

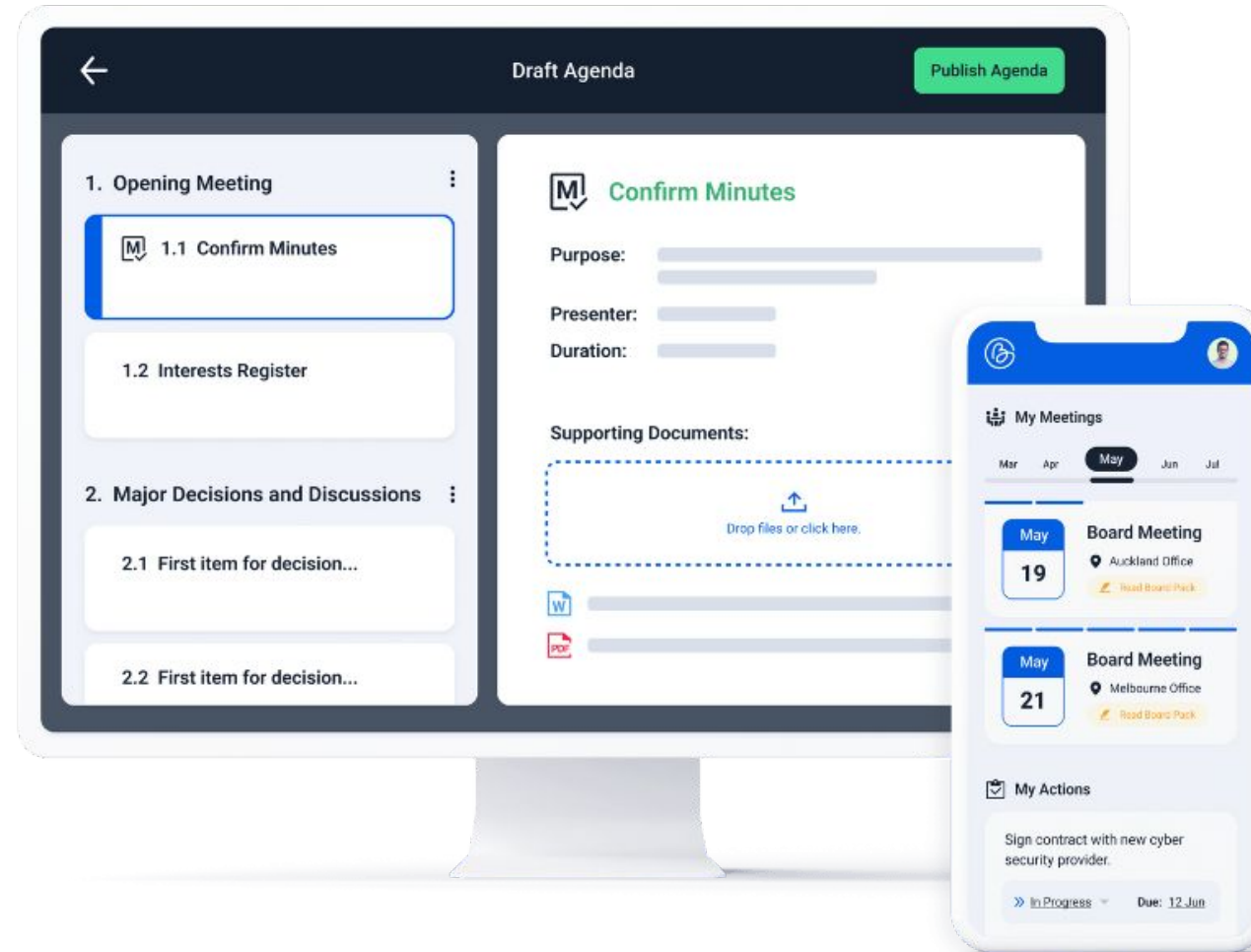


LIVE WEBINAR

**The Board's Role in
Workplace
Performance &
Wellbeing**









**Making the fundamentals of
governance free and
easy to implement**

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ask questions



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Topics

01

Why focus on wellbeing?

02

What has been done in the past?

03

What to focus on instead?

04

How to know that it is working?





Current Perspectives

NZ has long suffered from low productivity. A simple fix is keeping workers happy

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Using the power of
business to build a
better world.

DYING FOR A PAYCHECK



How Modern Management Harms
Employee Health and Company
Performance—and What
We Can Do About It

JEFFREY PFEFFER

STANFORD GRADUATE SCHOOL OF BUSINESS



Why focus on wellbeing?



