



LifelWorks

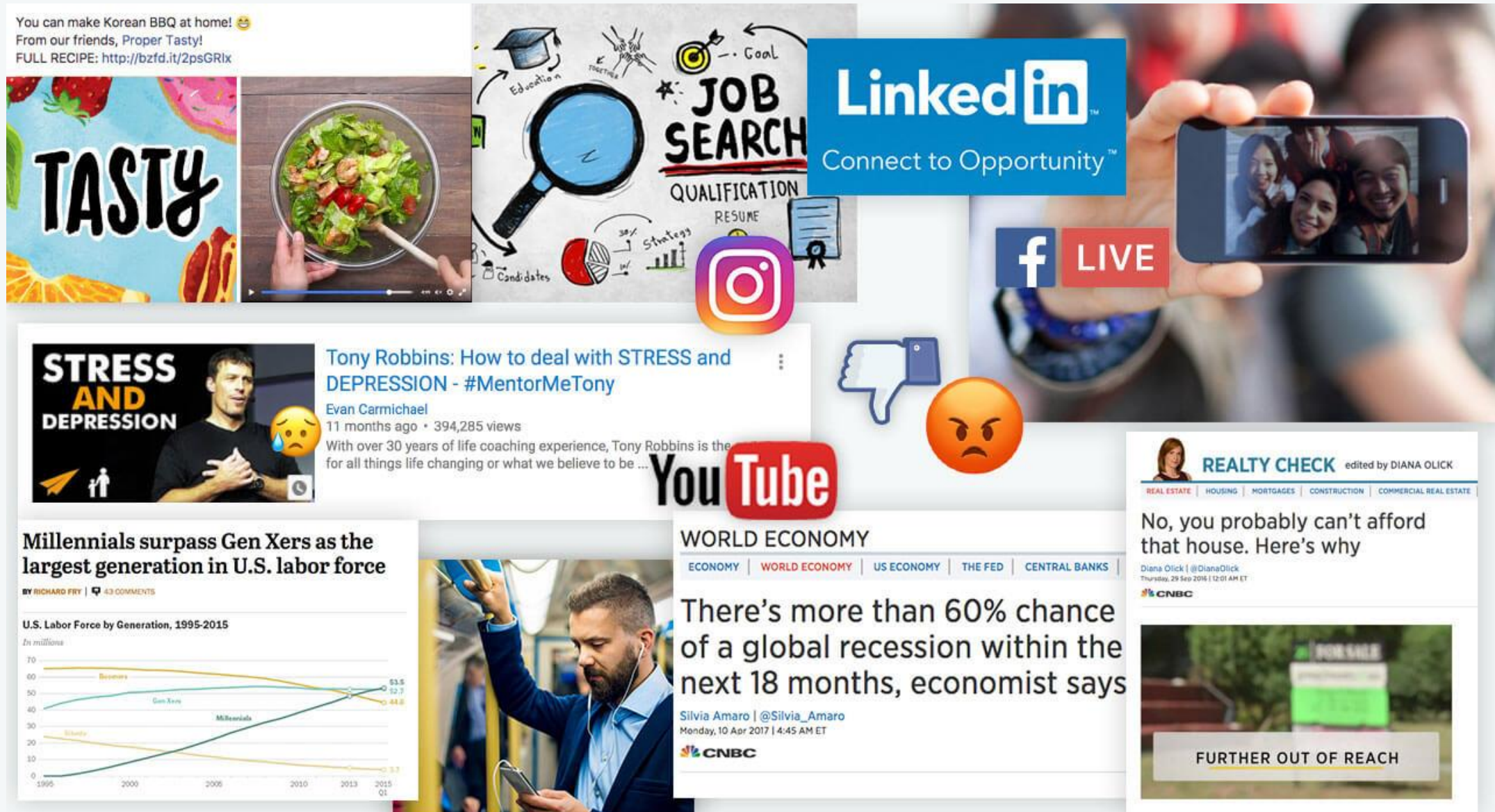
The Evolution of Employee Wellbeing



James Lee

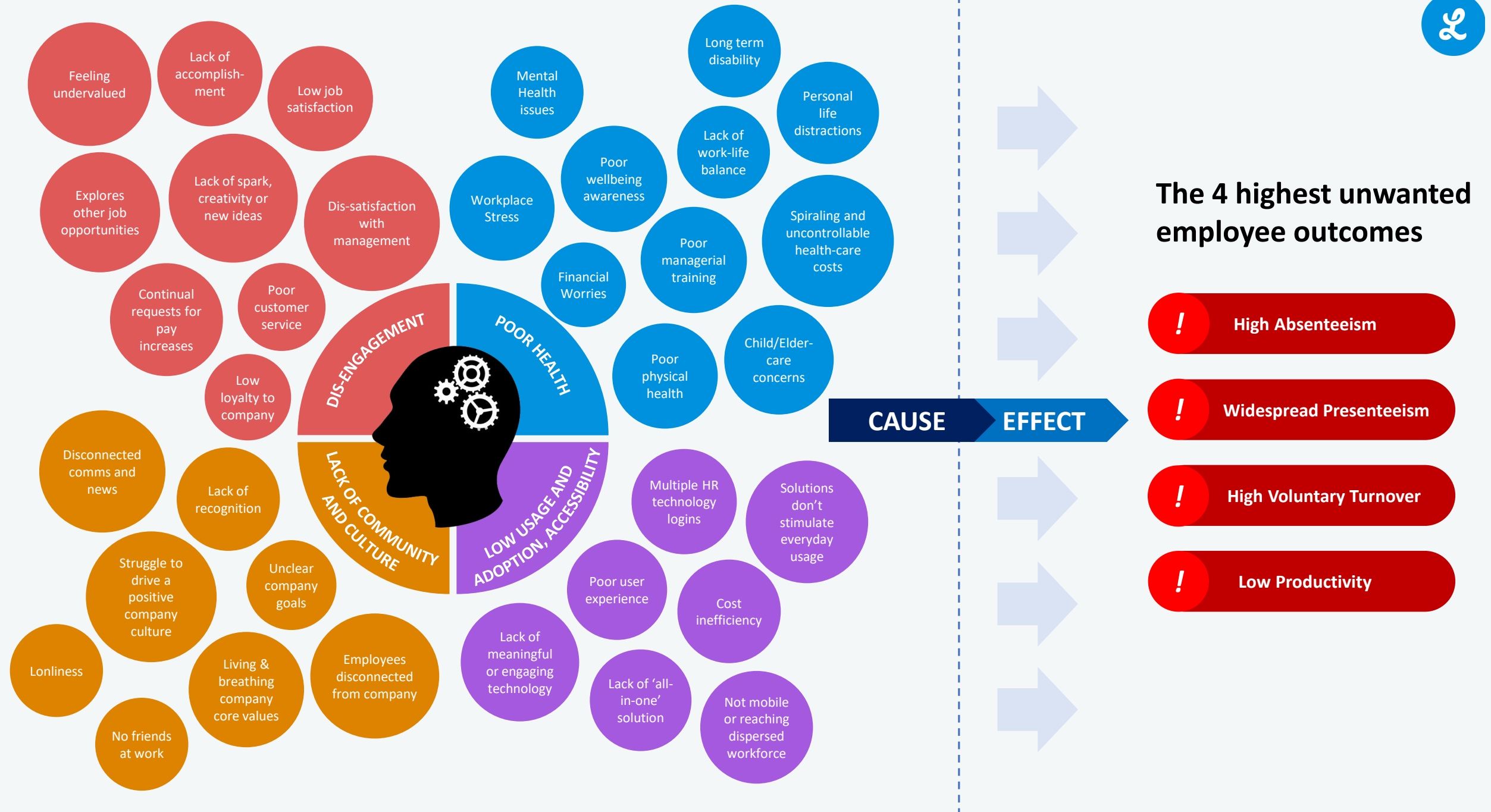
Chief Design Officer

The world we live in today





**Workplace Challenges
– contributing factors
on wellbeing.**





Poor Health:

- Only 35% of employees state they are fit and healthy (CIPD 2015)
- Dealing with a multitude of things: chronic illness, financial burdens, stress and mental health.

Low usage and adoption:

- Average EAP annual utilization is 3-4%.
- But 75% of employees will say they are stressed at any given time of the month. (American Psychological association)
- Too much HR technology. Too much noise, tech, disparate solutions fighting for attention.



