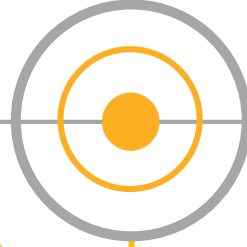


Fully online

Market leaders using analytics to create their global strategy are 200% more likely to offer benefits their people actually want.



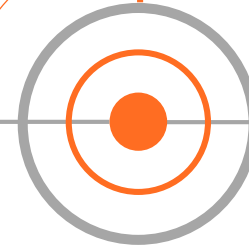
Levels of automation will increase to the extent where benefits admin becomes invisible.



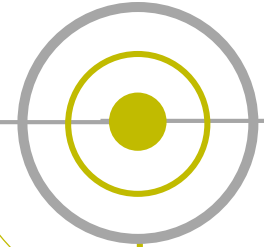
Invisibility

Interconnectivity

Combined intelligence of platforms talking to each other will create a seamless and highly personalised UX.



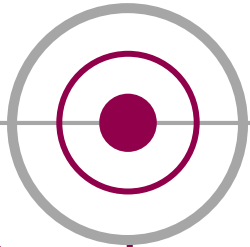
The amount of data available will enable employers to create the perfect benefits package for every individual employee.



Data-driven packages

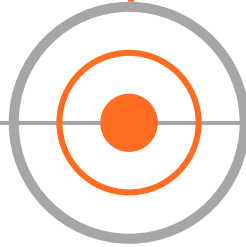
Digital health and Fintech

A personal assistant
for employees in their
everyday lives.



Artificial Intelligence

These will allow
employees to serve
themselves and reach
their life goals.