Legal argument

NZ: Employers *"should prevent/eliminate health hazards, which includes mental health"*

Aus: Employers *"must manage the risk of psychosocial hazards in the workplace"*



Sustainable Development Goals

SDG#3 – Good health and wellbeing;

SDG#8 – Decent work and economic growth



Business case

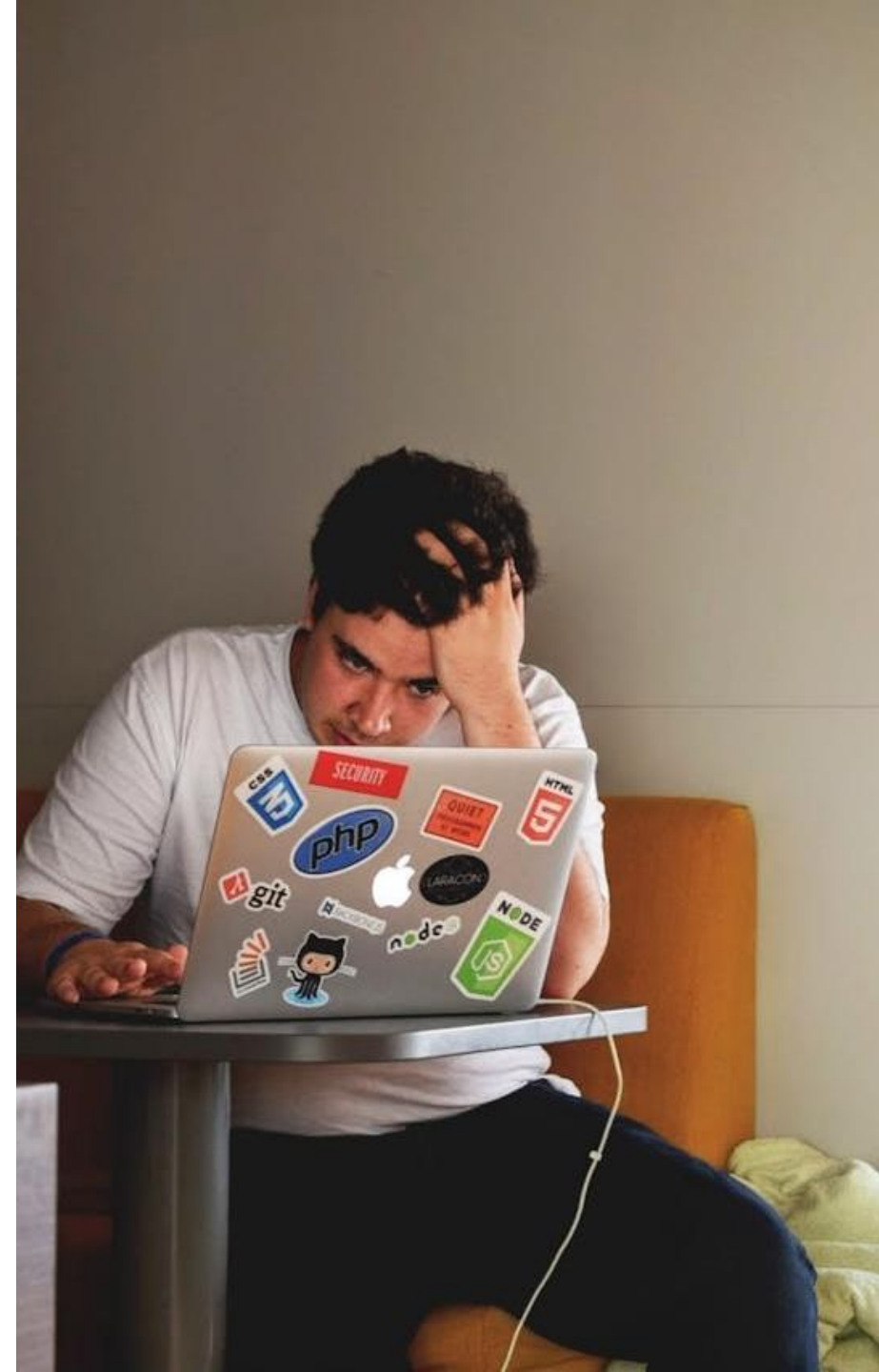
Investment in mental health, \$5 for every \$1 spent



Social responsibility

Work: one of the most important life roles

Working well benefits all & should be an organisational priority



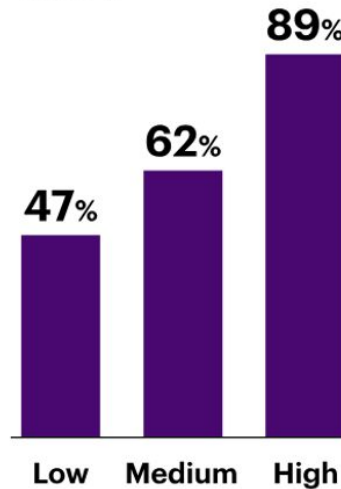


Employees are more likely to stay, be engaged and productive when there is a culture of wellbeing



