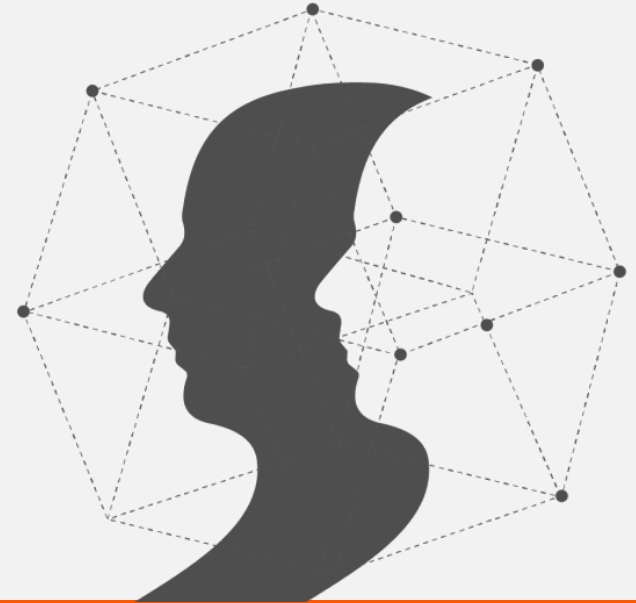


## REBA Employee Wellbeing Congress

**Kelly Higson**

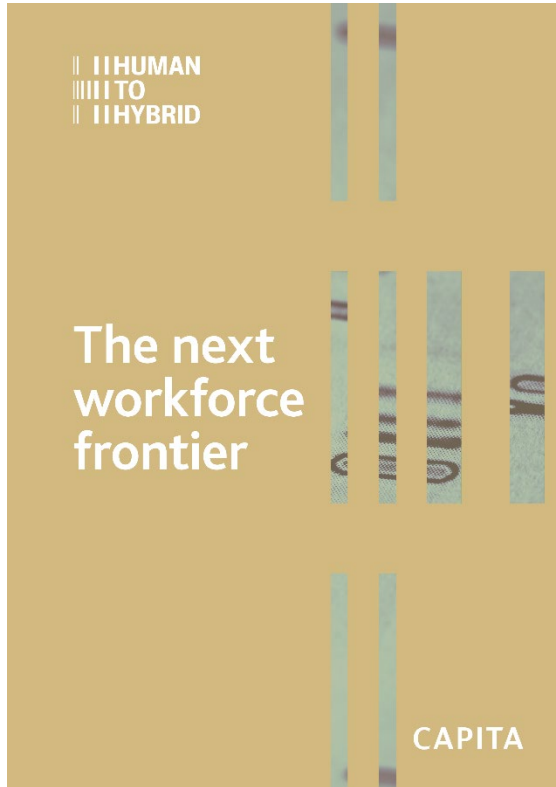
Head of Equality, Diversity, Inclusion and Wellness  
**Capita Employee Solutions**



20 June 2019

# What is Human to Hybrid?

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The research defined ‘Human to Hybrid’ as “the new dynamic where humans will work in a fully digitised and technologically-optimised environment, and increasingly work alongside robots and AI, over the next ten years”

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Capita, 2019, Human to Hybrid: The next workforce frontier

# The transition from Human to Hybrid

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72%



of businesses see the transition to a hybrid workforce as their biggest challenge over the next five years

93%



of businesses say they need to start proactively managing this shift over the next 12 months

51%

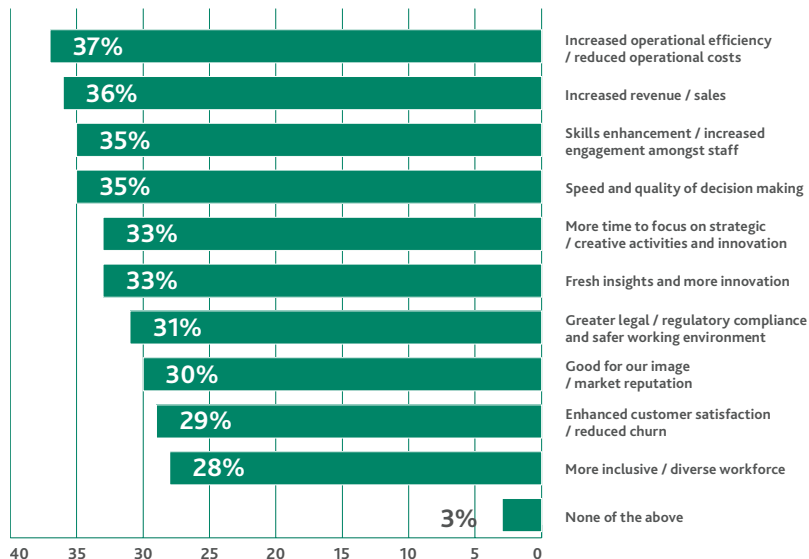


of employees will choose to leave if organisations don't manage the transition to a hybrid workforce properly

# Does the H2H workplace affect employee wellness?

## The business benefits of a hybrid workforce

What do you expect to see as the benefits of a hybrid workforce from a business perspective?