Lack of community and culture:

- 66% employees feel under-valued. (Forbes 2017)
- 97% of Best Workplaces say they have values statements. (Great Place to Work)

Lack of engagement

- 1% increase in staff loyalty = 0.5% increase in customer loyalty.
- Mental Health - decrease in cognitive function = restricted business performance.
- Dis-satisfaction at work leads to turnover, with employees seeking a different workplace for a better environment.

Costs of poor employee wellbeing (UK)



£57billion

LOST PRODUCTIVITY

RAND: LOST PRODUCTIVITY COSTS DUE TO POOR HEALTH AND WELLBEING

35%

ARE FIT AND HEALTHY

CIPD: EMPLOYEES THAT REGULARLY TURN UP TO WORK FIT AND HEALTHY⁴

£25bn

MENTAL HEALTH ISSUES

MHF: LOST DUE TO COST OF EMPLOYEES MENTAL HEALTH PROBLEMS ALONE²

137m

LOST WORK DAYS^{3a}

ONS: 70M WORK DAYS LOST EACH YEAR DUE TO MENTAL HEALTH ISSUES ALONE^{3b}

£30k

TURNOVER COST

OXFORD ECONOMICS: THE IMPACT OF TURNOVER COST

¹ (Rand Europe Research on Health and Work) - 2016

² (mentalhealth.org.uk – Mental health as a workplace asset) – 2016

^{3a} (Office for National Statistics [ONS]) - 2016

^{3b} (mentalhealth.org.uk – Mental health as a workplace asset) - 2016

⁴ (CIPD Annual Conference 2015)

⁵ (Oxford Economics 2014)

⁶ (Office for National Statistics [ONS]) - 2016

*Based on industry averages



Team Size: 1,000

Annual Turnover: 11%

Average annual salary⁶: £28,028

Productivity Loss

£4,921,080*

(17.5% of payroll)

£1,838,000 productivity costs due to absenteeism & presenteeism.

£3,083,080 productivity costs due to employee turnover. (Agency fees, management time, recruitment, advertising roles, HR overhead, training & onboarding.)





Companies need a new approach – one that builds on the foundation of culture and engagement to focus on the employee experience holistically, considering all the contributors to worker satisfaction, engagement, wellness and alignment.

