

WORKPLACE WELLBEING

Living well, Working well

Work is good for people. Work not only creates income but also provides human contact, a sense of identity and belonging, support, structure and purpose along with mental stimulation all of which can be linked to physical health and mental health. This translates into strong and sustained organisational benefits. People who feel good about work and good about themselves are more creative, more productive, more engaged and more effective in what they do. The benefits are enormous to organisations and to people.

Equally, though, work can be harmful and debilitating. People can feel unfulfilled, undervalued, stressed, overworked, dispirited and restless. This leads to poor health, poor personal and workplace relationships, resentment, a lack of interest or concern for what they do at work. Individuals suffer for so long and then either disengage or leave. The impact on organisations is devastating. Low productivity, high absence, increased turnover, falling standards, and a loss of engagement and commitment.

Today's employers know that they have to think and act differently if they are to succeed in the competitive and challenging modern workplace. Their organisational policies and practices, their overall leadership and day to day management of people and performance, their genuine concern for the well-being of a diverse workforce becomes a business imperative. They want to create a healthy productive workplace where people feel valued, supported, cared for, recognized for their contribution and nurtured to provide the environment where people and organisations thrive, regenerate, come through with new ideas, are excited about what they do, keen to develop themselves, and proud of the contribution they make to organisations that really matter.

It's the right thing to do, it's the smart thing to do. A positive focus on employee wellbeing can assist attraction and retention, raise levels of engagement and improve performance and productivity. Absence and turnover are consistently superior. It's the workplace of the future that can be built in the present.

How we help employers

We work alongside employers to build policies and programmes which support their leadership and management of wellbeing. Every organisation is unique and our team of consultants, coaches and specialists come to every assignment bringing their experience, of course, but also looking with fresh eyes and listening intently to what the business wants to achieve. Our partnership approach ensures that we understand and we tailor our interventions and we measure and assess impact on an on-going basis to ensure we meet your needs.

We live in the real world --- good, solid and well evidenced-solutions to practical problems. We are as much about “muddy boots” and “blue-sky thinking” in our approach and work with what we know are often significant time and money constraints. Everything we do must bring a real business benefit. But we also want it to be fun, to bring new energy and a new sense of purpose to organisations, to lift spirits and enable everyone to feel involved and included. This is what really matters to us just as it matters to you.

Our approach:

- Review what is working and what is not working for you at this stage. Understand what the pinch-points are, the areas where concern is rising. Identify some of your best practices as well as point to areas ripe for improvement.
- Bring our observations and intervention specific experience in a range of areas including
 - Personal health and wellbeing; physical and mental
 - Proven, practical wellbeing programmes to develop a sustainable, healthier workplace
 - Leadership and management coaching and training to be more effective champions of employee wellbeing
 - Inclusive workplaces
 - Raising levels of employee and team resilience
 - Analysis and interpretation of key contemporary wellbeing research and trends producing where appropriate, Board and Management briefing papers as well as employee signposting.
- Work alongside HR and Learning and Development Resources as well as directly with Line-Managers in your organisation to design, implement and track all wellbeing policies and processes.
- Measure the impact of everything we do with you - looking to ensure the business benefits are there and to develop services in the light of feedback and experience.

Working directly with your employees

Alongside our work with you as an organisation is our direct approach to employees. Our consultants and coaches are expert facilitators and draw on contemporary health and wellbeing research combined with real-world practical experience. We are direct in our approach, listen attentively always looking to understand in depth what really matters to each person.

We work in a variety of ways:

- Our workshops are invariably lively and interactive. We look to draw from the expertise of everyone present, valuing their insights and experience. A series of discussion points, exercises, and real-life case studies ensure that everyone can be involved and participate in their own way. Short interventions, using time productively, but always with follow-up and key take-aways for people to try in their own time and in their own work environment. Some examples of our recent programmes include:
 - Building individual and organisational resilience
 - Mental wellbeing; managing and supporting others
 - Wellbeing – from policy to practice
 - Moving from diversity to inclusion --- what does it really take?
- Our one-to one time with people is invaluable. Sometimes it is the opportunity simply to off-load concerns or worries, at other times to talk through options and to open up new ways of thinking. Specific advice is helpful at times, but so too is simply being there to enable people to do their own thinking and make their own decisions. Whether on-line, by telephone, or face to face, this time is precious, personal, and exemplifies our commitment with you to truly support and connect. We offer a range of coaching programmes including wellness coaching, life coaching, personal resilience. Each coaching assignment starts with a complementary scoping session.

Jayne Carrington