



WELLBEING IN THE WORKPLACE:

Creating Companies + Cultures Where Thriving is Part of Your DNA

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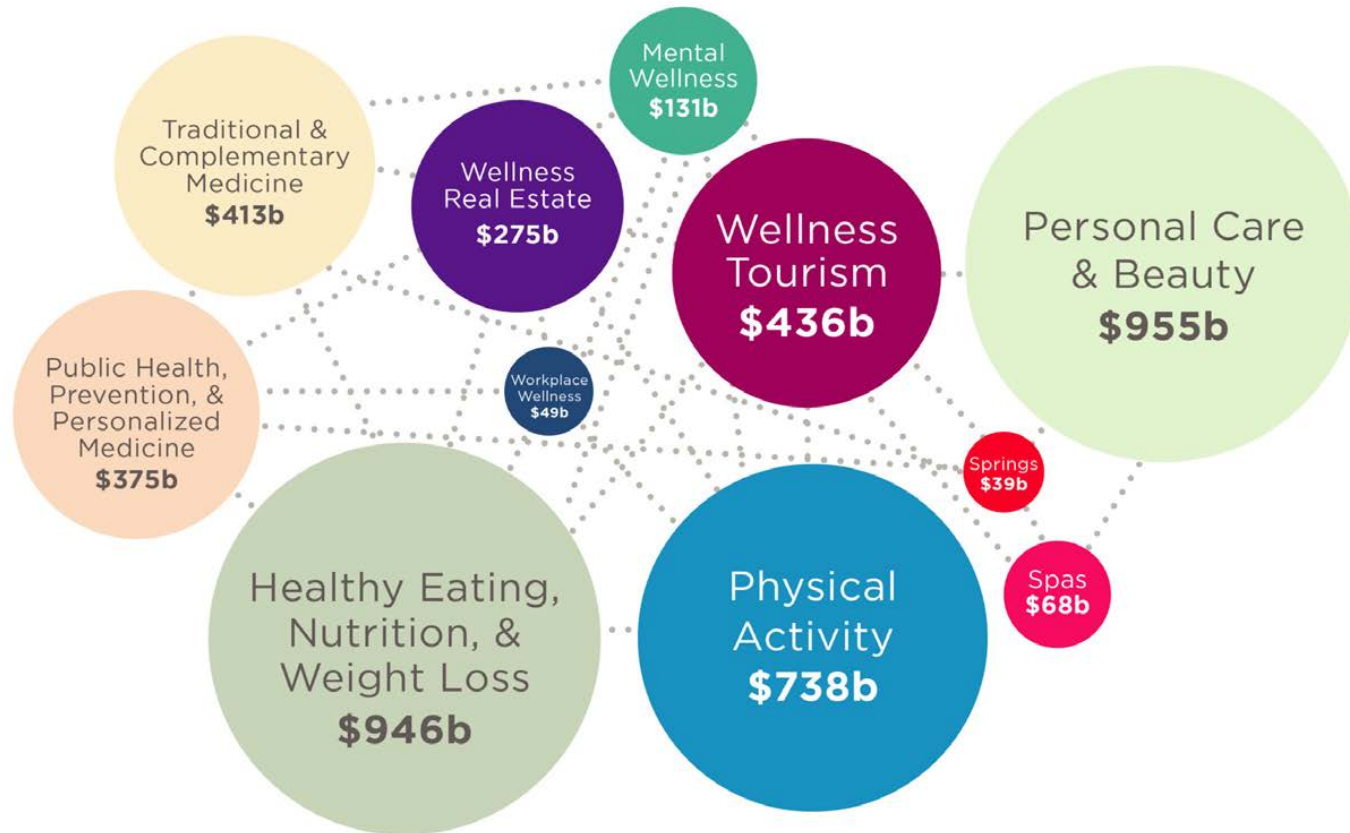




DEFINING WELLNESS + WELLBEING:

- Wellness refers to a state of physical health in which people have the ability and energy to do what they want to do in life, without chronic suffering.
- Wellness is not a passive or static state, but rather an “active pursuit” that is associated with intentions, choices, and actions.
- Wellbeing extends beyond physical health and incorporates many different dimensions, including:
 - Physical
 - Mental
 - Emotional
 - Spiritual
 - Social
 - Environmental
- Wellbeing is the state of being comfortable, healthy, or happy.

