



LifelWorks

FEEL LOVED™

ENGAGEMENT THAT EMPLOYEES LOVE



(An Apology)

The Statistics (Industry Trends/Shock and Awe)

The Status (Three Waves rapidly breaking)

The Solution (Please see LifeWorks)

INDUSTRY TRENDS(1):



The costs of employee unwellness:

Global
Wellness
Institute

Office of
National
Statistics

10-15% Global GDP

The economic burden of a rising epidemic of an unwell workforce. (Global Wellness Institute)

\$2.2 trillion

Cost per annum in USA of workplace stress, work illness and disengagement. (Global Wellness Institute)

**15.2million
workdays**

Lost per annum in UK due to stress, anxiety, depression. (Office of National Statistics)

INDUSTRY TRENDS- YOUR GO!! (2):



The costs of employee unwellness:

1. What generation reports highest stress?

2. How much does workplace stress increase voluntary TO by?

3. How much lost productivity per year does an unwell person cost?

American
Psychological
Organisation

Stress.org

Global
Corporate
Challenge

THE STATUS:



The workplace has changed – three waves

Millennials

75% of the workforce will be millennials by 2020
(Bersin)

Wellness

There is a rising epidemic of an unwell
workforce (Global Wellness Institute)

HR Technology

The 3rd wave – digital and appification (Bersin)

The Status (2) - The needs of the modern day employee have changed



90s employee

- Average credit card debt low
- Stress related absenteeism was taboo
- Lack of Wellness initiatives
- Employee purchase power more in line with inflation
- Ability to change jobs was low
- Focus on corporate culture



Modern day employee

- Credit card debt has increased by **239%** in the last 20 years (source: Mybudget360)
- Student loan debt has increased by **211%** in the last 20 years (source: Institute for college access and success)
- Stress related absenteeism is more prevalent
- Greater focus on prevention in workplace
- Employee purchase power is diminished
- It's never been easier to change jobs- as today's employees do
- Purpose driven culture
- 75% of the workforce will be Millennials by 2020 (source: Bersin)



INDUSTRY TRENDS

The modern day employee needs:



Recognition

A lack of recognition is the number 1 reason people leave their jobs.



Compensation

Financial difficulties is the number 2 reason people leave their jobs.



Life Balance

One third of employees persistently turn up to work unwell due to emotional or mental distress.



EMPLOYEE THEMES

“I NEED TIME OUT FROM WORK”

“I DON'T FEEL RECOGNIZED
AND VALUED”

“I DON'T KNOW HOW TO ACCESS
MY BENEFITS AND PERKS”

“THERES NOT ENOUGH
COMMUNICATION
HAPPENING AT WORK”

“TOO MANY LOGINS”

“I DON'T FEEL A SENSE OF COMMUNITY AT WORK”

“I FEEL FINANCIALLY STRETCHED”



THE SOLUTION:

Wouldn't it be nice to have an Employee Assistance, Wellness and Engagement platform that actually assists employees?

- **Proactive NOT Reactive**
- **Based on high usage not non-redemption**
- **Covers Financial, Physical and Emotional wellness**
- **Digitally enabled to engage Millennials**

Proving Value & ROI

The Economist (2015) – Good
Wellness programs can increase
Engagement by 67%

What we have measured:

- **62% improved productivity**
- **65% less absenteeism**
- **68% retained longer**
- **73% reduced stress**



LifeWorks credentials



15M+

End users

3

Countries

49,000

Clients

16,000

Merchant
Partnerships

95%

Customer
Retention

20,000+

Clinical
Experts

Mark Watson

Q&A

Thank you for listening!

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