





What if we could measure these KPIs?





People are unwell

We face economic insecurity

67%

of global employers expect to have a global financial wellbeing strategy in the next 3 years

We are growing older and less healthy

75 82 MEN

WOME

Average life expectancy in Europe 2018

We are stressed, unhappy and disengaged

30%

of the population between 18 and 65 has experienced a mental health issue in the past 12 months

Sources: Statista, 2019; Gallup World Poll, 2017; Gallup State of the Global Workplace, 2017; http://www.who.int/gho/mental_health/ en/; http://www.cancerresearchuk.org/health-professional/cancer-statistics/worldwide-cancer#heading-Zero; http://www.who.int/ campaigns/world-health-day/2016/en/; http://who.int/mediacentre/factsheets/fs317/en/; Aon Global Financial Wellbeing Study, 2018.



Wellbeing impacts business productivity

Did you know

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New focus of

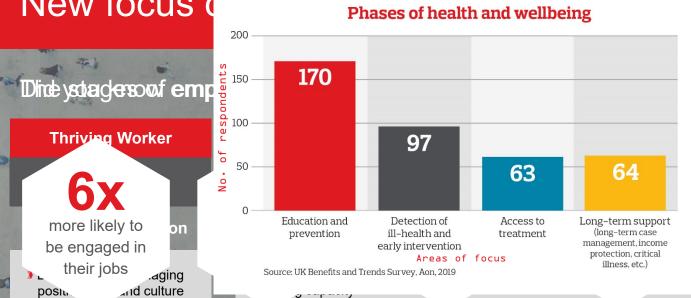
Thriving Worker

more likely to

be engaged in their jobs

aging. and culture positi

Promote protective factors

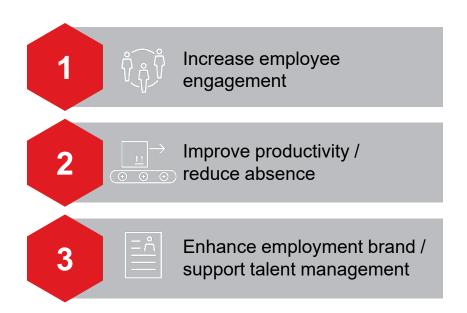


Sickness Absence 10% /en higher customer ratings uppor.

> romoting early help and support



Ranking of Top Organisational Objectives for APAC Wellbeing Programmes





Empower Result

We need a SHIFT IN MINDSET

ROI (Return on Investment)

Calculation of Revenue

VOI
(Value on Investment)

Calculation of Value



Value on Investment is the **NEW ROI**

HEALTH
IS MORE
IMPORTANT
THAN COST
AVOIDANCE



How do we support healthy lifestyle choices through exercise, nutrition and sleep?



How do we develop healthier attitudes and feelings towards everyday living, like managing stress and increasing happiness?.





How do we increase connections to others and a sense of belonging and inclusion?



How do we help our employee financial life today, while preparing for the future and anything unexpected along the way?

Source: Aon - Driven by data The Well One app POWERED BY PEOPLE 2019.





Top tip 1 #whatdoesthedatasay

DISCOVER

Consultative Collaborative Strategic The Benefits Score **Risk Forecaster**Explorer

Pulse

Health Hub

DELIVER

Efficient Timely Compliant Results Driven

DEVELOP

Targeted Insightful Expertise Engaging Technology

DETERMINE

Governance Impactful Metrics Improvements



Top tip 2 #keepitsimple



- Awareness & Education
- Work Station Set Up
- Confidential Advice Line



- Health Risk Assessment (HRA)
- Line Manager Training
- Absence Recording
- Primary Care
- Screening



- Occupational Health Assessment
- Work Station Assessment
- Out Patient Care
- In Patient Care



- Case Management
- Workplace Adjustments
- Financial Support
- Workplace Savings
- Support Networks



Top tip 3 #mHealth



Education and insight



Digital coaching



Connect socially and take part in challenges



Reward and recognition



Simple health scores



Sync apps and wearables





Top tip 4 #measurethevalue





THANK YOU...

ANY QUESTIONS?

For more information on Workplace Wellbeing or if you have any further questions please get in touch:



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