- Josh Bersin for Deloitte



**Have we got a
holistic solution
to all the key
parts of
wellbeing?**

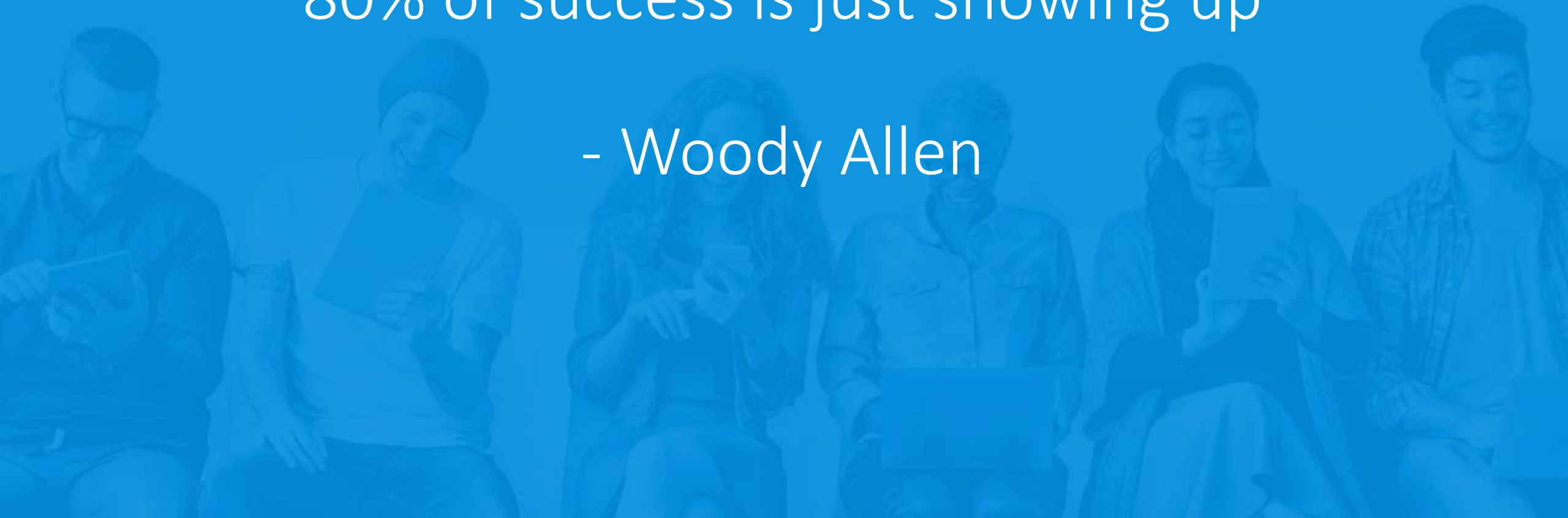


- Delivering effective wellbeing should be a top initiative for every company.
- Wellbeing must be delivered in a holistic approach in order to make a difference in the lives of your employees.



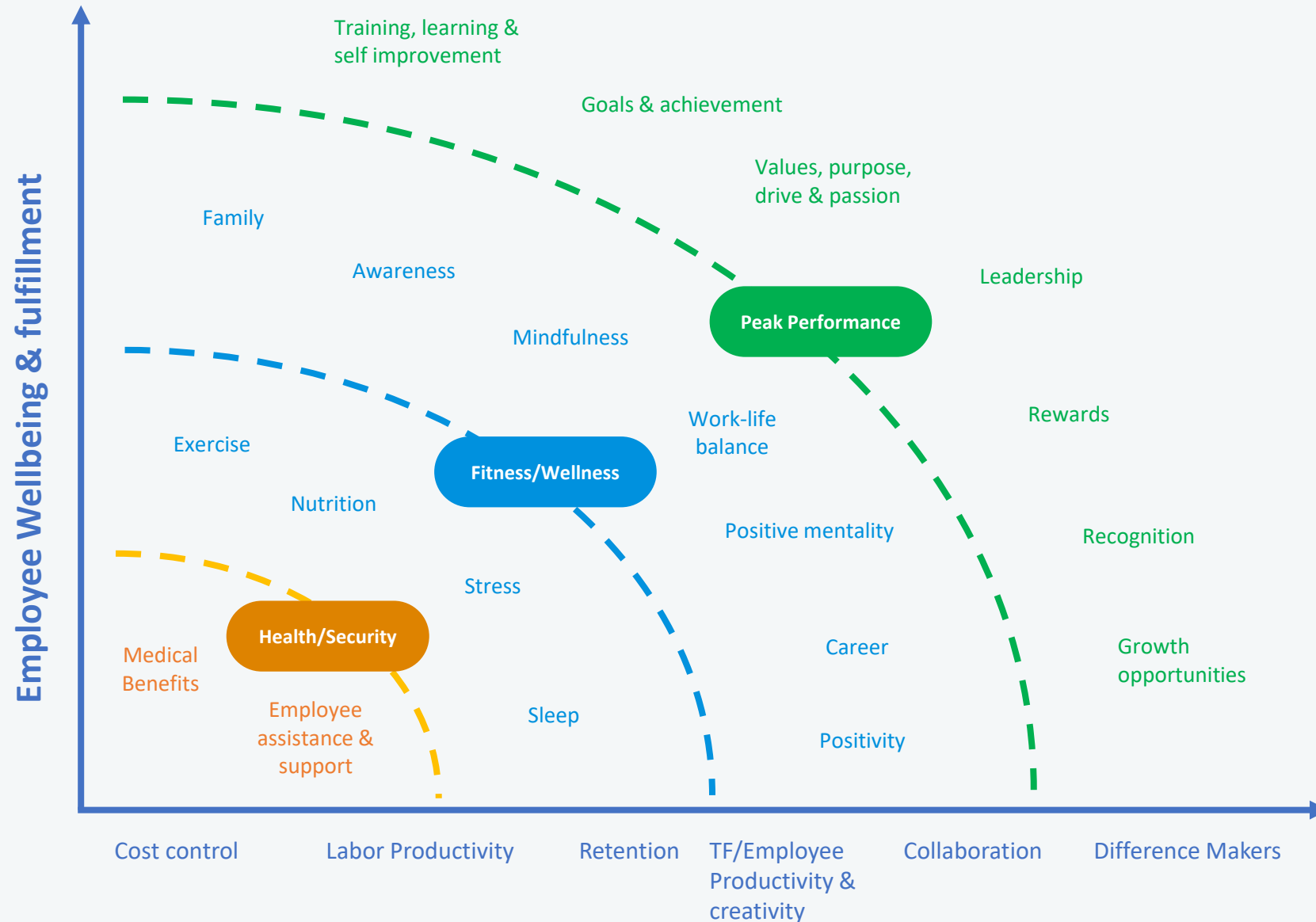
“80% of success is just showing up”

