

## The Case for Investment in Wellbeing

The pressure faced by a business leader today is unprecedented. The personal toll on individual wellbeing and the knock-on effect on work performance can be significant. Research tells us that performance and wellbeing are intricately linked. Here are the facts:

### **When a leader's wellbeing suffers, the business suffers**

- Disengaged people at work who are not thriving are a serious bottom line issue <sup>1</sup>
- Absenteeism costs to Australian organisations are growing annually but more worryingly, presenteeism (disengagement) costs almost four times as much at \$34 billion per year <sup>2</sup>
- In the US, absenteeism and presenteeism costs a staggering \$227 billion per year <sup>9</sup>
- When wellbeing is not managed, the number of disengaged employees is twice as high <sup>3,9</sup>
- 60% of lost workdays each year can be attributed to work-related stress <sup>4</sup>. Stress-related claims cost Australian business more than \$200 million annually <sup>5</sup>

### **Organisations that implement health and wellbeing strategies for their leaders see significant benefits. High wellbeing organisations:**

- Reduce employee stress and health risk factors by up to 56% <sup>6</sup>
- Increase employee engagement by over 40% and creativity and innovation by over 50% <sup>3</sup>
- Report 12% – 30% increases in performance and productivity <sup>7,9</sup>
- Report higher customer satisfaction, profit and stock market performance <sup>8,9</sup>
- Are four times less likely to lose talent <sup>3,10</sup>

**When health and wellbeing are actively promoted, companies are 2.5X more likely to be viewed as a top-performing organisation and their employees are 8X more likely to be engaged <sup>10</sup>**

## REFERENCES

- <sup>1</sup> Workplace Wellness in Australia – Aligning action with aims: Optimising the benefits of workplace wellness. PriceWaterhouseCoopers (2010)
- <sup>2</sup> Sick at Work The cost of presenteeism to your business and the economy. Medibank (2011)
- <sup>3</sup> Wellness and Productivity Management. Sims, J. (2010). Health and Productivity Congress.
- <sup>4</sup> 360 Steelcase. (2014, Issue 67). Wellbeing A Bottom Line Issue – How feeling good at work drives business performance. 360 Exploring workplace research, insights and trends, pp. 10-69
- <sup>5</sup> The cost of workplace stress on Australia. Medibank Private (2008).
- <sup>6</sup> McCarthy, G., Almeida, S., & Ahrens, J. (2011). Understanding employee well-being practices in Australian organizations. *International Journal of Health, Wellness & Society*, 1 (1), 181-198
- <sup>7</sup> The future@work health report: Employees and their workplace. Leighton Properties and Grosvenor Australia. Wesley Corporate Health (2008).
- <sup>8</sup> Oswald et al 2009; Right Management 2009, Wellness and Productivity Management: A New Approach to Increasing Performance
- <sup>9</sup> Business Case for Well-Being: The ‘Why’ Behind Well-being. Building a strong and strategic business case for employee well-being programs. Benz Communications and Virgin Pulse (2015)
- <sup>10</sup> The Wellness Imperative: Creating More Effective Organizations. The World Economic Forum in partnership with Right Management (2010)

For further reading, please visit [www.glswellbeing.com.au](http://www.glswellbeing.com.au)