









Employee Well-being and a Panel Discussion on Managing a Hybrid Workforce

The background of the slide features a woman with dark, curly hair looking upwards with a thoughtful expression. The image is split diagonally from the top-left to the bottom-right. The upper-left portion shows the woman's face and hair in detail, while the lower-right portion is a blurred, lighter version of the same scene. In the top-left corner, several colorful sticky notes (pink, orange, green, and blue) are visible, suggesting a collaborative or creative workspace.

Building a Culture of Well-being is a Business Strategy

Vienna Morrill

Agenda

-  **1** Learning Objectives
-  **2** Reflections of 2020
-  **3** From Wellness to Well-being
-  **4** Creating a Culture of Well-being
-  **5** Discussion

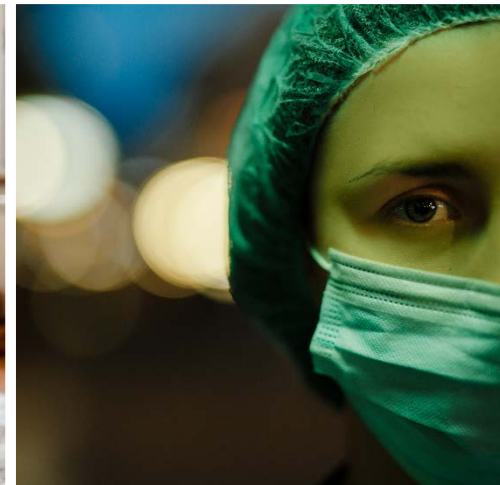
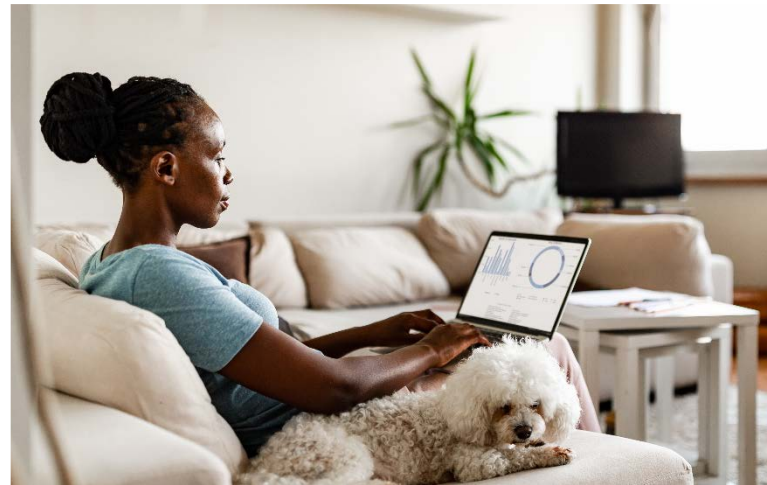
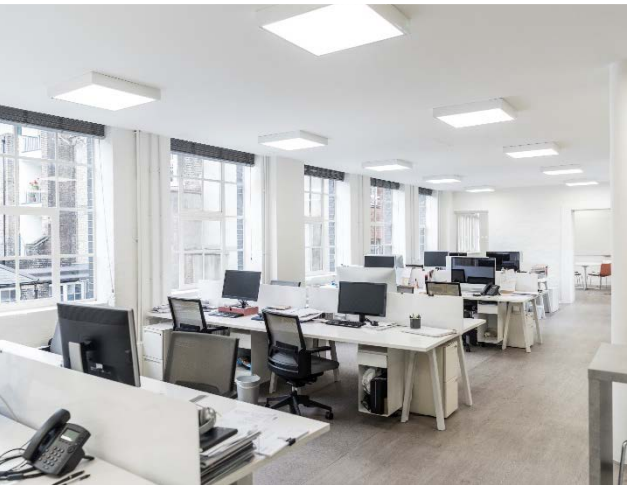


Learning objectives



- ▲ **Understand** key differences between wellness and well-being
- ▲ **Explain** why well-being is an important business strategy
- ▲ **Identify** five dimensions of well-being
- ▲ **Understand** how to advance a culture of well-being

2020 was an unprecedented year...