- Woody Allen



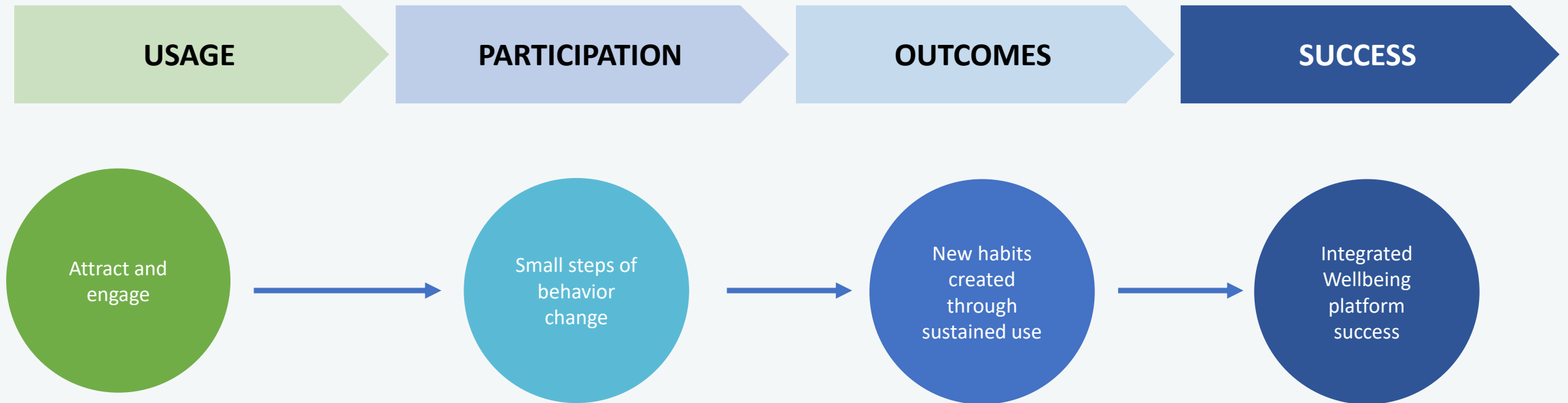


It's not about getting people to
show up at work, but to
succeed at work.

