





The second

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















Mag

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

















Maria

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 Inclusuion 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

less staff with higher

81% are more productive

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



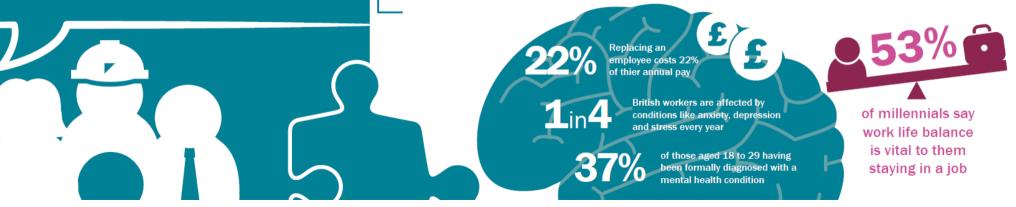


higher

customer

Organisations promoting Wellbeing are





Mag

Wellbeing & the bottom line...

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

















MAR

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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