Magnification of Existing Challenges



Resources
Productivity
Engagement
Burnout

Well-being Instead of Wellness

Wellness

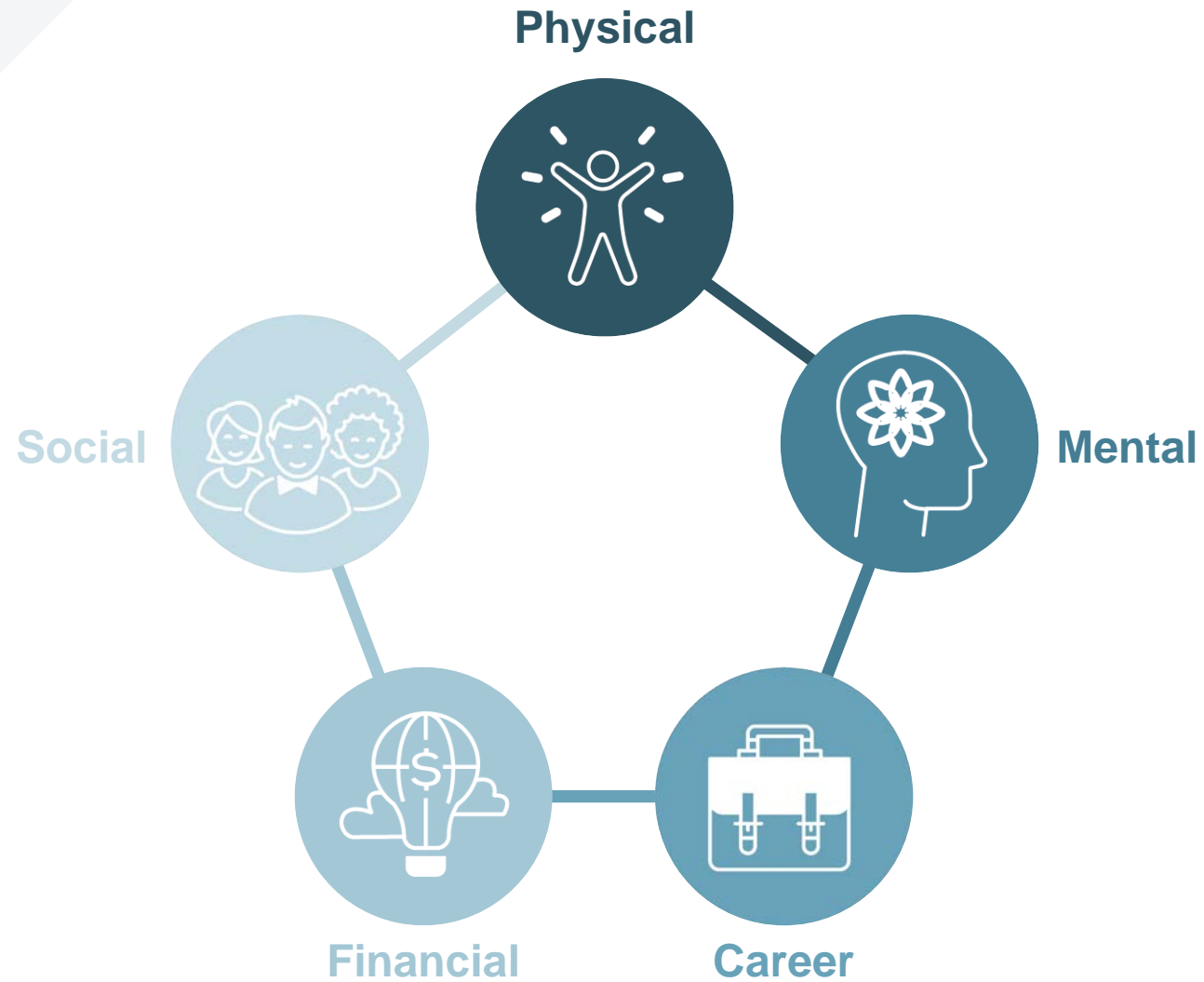
- Benefit Focus
- Reduce Costs (healthcare, absenteeism)
- Control Behaviors - Incentives
- Physical and Mental Health

Well-being

- Culture Focus
- Grow Value (human capital)
- Support Healthy Behaviors
- “Whole Person” - Physical, Mental, Social, Financial, Career, and Beyond