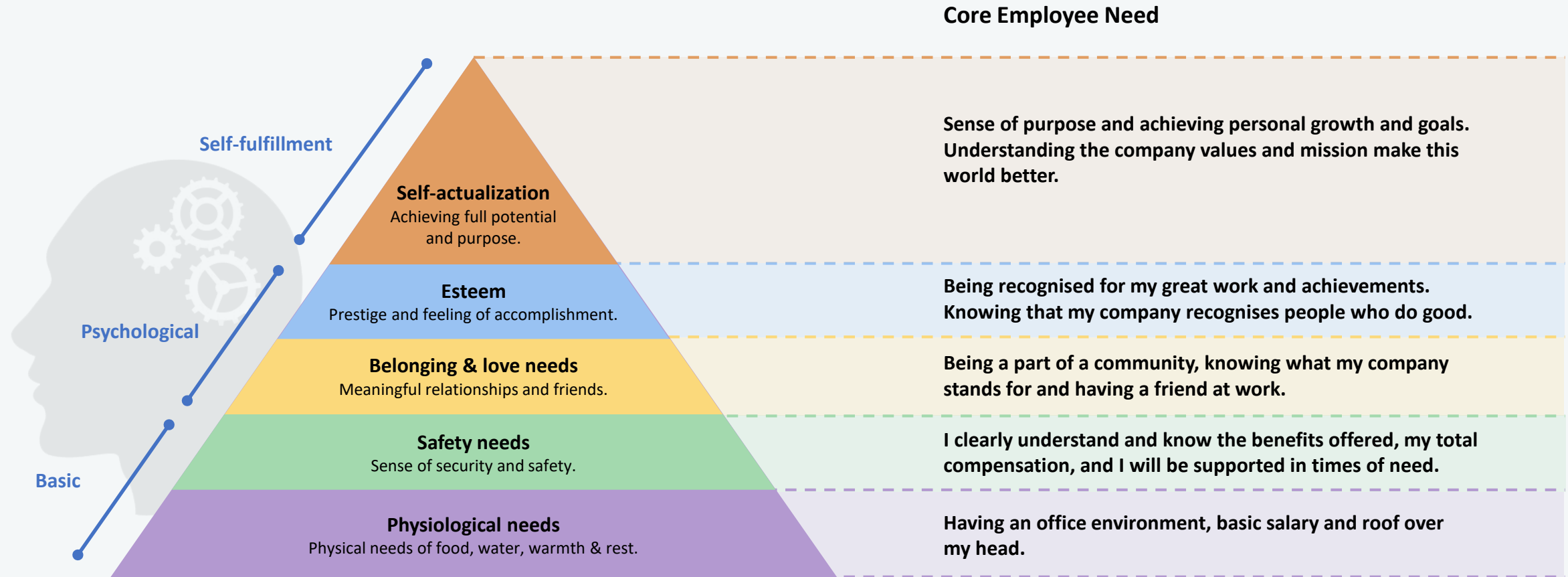


Creating
Difference
Makers.
Think Holistic.

A model for everyday usage and behaviour change

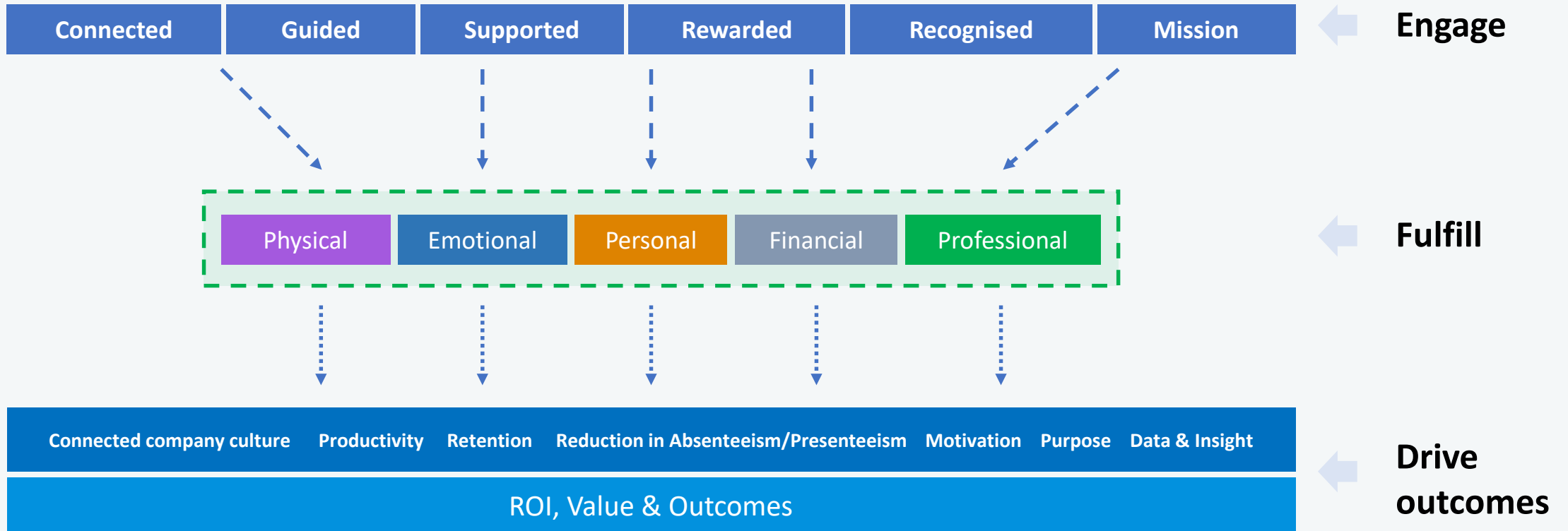


Holistic Wellbeing represents the entire person from the inside out.



