



Your wellness journey

Moving from
good to great

Thursday 22 June

WillisTowersWatson 

Format of the workshop and timings

15 minutes

- We will discuss: Why bother with wellness?
- What our research shows: What are the barriers that businesses like yours face?

20 minutes

- We break out into working groups

10 minutes

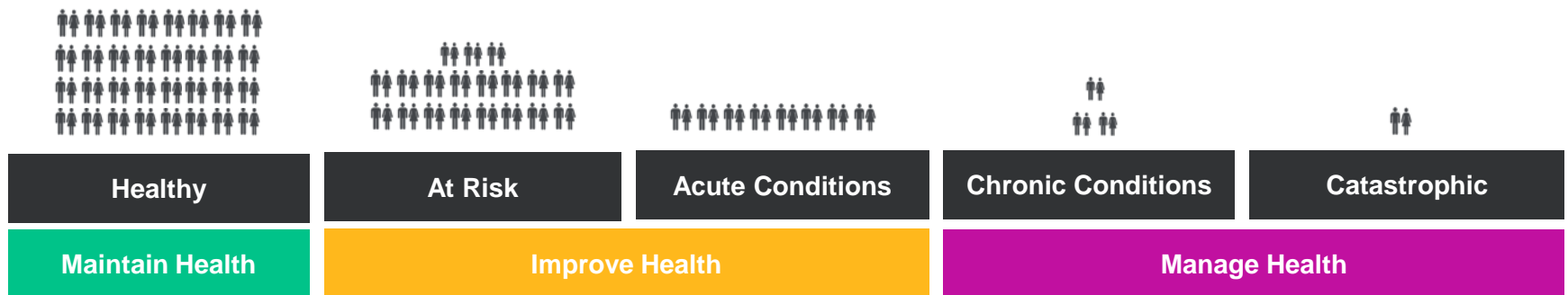
- We come back to summarise our group discussions
- We share insights from our experience with great organisations

Our approach

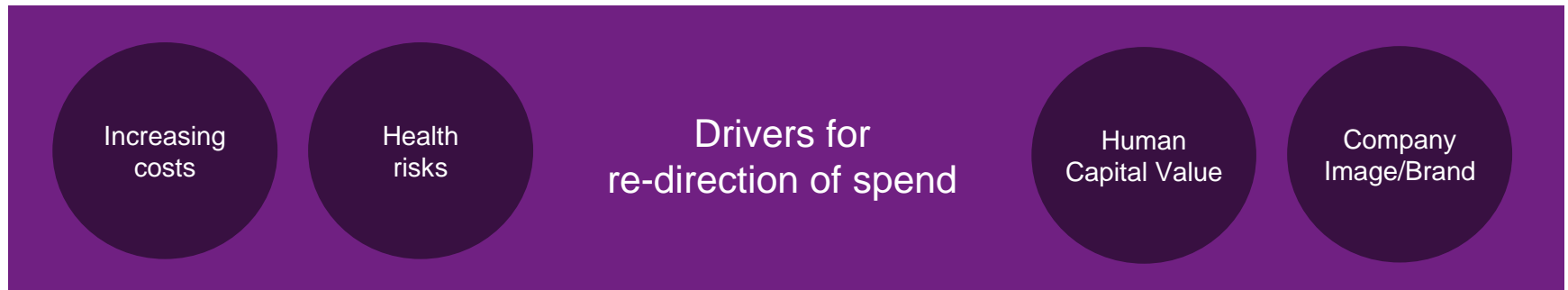


The Health Continuum of Intervention

Employers want to consider employee well-being, reduce ill-health and manage corporate risk associated with poorly engaged employees

