

Wellbeing – The Business Case

Vicki Glover – Kier Highways

Wellbeing & the bottom line...



Is there a business case to promote employee wellbeing.....?

YES!!



Our People



I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou



Balanced Business Network



Wellbeing & the bottom line...



- The cost of getting it wrong... or ignoring it altogether
 - Biggest problem at work – 74% report stress
 - Cost to British industry approx. £26 billion per annum
 - Presenteeism



Wellbeing & the bottom line...



- The cost of getting it wrong... or ignoring it altogether
 - Low morale
 - Lack of trust
 - Conflict
 - Long term absence
 - Recruitment costs



Why are we committed to this?

It is important to understand why we need to take action and below we highlight a number of Key reasons that we take Equality, Diversity and Inclusion so seriously within Kier Highways.

Building a stronger business far beyond compliance



Organisations with top performing engagement

When leaders are perceived to be more inclusive **84%** of people say they are more motivated and

81% are more productive 

Those in the top **25%** for employee engagement had twice the net income compared to those in the bottom **25%**



Organisation with diverse teams: Are **22%** more productive and Produce results six times higher



Organisations promoting Wellbeing are



22% Replacing an employee costs 22% of their annual pay 

1 in 4 British workers are affected by conditions like anxiety, depression and stress every year

37% of those aged 18 to 29 having been formally diagnosed with a mental health condition

53% of millennials say work life balance is vital to them staying in a job 

Wellbeing & the bottom line...



- Healthy & happy employees perform better
- People are our most critical asset
- ‘Culture eats strategy for breakfast’
- Psychological safety



Wellbeing & the bottom line... HOW?



- It starts at the top
- Doing something....however seen in action themselves
- Team performance and emotional intelligence
- Basics of self care
- Consult and learn from people
- Sets you apart!



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