

The Science of Happiness & Wellbeing based Performance

The Challenge

The CIPD's UK Working Lives survey report (2018) identifies health and well-being as the single most important aspect of job quality in terms of the key outcomes, concluding that 'being well is working well'.

The findings of the government-commissioned Stevenson-Farmer Thriving at Work review of mental health published in October 2017, concluded that their work 'has revealed that the UK is facing a mental health challenge at work that is much larger than had been thought'.

The challenge is clear. Employees are facing a multitude of issues to contend with in the modern workplace. The impact of longer working hours, presenteeism (people working when they are unwell) and leavism (working while on holiday), coupled with always on technologies has led to the blurring of home and work which has left many people struggling to cope, let alone being able to perform to anywhere near their optimum.

So what are we doing to help organisations address this challenge and is this a challenge for your organisation and its people?



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BE HAPPY ☺

Why

There is considerable research and evidence from both the scientific and business community to suggest that one special thing stimulates

- Increased productivity
- Higher employee engagement
- Increased personal resilience and wellbeing
- Greater customer loyalty and spend

While also

- Lowering employee stress
- Reducing sickness and absenteeism
- Reducing the number of mistakes and accidents

So what is that thing?



What

The Science of Happiness and Wellbeing Based Performance offers organisations an opportunity to address this challenge and lead the way in building the work places of the future.

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How does it work?

To find out more about the Science of Happiness and Wellbeing based Performance and whether it is something you would like to explore then contact Glenn Bracey, where he will answer any questions you might have and introduce this field of work.

Our team, led by Glenn will introduce you to the theory and concepts and then work with you to develop a bespoke happiness and well being based performance strategy which will involve:

- Identifying which teams, departments or functions will be involved in the project
- Introducing specific, proven models that structure improved happiness in the workplace
- Creating a bespoke programme of learning based on the attributes and traits of happy successful teams
- Promoting social learning and exchange so participants can share their experiences, learning, insights and value
- Introducing simple feedback loops and measures so people can self report throughout and the organisation can track progress against relevant KPIs.

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Right for my organisation now

The current business climate is uncertain, ever changing and increasingly complex. It is highly likely your organisation is experience some form of change or disruption because of this, and of course this impacts on your people.

You may want to consider the science of happiness and well being based performance programme with Future Vision if...

You are concerned about your people, engagement scores are lower and you are finding it harder to retain talent

You are concerned about your people, performance fluctuates and employee stress and well being issues are causing concern

You want to make your organisation a great place to work, with a culture and environment that supports the performance and well being of your people

You need to improve your customer experience and you know your people need to be fully engaged and motivated to deliver it, but morale is low and absenteeism is on the rise

You want to make your organisation a great place to work, with a culture and environment that supports the performance and well being of your people



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