2025
Empowered
employees who
are able to take
control of their own
lives.



The moments that matter

Employees: 3,000
Headcount growth rate: 5%
Attrition rate: 18%

270 promotions

2 cancer diagnoses 21 marriages

27 maternity leave

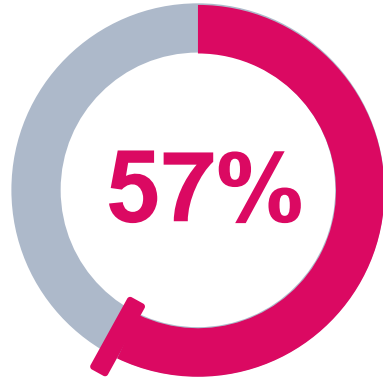
57 births 690 joiners 9 deaths

9 divorces 1,500 with financial concerns

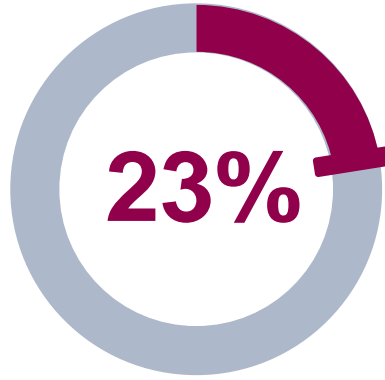
600 mental health issues

540 leavers 11 diabetes diagnoses

Especially around wellbeing

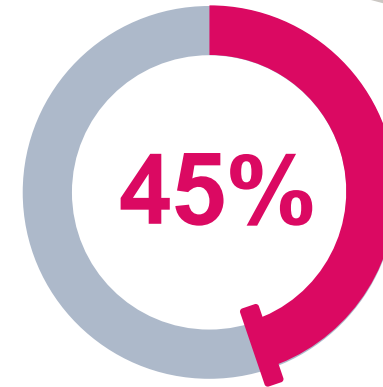


AND ONLY



want support in improving their mental wellbeing

of employees feel fully supported



AND ONLY



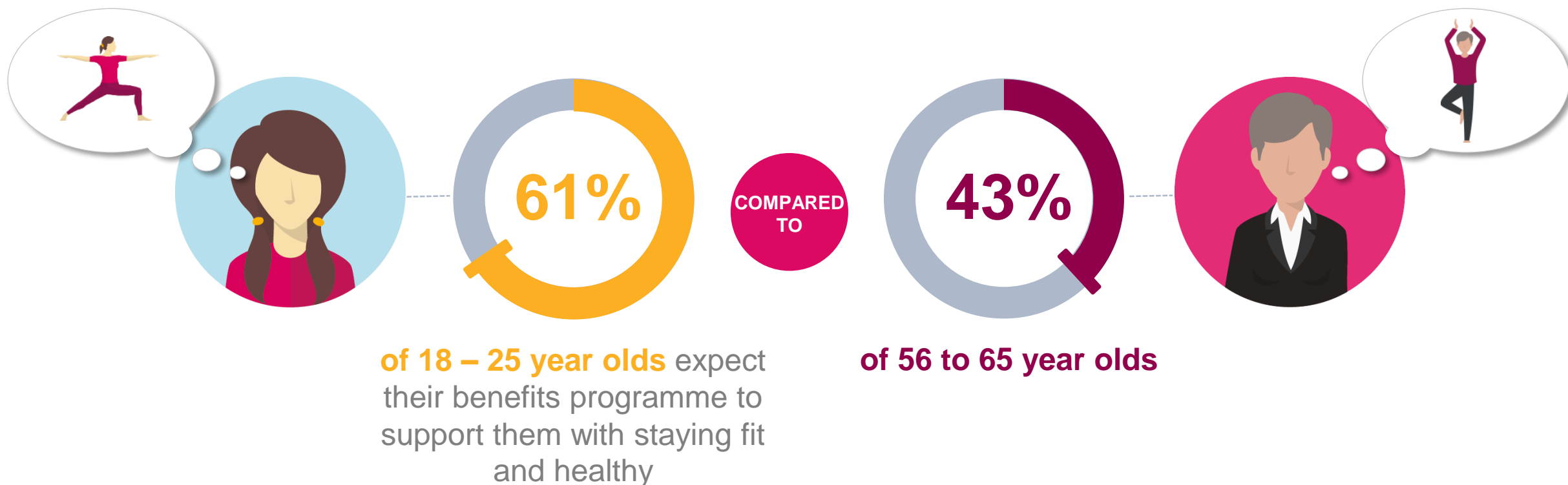
want support in sorting their personal finances

of employees feel fully supported

Statistics from Thomsons' Global Employee Benefits Watch 2018/19

Demand for support changes depending on generation...

There is more of an expectation for benefits programmes to support individual life goals from younger employees



Statistics from Thomsons' Global Employee Benefits Watch 2018/19

Know your
audience

Who is our audience, and what is experience?



Business user



Employee user



Strategic Exec user

Understanding your business

Global mandate
and funding



Local decision
making and budget

Harmonized
global benefits



Bespoke /
legacy benefits

Global brand
and comms



Local
comms

Insourced



Outsourced

How this defines your approach

Global mandate
and funding



Local decision
making and budget

Harmonized
global benefits



Bespoke /
legacy benefits

Global brand
and comms



Local
comms

Insourced



Outsourced

Creating a strategy



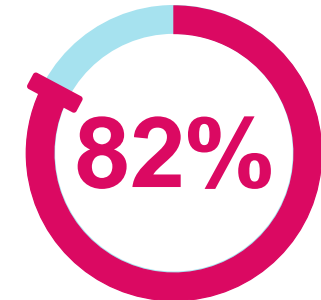
Statistics from Thomsons' Global Employee Benefits Watch 2018/19

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In 2017 **65% of organizations** said their number one global strategy objective was to ‘**attract and retain talent**’

YET

This year it is **by far the most important objective** of an organization’s global benefits strategy at:



