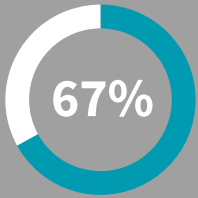




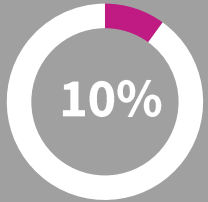
# DEVELOPING A LEADER-LED WELLBEING CULTURE

Lisa Ost, UK Employee Wellbeing Lead  
Nina Brown, Wellbeing Propositions Lead

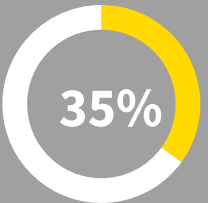
# LEADERS, CULTURE AND WELLBEING



**67% of company boards support their wellbeing agenda<sup>1</sup>**



**Yet, less than 10% of these strategies are being driven by the board<sup>2</sup>**



**Only 35% of companies provide manager training to help managers support employee wellbeing<sup>3</sup>**



**Team leaders and managers account for 70% of the variance in employee engagement<sup>4</sup>**



# OUR INTEGRATED APPROACH: DRIVING CULTURE **FROM THE TOP**

**Sponsorship**



**Advocacy**

**Role models**



**Buy-in**

**Investment**



**Sustainability**





# OUR INTEGRATED APPROACH: THE ROLE OF **MIDDLE MANAGERS**

**Leadership  
expectations**



**Embed into  
daily role**

**Advocacy**



**Empowered  
to make it real**

**Training  
& support**

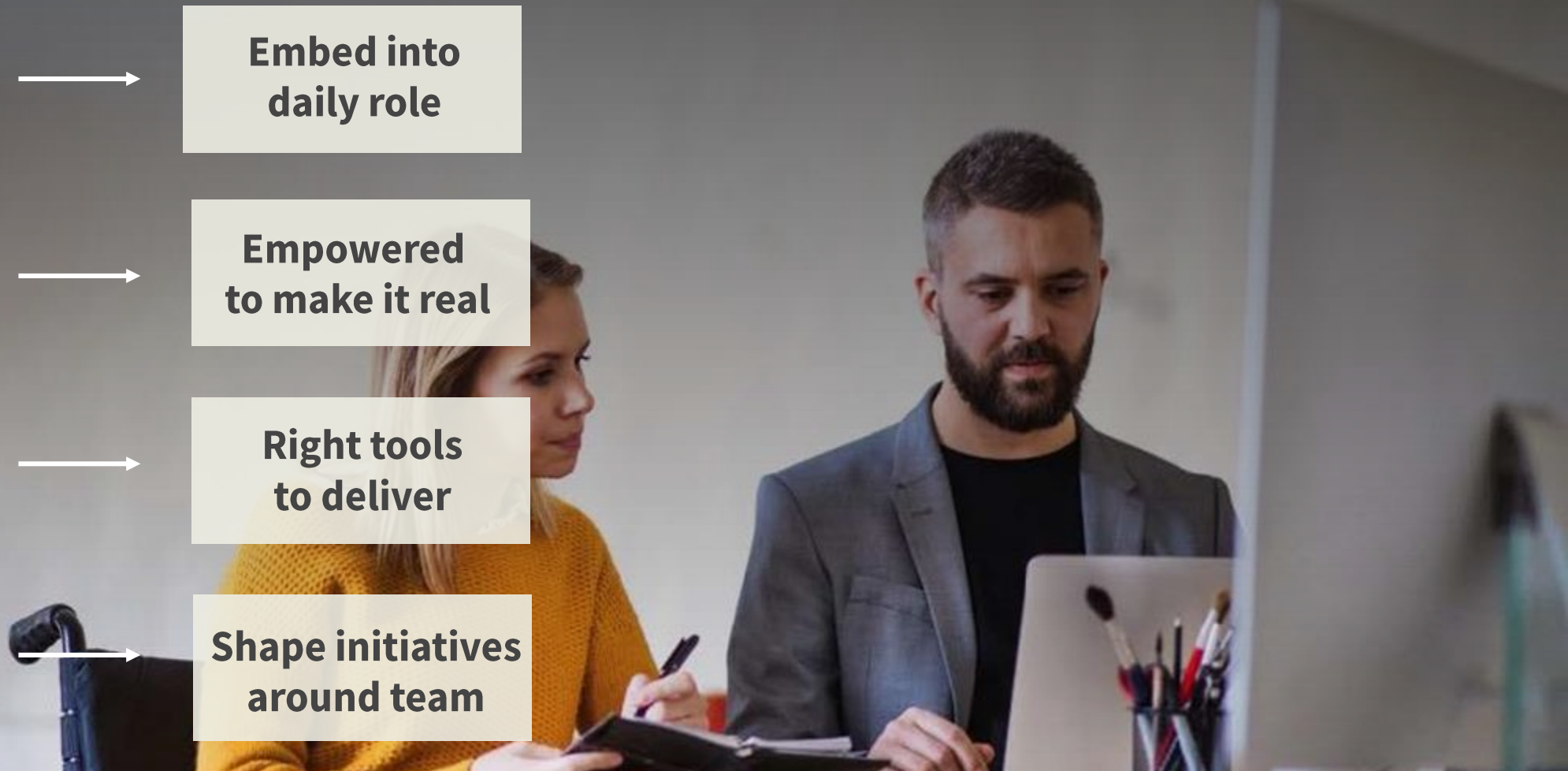


**Right tools  
to deliver**

**Data  
and insight**



**Shape initiatives  
around team**



# OUR INTEGRATED APPROACH: CREATING A BOTTOM-UP MOVEMENT

**Volunteer  
network**