GLOBAL WELLNESS ECONOMY: \$4.4 trillion in 2020



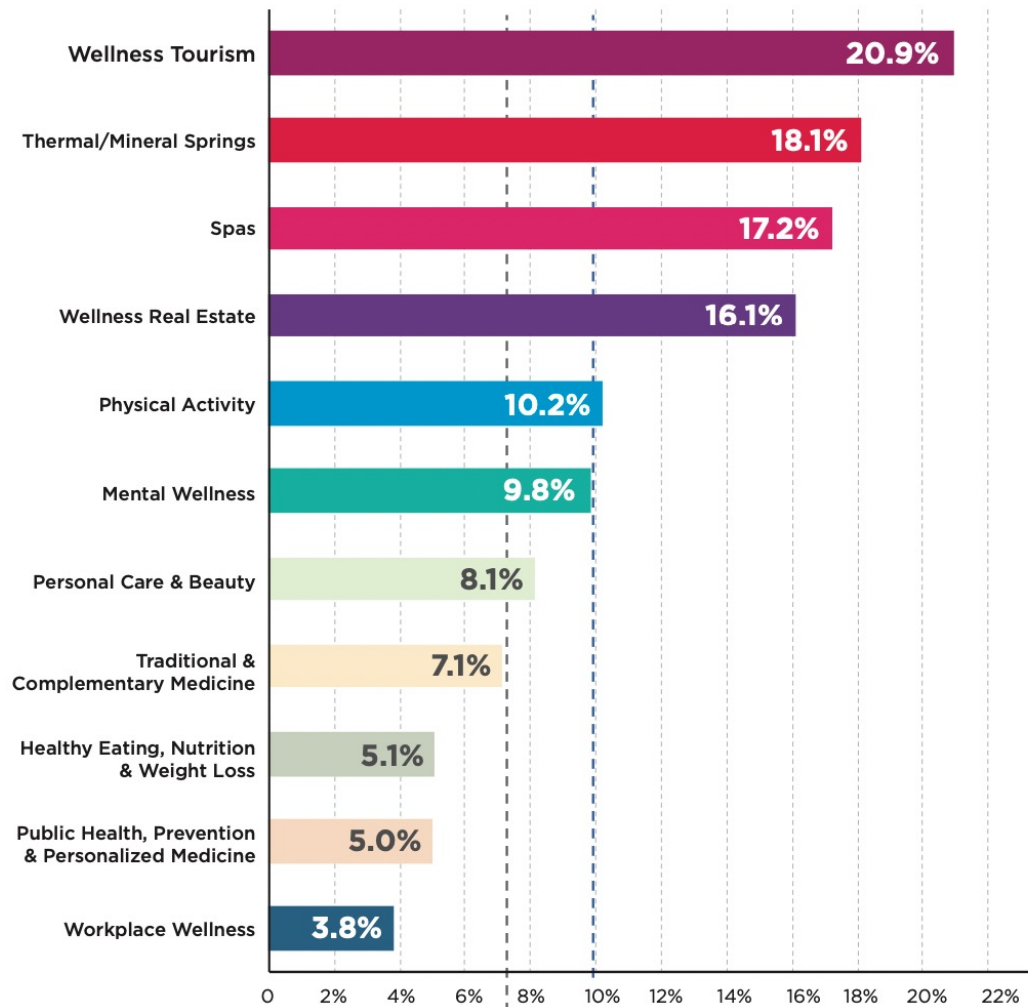
Note: Numbers do not add to total due to overlap in sectors.
Source: Global Wellness Institute



GLOBAL WELLNESS
INSTITUTE™

The Global Wellness Economy was valued at \$4.4 trillion in 2020 - by contrast the entire pharmaceutical industry was valued at \$1.27 trillion...

