GLOBAL WELLNESS INSTITUTE™

Wellness at Work Initiative Briefing Paper 2017

What is the aim of your initiative?
The Wellness at Work Initiative brings together top thinkers and doers who offer thought-leadership for a new vision of impact, inspiration, and tools and resources that amplify wellness at work in the global community.

What or who are the current "news makers" or trends in the initiative's industry/sector?
Emerging wellness trends to watch:

- Companies and governments will become highly motivated to reverse the world's 3.2 billion increasingly unwell workers.
- Workplace wellness programs—as we know them today—will disappear as companies adopt a culture of care and well-being as the default, not the exception, to attract and retain good people.
- Wellness at work will gain momentum as a sustainable worldwide movement in the coming five to 10 years.
- Individuals will take more responsibility for their own wellness at work.
- Companies will recognize that doing right by employees and the community is good business.
- Governments will become more aggressive about mandating wellness, including in the workplace.
- The healthiest workplaces will become destinations where people go to improve their own wellness.

These emerging wellness trends point to the rise of a "wisdom economy," the desire to unleash human creativity to solve problems and to connect with other people, our communities and our planet.

Name some (high level) challenges facing your industry/sector?
A major hurdle for organizations is to turn tactical, often-isolated wellness initiatives into authentic, strategically valued cultures of care and thriving. This requires leaders to perceive wellness of the people who work for them as priority, not a matter to relegate to an initiative or department.

Employers that don't view people as their most valuable resource may not stay in business in the future. They must "walk the wellness talk" through a holistic approach, e.g. using inspired vision and strategy, inclusive policies and

values, safe operations and healthy cultures, energizing teams, digital technologies and wellness partnerships.

Where do you see the opportunities for industry/sector?
Wellness at work is a $40 billion market worldwide, yet only roughly 9 percent of the 3.2 billion people in the global workforce has access to workplace wellness programs. So the opportunities for impact are enormous.

Among the strategies for amplifying wellness at work worldwide are:

- *Weaving wellness at work more tightly with individual and organizational performance.* Creating value in the future of work requires high levels of motivation, energy and creativity. A focus on wellness at work enables workers to bring an appropriate physical, mental and emotional wellness to their jobs each day.
- *Building stronger partnerships between communities and employers.* In efforts to promote wellness, organizations are frequently more effective, resourced and far-reaching together than they are alone.
- *Achieving a larger impact and broader individual access to wellness opportunities* through the modern use of ancient wellness practices, such as mindfulness and energy management, along with new wellness science and technologies, such as telemedicine for employees and loved ones.

Are there any "heroes" (either companies or individuals) who stand out in your industry/sector?
Zappos, Google, Six Senses Hotels Spa Resorts, The Breakers Luxury Resort and Johnson & Johnson are among a long list of employers that strive to build cultures of wellness.

Is there noteworthy investment happening in your industry/sector?
Investment usually occurs from employer to employer. When employers fully commit to a Return on Wellness (ROW), the benefits are clear. Evidenced-based research shows wellness at work linked to vital organizational metrics, including:

- 147 percent higher earnings per share
- 22 percent higher profitability
- 41 percent fewer quality incidents/defects
- 48 percent fewer safety incidents
- 10 percent higher customer satisfaction
- 21 percent higher productivity
- 25-65 percent lower employee turnover
- 37 percent lower absenteeism

Name any key accomplishments (milestones) made by your initiative?
In 2017, the Wellness at Work Initiative team created three valuable tools for leaders who commit to building a culture of well-being:

1) Wellness at Work—The Future is Bright: An infographic outlining the history, business case and future of wellness at work.

2) **Employers as Wellness Leaders**: An inspiring set of examples of organizations that have seen appreciable impact of workplace wellness strategies.
3) **Culture of Care Questions**: A helpful list of questions leaders can use to make well-being an organizational priority.

You can soon access these tools on the resource page of the Wellness at Work initiative.
Please see The Future of Wellness at Work report for additional details supporting this Wellness at Work Briefing Paper.

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