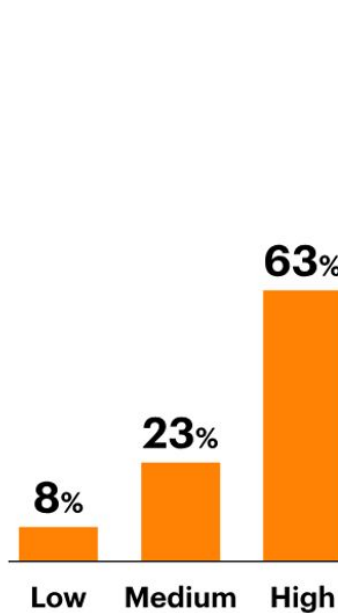
Intentions to stay

I would like to remain with my employer for the next 2 years ("agree" or "strongly agree")



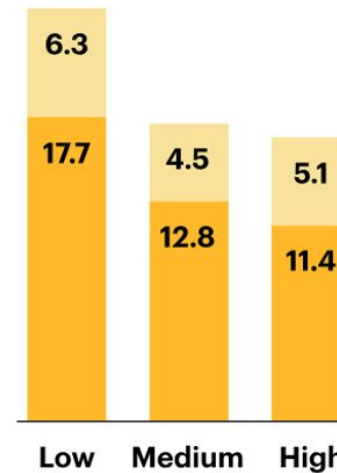
Engagement

Percentage highly engaged



Days lost to absence and presenteeism

Presenteeism
Absence



Wellbeing culture




What has been done in the past?

- **Focused on changing employee behaviour**
Stepping contest, fruit bowl, information about healthy eating, mindfulness, resilience training
- **Focus on those at risk or already suffering**
BUT effectiveness questioned...

DOI: 10.1111/irj.12418

ORIGINAL ARTICLE

Employee well-being outcomes from individual-level mental health interventions: Cross-sectional evidence from the United Kingdom

William J. Fleming 





What to focus on instead?



Primary interventions

Preventing psychosocial hazards

Work design for both wellbeing and performance:

- Autonomy
- Belonging
- Competence



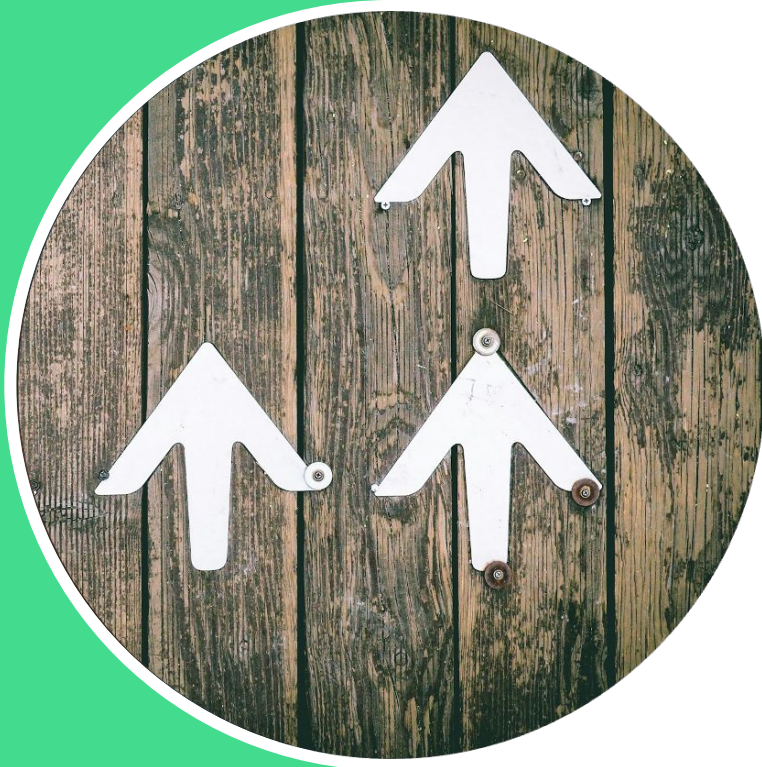
Requirements

- Leader skills, knowledge, and, time (at all levels)
- Accountability and alignment
- Making wellbeing part of strategic planning





How do we know that it is working?



→ **Use metrics that actually assess wellbeing and performance**

- Be clear on goals and changes desired
- Ask employees – ongoing surveys and focus groups
- Analyse trends
- Measure at regular intervals
- Collect data on sick-leave and turnover
- Cross-reference metrics
- Explore characteristics of high-performing teams



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Thank you

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