Projected Average Annual Growth Rate by Sector, 2020-2025



Global
GDP
7.3%

Wellness
Economy
9.9%



**GLOBAL WELLNESS
INSTITUTE™**

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GLOBAL WELLNESS
INSTITUTE™



THE GREAT RESIGNATION CONTINUES

- A year into the Great Resignation spurred by the Covid-19 pandemic, more employees are considering quitting their jobs now than in 2021.
- According to a survey by Microsoft Corp., The overall number jumped to 43% of respondents, up from 41% in 2021.
- More than half of the respondents said they are prioritizing **health and well-being over work**.

CHANGING MINDSETS AROUND WORK:

- Low pay, a lack of opportunities for advancement and feeling disrespected were the top reasons why U.S. workers said “I quit” in 2021, according to a survey from [Pew Research Center](#).
- Those who walked away and are now employed elsewhere are more likely to have better pay, improved work-life balance and flexibility and more opportunities for advancement at their new job, the survey found.



WE'RE
HIRING
NOW

RECOGNIZING OUR OWN MORTALITY:



Life expectancy by gender

Females

Males



81



76

81 YEARS

972 Months

4 226 Weeks

29 585 Days

710 046 Hours

42 602 760 Minutes

2 556 165 600 Seconds

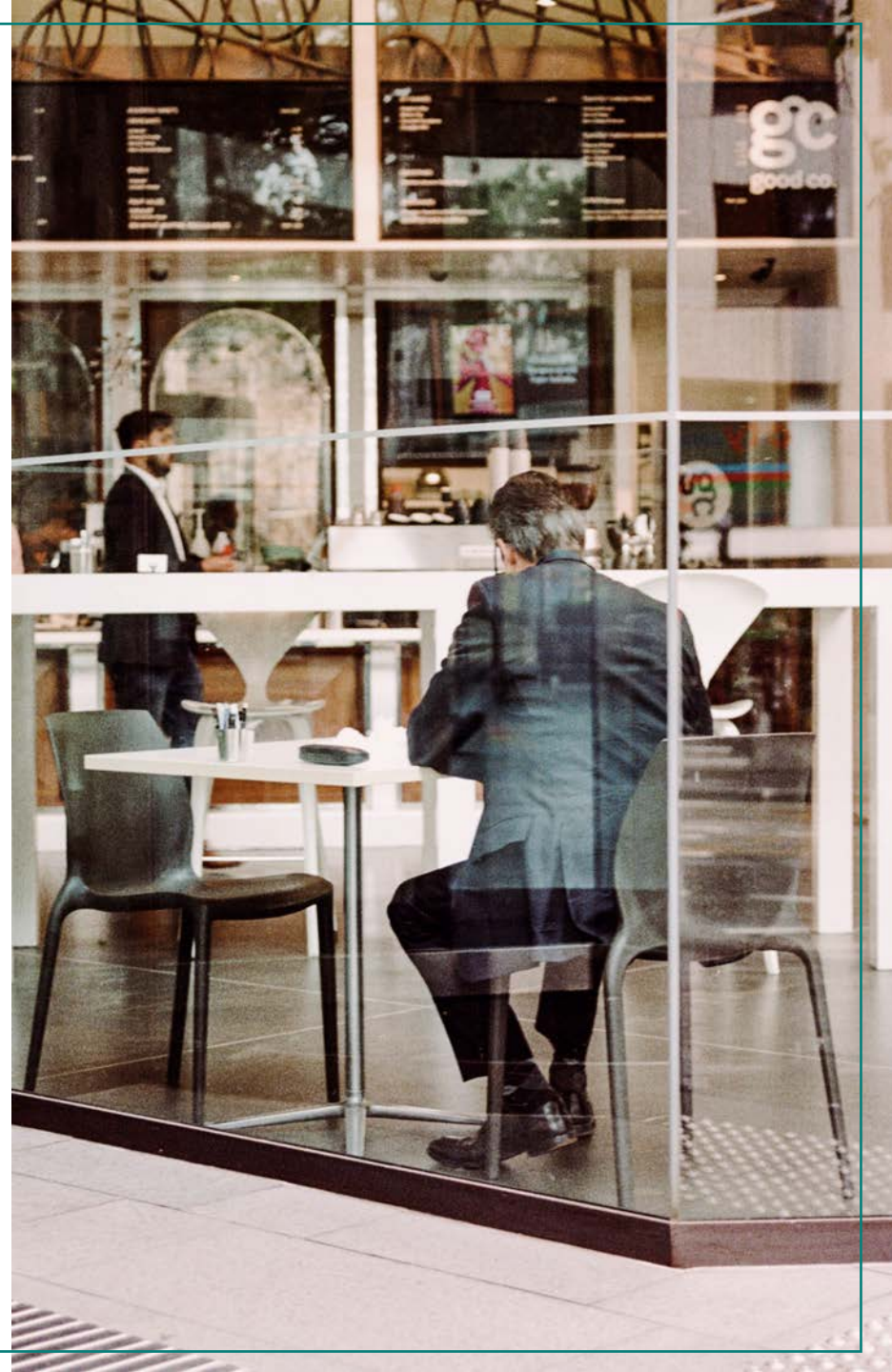


OVERVIEW OF THE NOW:

- The world is looking for ways to manage the obvious mental stresses of life.
- We have had the time to step back and recognize that life is short, our time and our loved ones are precious, and we have to prioritize self over productivity.