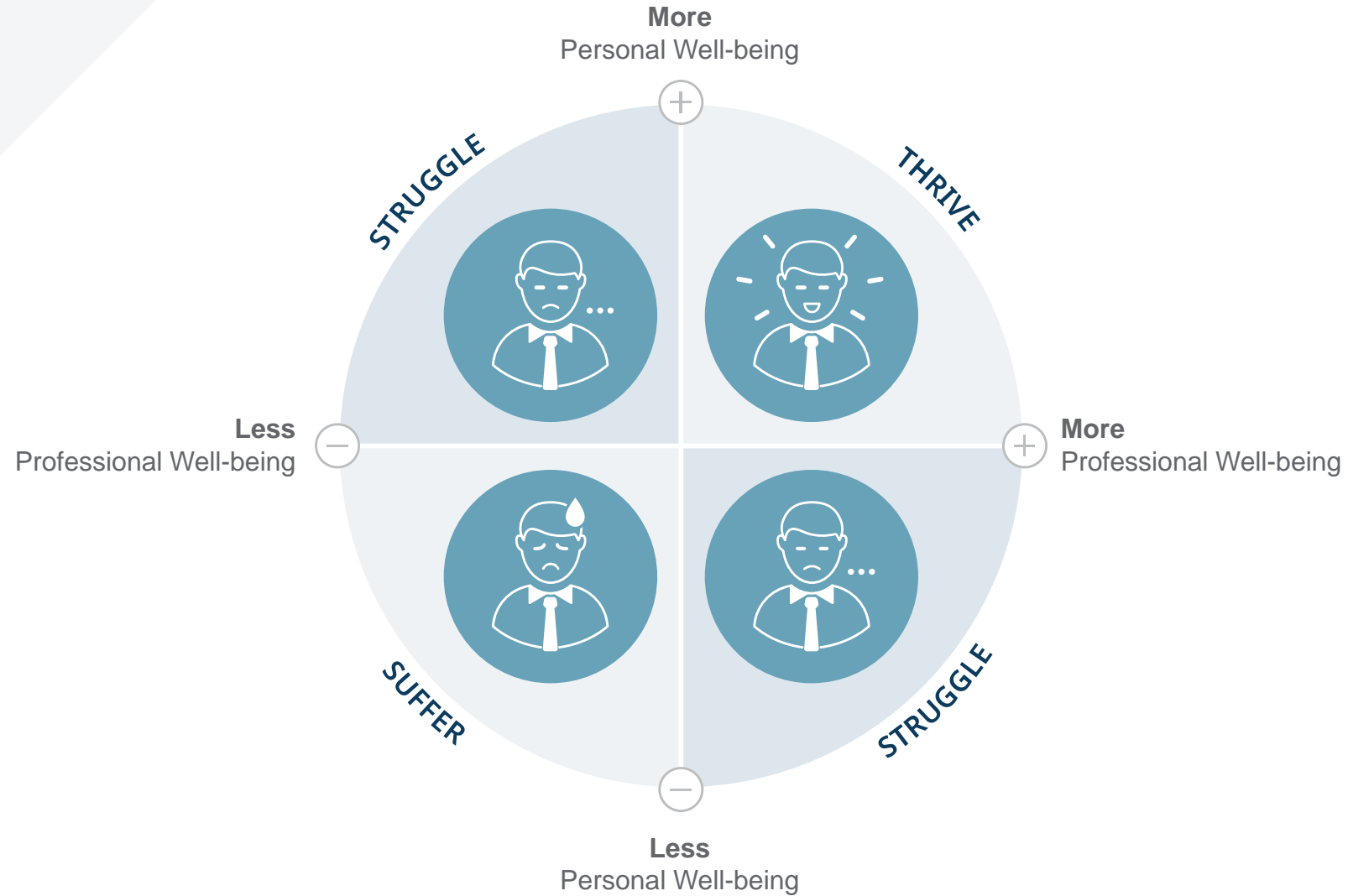


Dimensions of Well-being



Personal and Professional Well-being

To thrive you need both



Polling question #1





Well-being Drives Business Results

- ▲ Human Relations Theory
 - Higher employee well-being = better business performance
- ▲ Current research suggests higher employee well-being results in:
 - Customer Loyalty
 - Employee Productivity
 - Profitability
 - Staff Retention

The Future Workplace





Well-being Considerations for Nonprofits

- ▲ Purpose is your well-being “edge”
- ▲ Consider a well-being workshop
- ▲ Develop a right-sized strategy
- ▲ Manage expectations
- ▲ Be intentional in cultivating a healthy work environment

Polling question #2



Treat Your Employees Like Elite Athletes



Questions?

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Panel Discussion on Managing a Hybrid Workforce

Bill Enck | Rhoda McVeigh | Tawny L. Alvarez