**Engaged  
employees**

**Site-specific**



**Autonomy and  
empowerment**

**Data  
and insight**



**Informed agents  
of change**





# WHAT MADE THE **DIFFERENCE?**

## **SENIOR SPONSOR:**

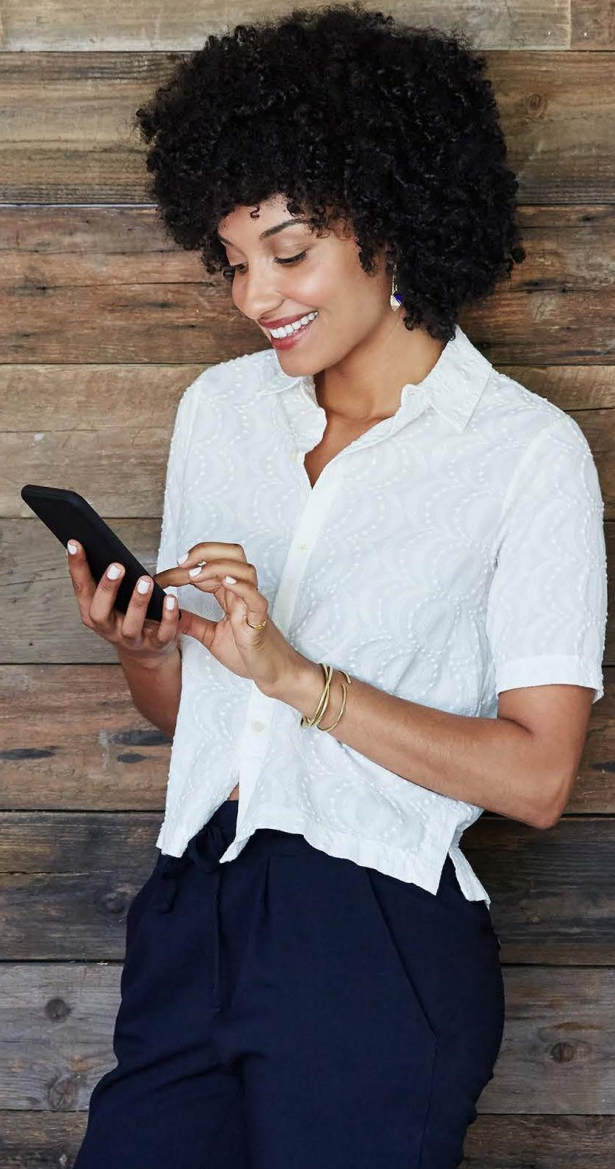
Provided visibility and cut-through

## **SENIOR LEADERS:**

Reduced mental health stigma

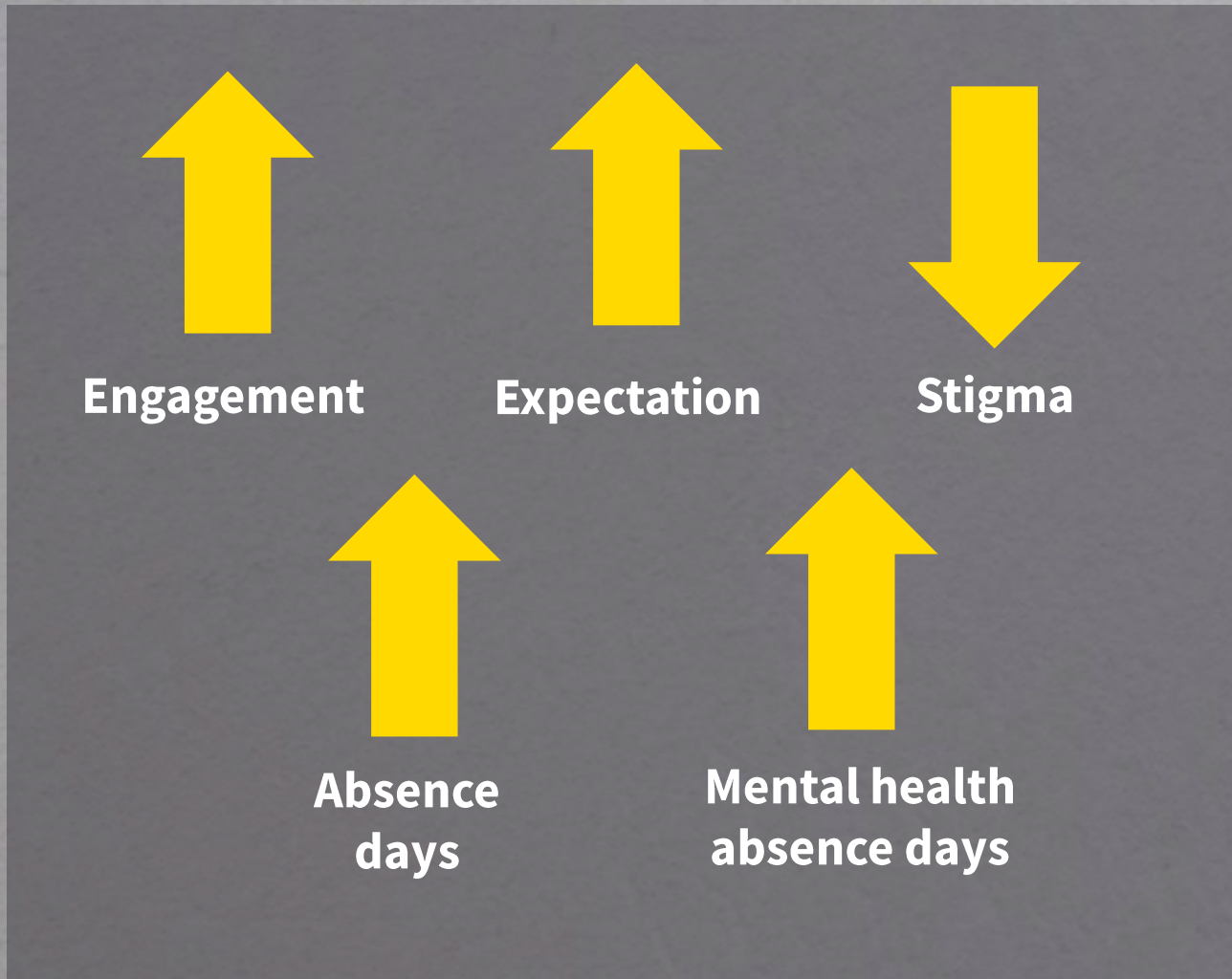
## **HEALTH HEROES:**

Empowered agents of change





# OUR **EXPERIENCE** SO FAR...





# THE **FUTURE** OF WELLBEING



**Turn insights into action**



**Increase employee engagement**



**Build employee resilience**





# ANY QUESTIONS?