- YOU are looking for ways to hire and retain staff in the most challenging staffing environment to date.

LET'S BE REAL:

- Poor pay, poor benefits, challenging hours.
- Ungracious guests.
- Lack of leadership training.
- Low opportunity for advancement.
- Demanding and high stress work environments.
- There are a whole host of reasons why not a lot of people would want to enter this profession.





SO HOW DO YOU GET THEM BACK?

- Today's employee is seeking PURPOSE.
- They want to feel like they are making a difference in the lives of others.
- They want to feel seen AND heard.
- They want to feel like their lives are meaningful and that they are CARED for.
- They are craving a sense of belonging.
- They want to know that they can care for themselves and their families AND that working doesn't make that an either/or choice.

WELLNESS + WORK:

We have the opportunity in this moment to create a mutually enhancing virtuous haven. But what's more - we have to.



THINK
ABOUT
THINGS
DIFFERENTLY



CREATING A WELL WORKPLACE:

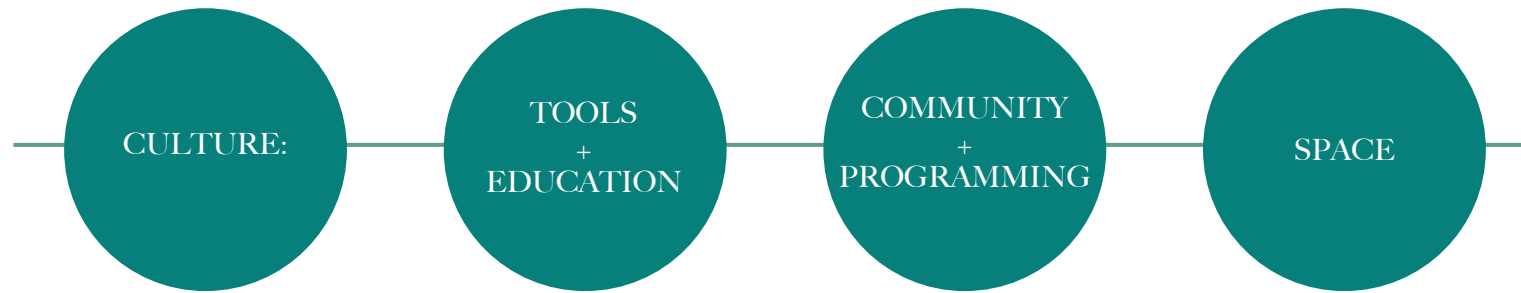
Disclaimer:

**NO ONE SIZE
FITS ALL...**

What do YOUR
employees need/ want?

Your plan should be holistic
and layered and include several
of the following areas.

CREATING A WELL WORKPLACE:



CULTURE:

The Intersection of Wellbeing + Culture Promote A Workplace of Purpose

The companies that invest in their people – and in creating the kind of positive, supportive culture that lets employees thrive – have tremendous potential.