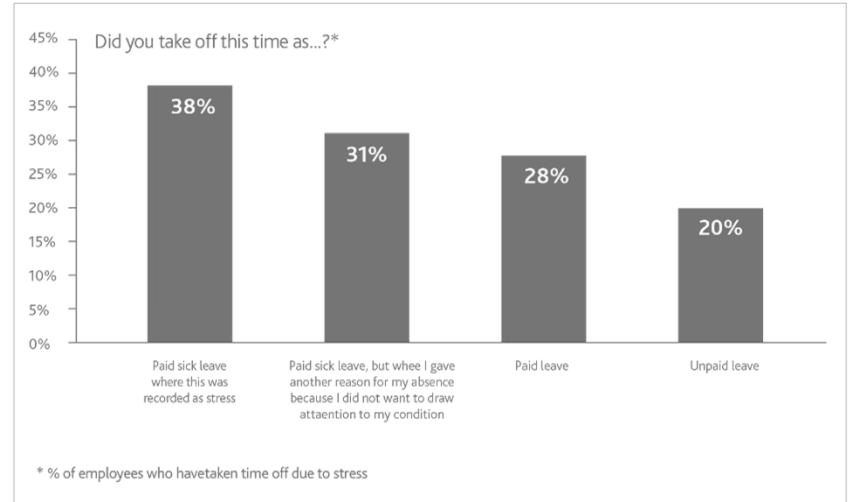
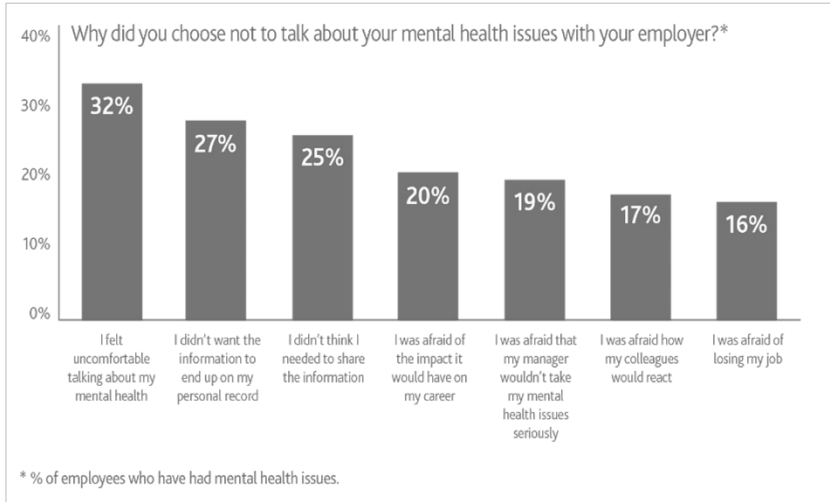


## Employees - the benefits of being part of a hybrid workforce

What do you see as the benefits that working as part of a hybrid workforce could bring you personally?