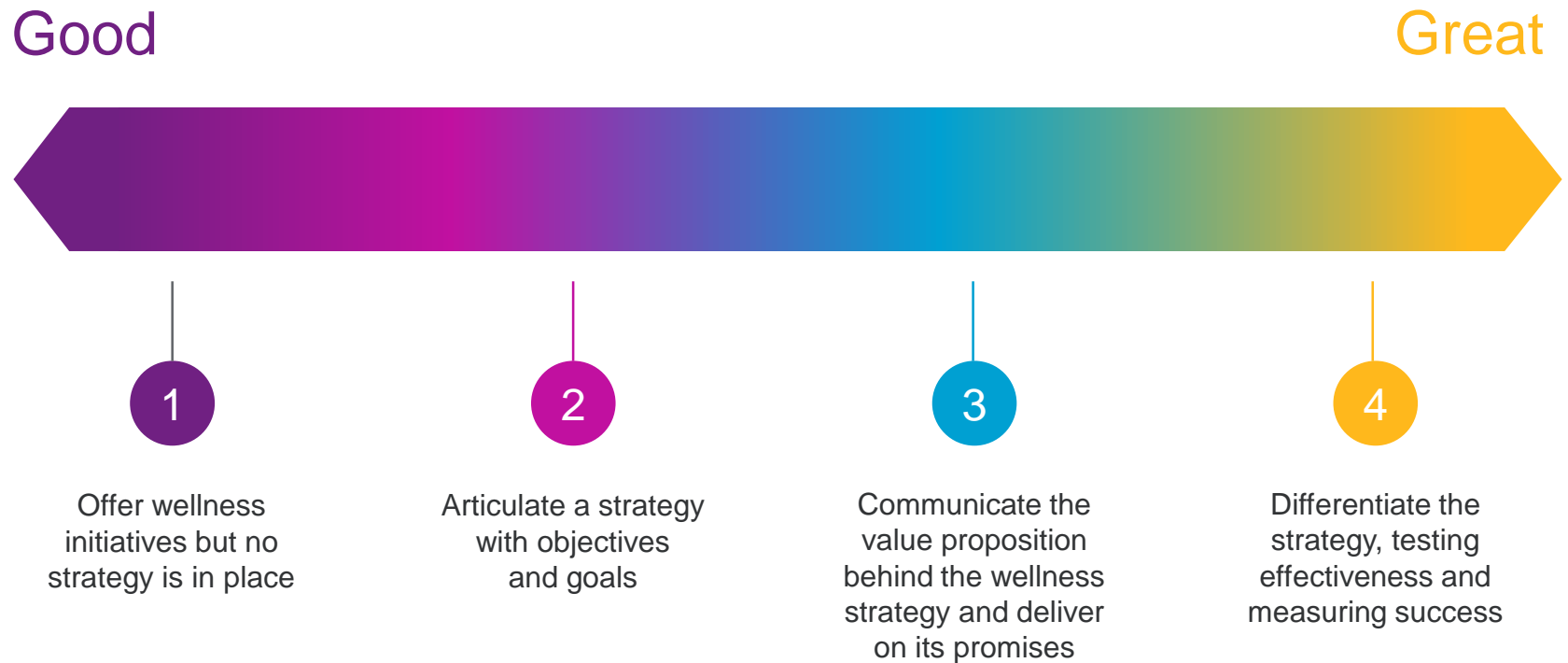


The continuum of intervention



Voting question 1

Where are you on the journey from 'good to great' as an organisation?



Why bother?

World Economic Forum/Willis Towers
Watson report: Human-Centric Health

Global economic losses due to non-communicable diseases are estimated to reach **\$47 trillion** over the next two decades

The global economy loses
942 million
years of productivity to heart and lung disease, cancer, diabetes and mental illness each year

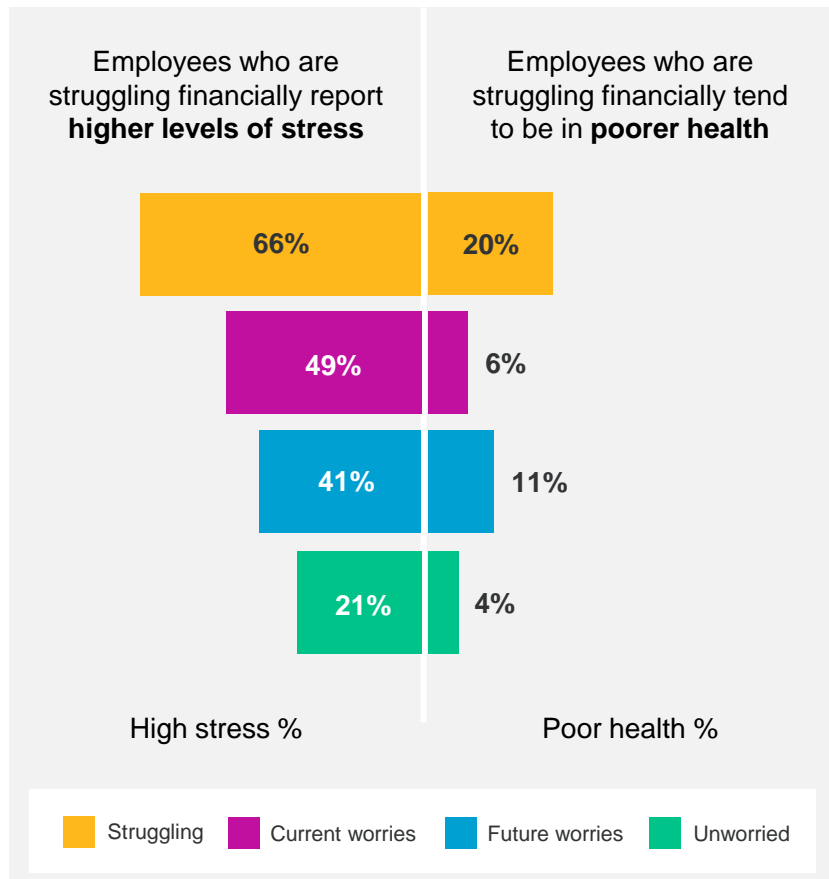
Tobacco causes the loss of over
163 million
years of productivity annually