WELLNESS + WORK SHOULD BE INTERDEPENDENT:

- WELLNESS IN THE WORKPLACE IS AS MUCH ABOUT CULTURE AS IT IS ABOUT ANYTHING ELSE.





WHAT IS THE STATE OF YOUR CURRENT WORK ENVIRONMENT?

- Does your workspace inspire you to think and feel creative?
- Does your workspace create a sense of calm and focus for you?
- Does your workspace allow you to work in a productive manner?
- Does your workspace allow you to feel comfortable, supported, and not feel stressed?
- Does your workspace allow you to work independently and also collaboratively?
- Do you feel your work environment supports the real needs of you and your family?
- Does your work environment feel connected to a sense of community?

AUTHENTICITY, CULTURE, + LEADING BY EXAMPLE:

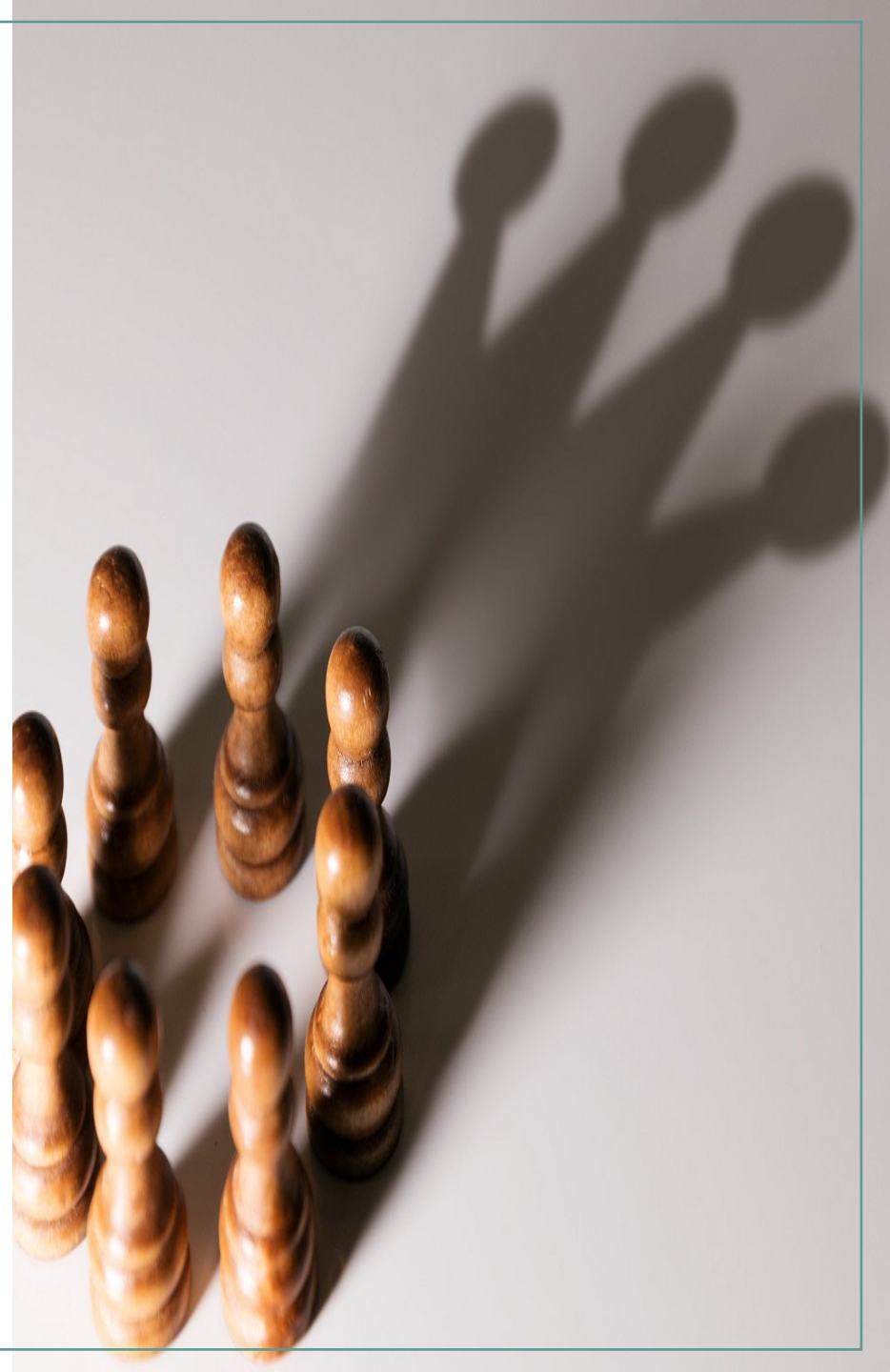
"A constant that has never wavered is our desire to empower people to reach their full potential through providing the right tools and resources, and encouraging a culture of leadership, goal setting and personal responsibility. Our core values of personal responsibility, entrepreneurship, honesty, courage, connection, fun, and inclusion are lived by our people every day and are at the heart of our unique company culture.