Aim high

What you're trying to achieve

Process simplification

43 Pension plans automated

60 Paper forms removed

311 Benefit plans configured

5,336 Eligibility rules

Data governance

2,600 Leavers reported off coverage in 2018

20,530 Decision making processes completed

33,856 Reports issued securely in 2018

Education and engagement

14 Languages supported

2,203 New joiners welcomed in 2018

33,174 Logins in 2018

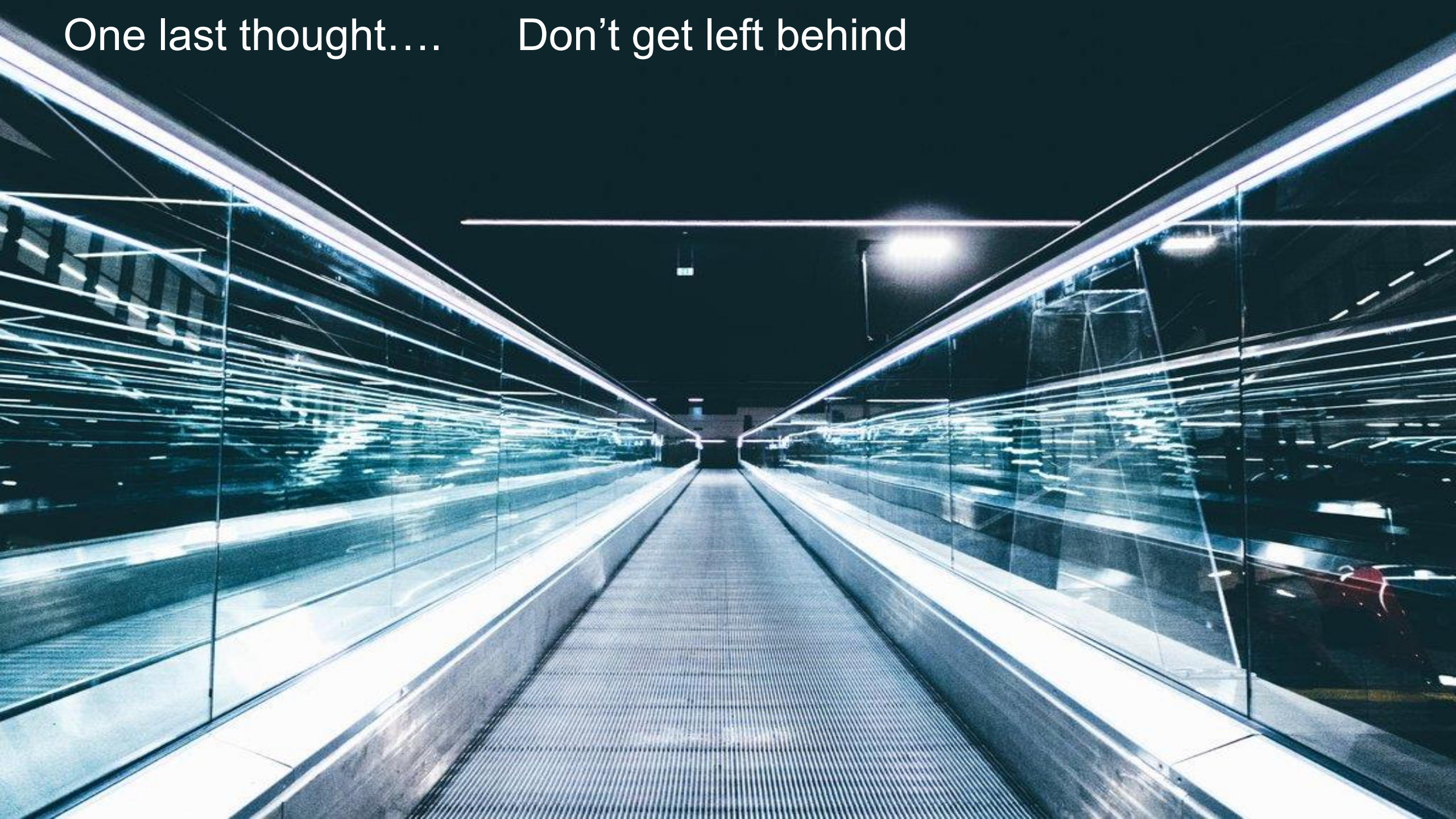


Key takeaways

- 1 Technology-led experiences are expected by the workforce of today
- 2 Free yourself from benefits administration
- 3 Benefits have to transform to match the demands of your employees
- 4 Benefits are a key enabler of business and people strategy

One last thought....

Don't get left behind



Thank you

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