Source: Maslow: A Theory of Human Motivation

Everyday Wellbeing Model



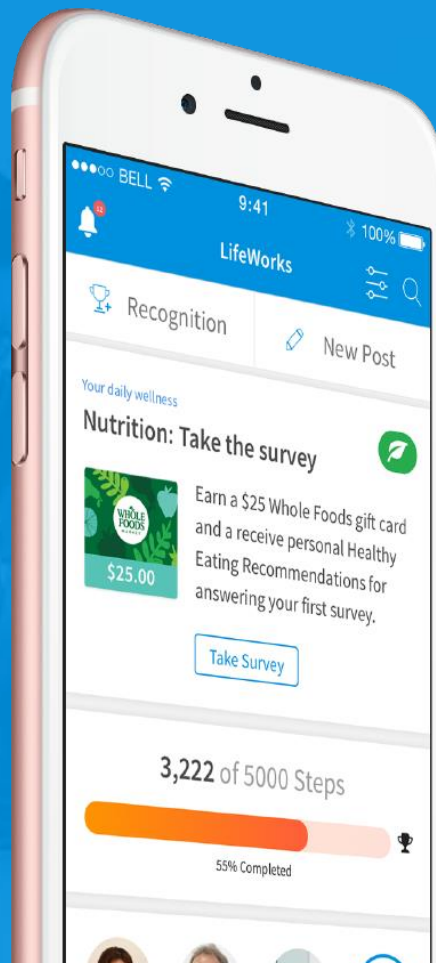




Future Trends

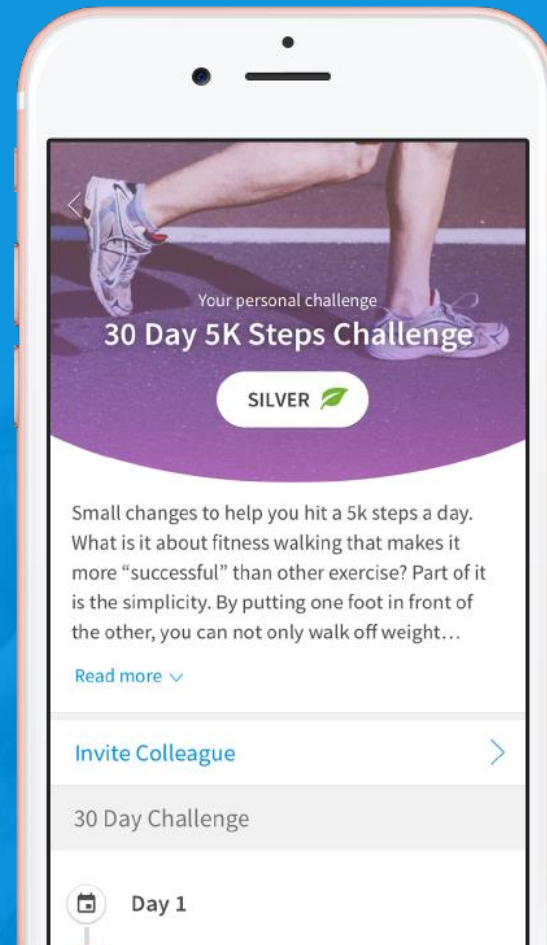
Data driven Intervention

Analyze HR, pharmacy, claims and utilization data to discover individuals at risk and push personalized intervention.



Reward Daily Behavior Change

Reward healthy habits for participation on wearable tech, social and corporate challenges and exclusive wellbeing content.



Prevention through A.I. & machine learning.

Pro-active, A.I. driven well-being health coaching assistants.





Thank You! Please visit our
stand if you'd like a live demo.

#feelloved