We live a life we love. We set our goals to align with our vision, and it's why, so often, our one-year goals become today's reality."

- LULULEMON

"According to the Harvard Business Review, wellness programs don't work unless you create a culture in which it is acceptable and encouraged to prioritize self-care.

When you do, however, the results are profound. Self-care can help prevent burnout from work, help manage stress, and boost feelings of self-worth and confidence."

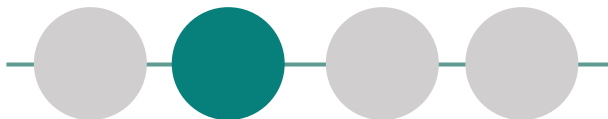




RULES FOR SUCCESS:

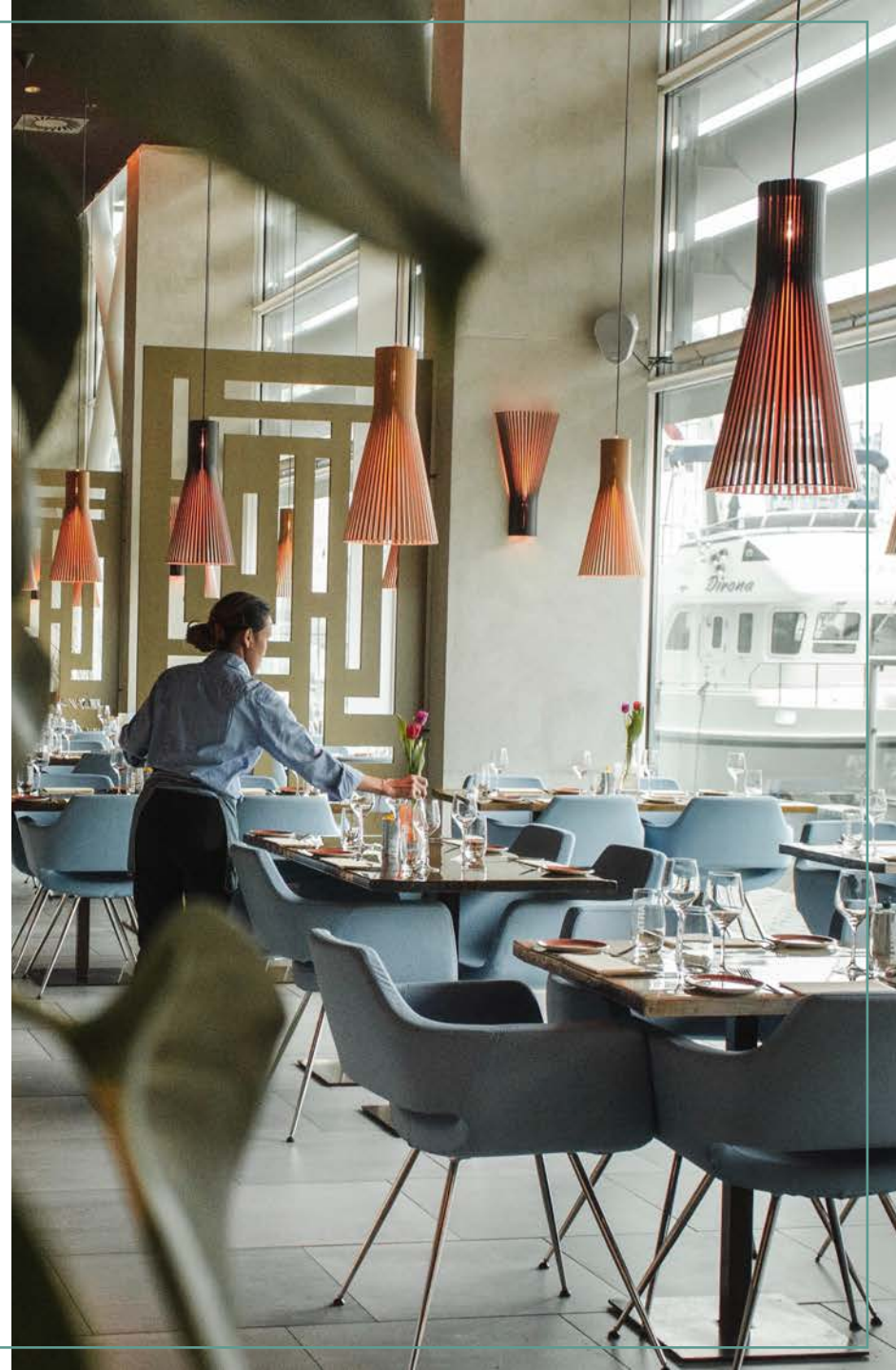
1. Culture starts at the top – so leadership needs to set the tone.
2. Flexibility and support are critical.
3. Ask questions – and be willing to act on the answers.
4. Don't make assumptions.
5. Consistency counts.