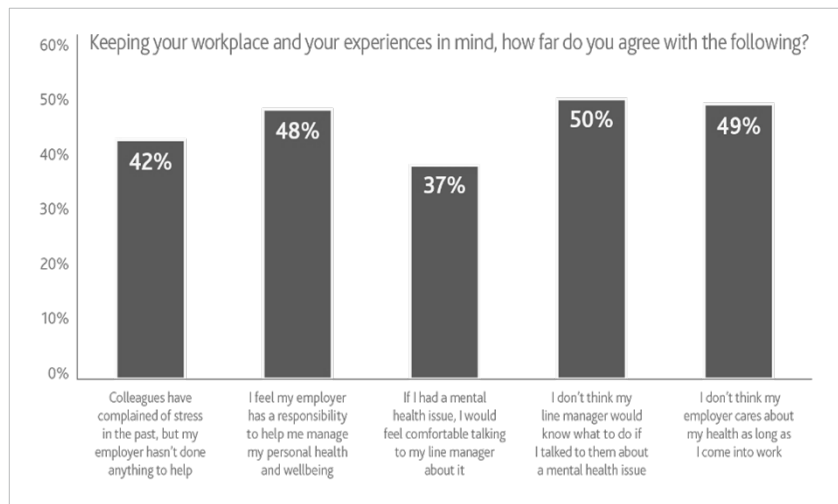


# Employee wellness: Where are we now?

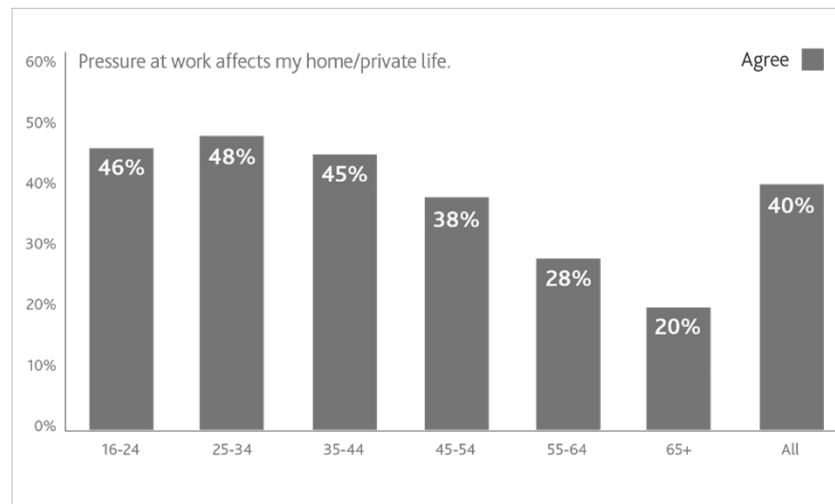


# Employees not discussing their mental health in the workplace

## Snapshots of the modern workplace



## Anxiety is the new normal



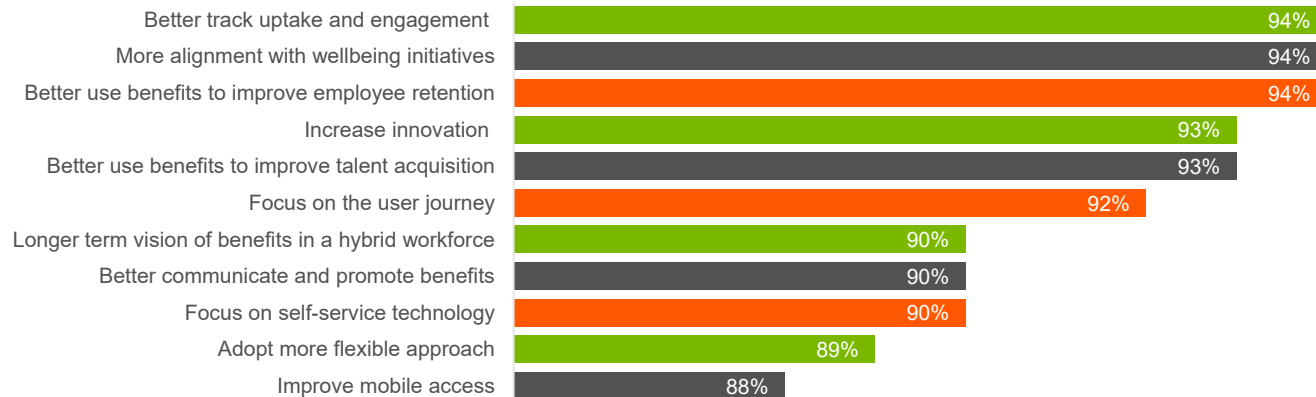
# What can you do now? It's time to take action

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“It’s a lot more than just yoga,  
gym membership and lentils”


## In which of the following ways do you think the rewards / benefits provision in your company can be improved?




# Investments in Wellbeing at Work Drive Performance

 **Individual Wellbeing**

Employees have the capacity to execute the organisation's business strategy

 **Organisational Health**

Company's ability to adjust to change faster, better and more efficiently than their competitors

 **Organisational Wellbeing**

The company creates an environment that enables their employees to thrive





# Actions you can take

## Review

your benefits provision through an inclusion and wellbeing lens



## Audit

the take up and effectiveness of your benefits



## Use

data driven insights to inform benefits



## Assess

the impact of business change through an inclusion and wellbeing lens



## Embrace

digitalisation as an accessibility tool



## Visit

our stand in the marketplace and pick up a copy of our:

- H2H Benefits Research
- Workplace Wellness Report



## Connect

with CES and let's continue the conversation



Questions?

Thank you

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## Regulatory Statement

- The information contained within this presentation does not constitute financial advice.
- The information provided is based on our understanding of current law and taxation as at <20/06/19>.
- HMRC policy, practice, and legislation may change in the future.

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