



People Performance Consulting

Understanding Health & Wellbeing



If your business success depends on bringing out the best in people, then you need to put the best into your people.





Understanding Health & Well-being

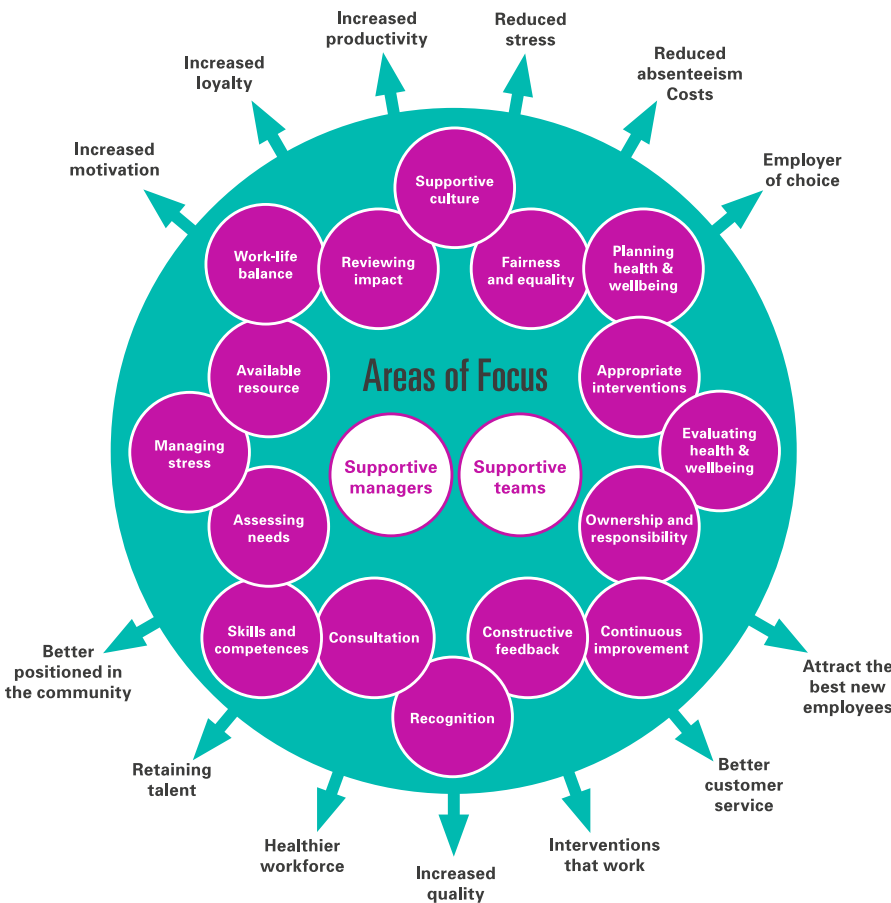
A short guide to workplace well-being and the Health & Well-being Good Practice Award from Investors in People

What is Health & Well-being?

Health and well-being good practice encompasses a wide range of issues and focus areas, taking it much broader than just encouraging healthy eating and physical fitness.

In fact, research has found that employers consider health and well-being to cover issues such as stress, security and morale as seen in the diagram below.

A key determinant of people's well-being and at the heart of health and well-being is how well people are managed and supported. The role that line managers and teams play in providing this to employees, particularly in today's changing climate, is therefore extremely important.



By embedding good health and well-being practices, overall performance improvement can be encouraged rather than just minimising sickness and injury. Indeed, having a health and well-being programme in place can support a culture of happy and healthy employees, in turn providing improved productivity, attendance and motivation.

Recent research from Price Waterhouse Coopers has also found that for every £1 organisation invests in health and well-being, they could see a return of over £4 due to benefits such as reduced sickness and improved productivity – a statistic which highlights the importance of encouraging happy and healthy employees.

Testimonials

What our clients say about working with us.

"Employers are becoming increasingly aware of the performance benefits of investing in the health and well-being of their people. There are strong links with improving employee engagement. In the current economic climate, companies need to adapt and be innovative. Health and well-being programmes are proving to be very effective at helping organisations gain the buy-in of their employees, maintain their commitment and build their resilience"

Dame Carol Black, National Director for Health and Work

"Jackie devised and delivered a bespoke training program for our IFM Management Team, resulting in all participants attaining the CMI Level 5 Award in Leadership and Management. As a result of the program we were able to identify our acorns and are supporting them to attain Chartered status. Cannot recommend Jackie highly enough and we look forward to continuing to work closely with her in the future"

Linda Pinnock, FCIPD Associate Director HR IFM Trust Limited

"When we met with Jackie we had a specific requirement in mind and Jackie met that. She did not try a big sell but listened to what we were looking to achieve. The training sessions were well organised and combined the right mix of theory and practice to ensure all attendees benefited from the session. The training style used also ensured that all of those attending were able to meet their objectives, and left the course feeling enthusiastic and motivated to implement their learning. There is no doubt that we will be working together again in the near future."

Georgia Maratier, Country Head of Human Resources ABN AMRO BANK N.V.





Health & Well-being Improves:

- Employee engagement
- Ideas & innovation
- Morale & motivation
- Employee retention
- Talent retention
- Quality
- Loyalty & Advocacy
- Productivity
- High performance

Health & Well-being Improves:

- Absence rates
- Recruitment costs
- Agency cover costs
- Health Insurance costs
- Litigation costs

The Health & Well-being Good Practice Award

The Health and Well-being Good Practice Award from Investors in People will help your organisation ensure that measures are in place to promote a healthy workplace and that they are providing a return on investment.

Following the same tried and tested formula as the Investors in People Standard, it is a flexible and easy to use framework that outlines what you need to achieve, but never prescribing how.

It is structured in the same way and builds on the content of the Investors in People Standard as there are powerful links between how well people are managed and their well-being. If you already work with Investors in People, you will find it easy to engage with the health and well-being framework - but you don't have to be Investors in People accredited to achieve the Award.

The Health & Well-being Good Practice Award will also help you to link your health and well-being activity more closely to your organisation's overall strategy. Employers are realising that well designed and co-ordinated programmes can contribute directly towards delivering corporate objectives. Furthermore, if you are clear on what you are trying to achieve and how this will be measured, it will be easier to evaluate what impact your health and well-being work is making.

Want to find out more?

If you are interested in workplace well-being and how it can help your organisation improve performance and achieve a return on investment, please contact Jackie direct: 01534 720125 / ppconsultingltd@me.com



**Investors
in People**
Good Practice

Health &
Wellbeing
Award





People Performance Consulting

Understanding Health & Wellbeing



If your business success depends on bringing out the best in people, then you need to put the best into your people.