Global lost years of productivity from obesity
almost doubled
from 1990 to 2015

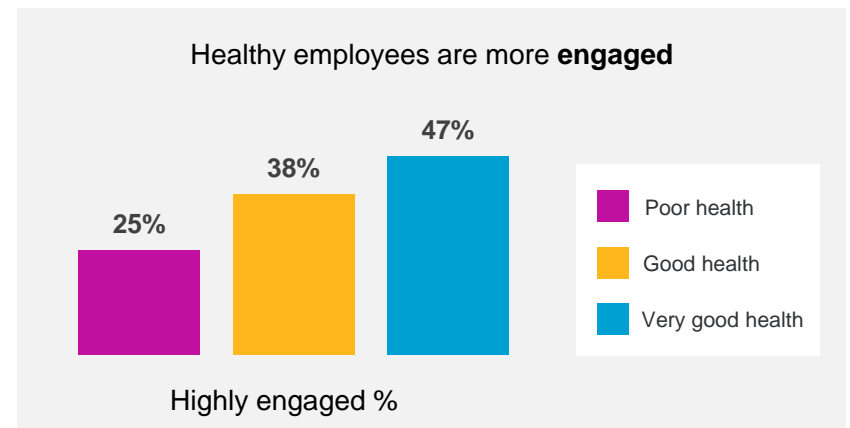
Data from Institute for Health Metric Evaluation, World Health Organization, World Bank, and Murray NEJM 2013. DALYs valued at \$1000

Increased health is associated with greater engagement and productivity

Links between health, stress, and financial worries



Links to absence and productivity



Source: WTW Global Benefits Attitudes Survey 2015/16.

© 2017 Willis Towers Watson. All rights reserved. Proprietary and Confidential. For Willis Towers Watson and Willis Towers Watson client use only.

Voting question

What is the main reason that holds you back?

Finance/Business case

- Budget
- Leadership buy-in
- Evidence of ROI

1

Strategy

- Actionable data
- Over-arching strategy

2

Design/delivery

- Suitable/necessary organisational structure
- Holistic approach from market providers
- Internal resource

3

Engagement

- Trust from employees to managers
- Manager capability to support employees
- Cohesive communications (brand, campaign)
- Trust to employer /organisation (suspicion, cynicism)

4

Now over to you

Format of the workshop

Finance/business case	Strategy	Design/delivery	Engagement
<ul style="list-style-type: none">• Budget• Leadership buy-in• Evidence of ROI	<ul style="list-style-type: none">• Actionable data• Over-arching strategy	<ul style="list-style-type: none">• Suitable/necessary organisational structure• Holistic approach from market providers• Internal resource	<ul style="list-style-type: none">• Trust from employees to managers• Manager capability to support employees• Cohesive communications (brand, campaign)• Trust to employer /organisation (suspicion, cynicism)
Table 1 Facilitator Mark	Table 2 Facilitator Rebekah	Table 3 Facilitator Chris	Table 4 Facilitator Frances

Questions for the tables

1

What is the barrier in your company?


2

What are the reasons for this barrier?

3

How are you addressing it?
Have you identified any quick wins?

Feedback



What we
discussed on
the tables



What other great
organisations
are doing

Thank you