TOOLS + EDUCATION:



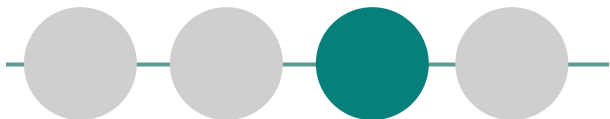
TOOLS + EDUCATION:

- WELLNESS-BASED LEADERSHIP TRAINING
- ACCESS TO PROFESSIONAL COACHING
- INTEGRATED "WELLBEING" TECHNOLOGY





COMMUNITY + PROGRAMMING:

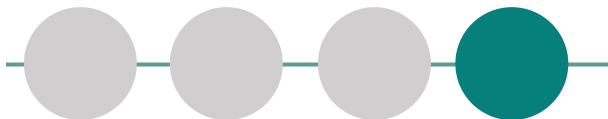


COMMUNITY + PROGRAMMING:

Connected teams drive collaboration, nurture healthy working relationships, and promote knowledge-sharing. The more connected we are as colleagues, the more efficient our workplace will be.



CREATING A WELL SPACE:





CREATING A WELL WORK SPACE:

Our home and office environments directly influence our mood, so the proper environment can help alleviate depression, agitation, and promote sleep.

The World Health Organization calculated that we spend between 80% and 90% of the time that we are awake indoors, which is why it is so important that our emotional and physical health are considered when the places we live and work are designed.

CREATING A WELL SPACE:



Example 1:

Example 2:

YOUR SPACE SPEAKS TO YOUR CULTURE:

What your employee spaces look and feel like is part of your culture. What message(s) does your office and BOH space send to your employees? Do you take care of your employee spaces the way you expect your employees to care for your guest-facing spaces?





BENEFITS OF A WORKPLACE WELLNESS PROGRAM

ATTRACT & RETAIN TALENT

Companies with effective wellness programs have a 7% turnover rate, less than half the 15% of companies who don't.

INCREASED MORALE

A strong wellness program that includes tools for stress management can make employees feel appreciated - driving increased morale and productivity.

POSITIVE COMPANY CULTURE

Providing support for an improved work/life balance prevents burnout and builds confidence which in turn yields better and more efficient work.

PEAK PERFORMANCE

Mental well-being promotes peak individual and team performance. When employees come to work feeling sick or stressed, they can't work effectively. In fact, low productivity can actually cost a company more than twice the expense of absenteeism.

REDUCED ABSENTEEISM

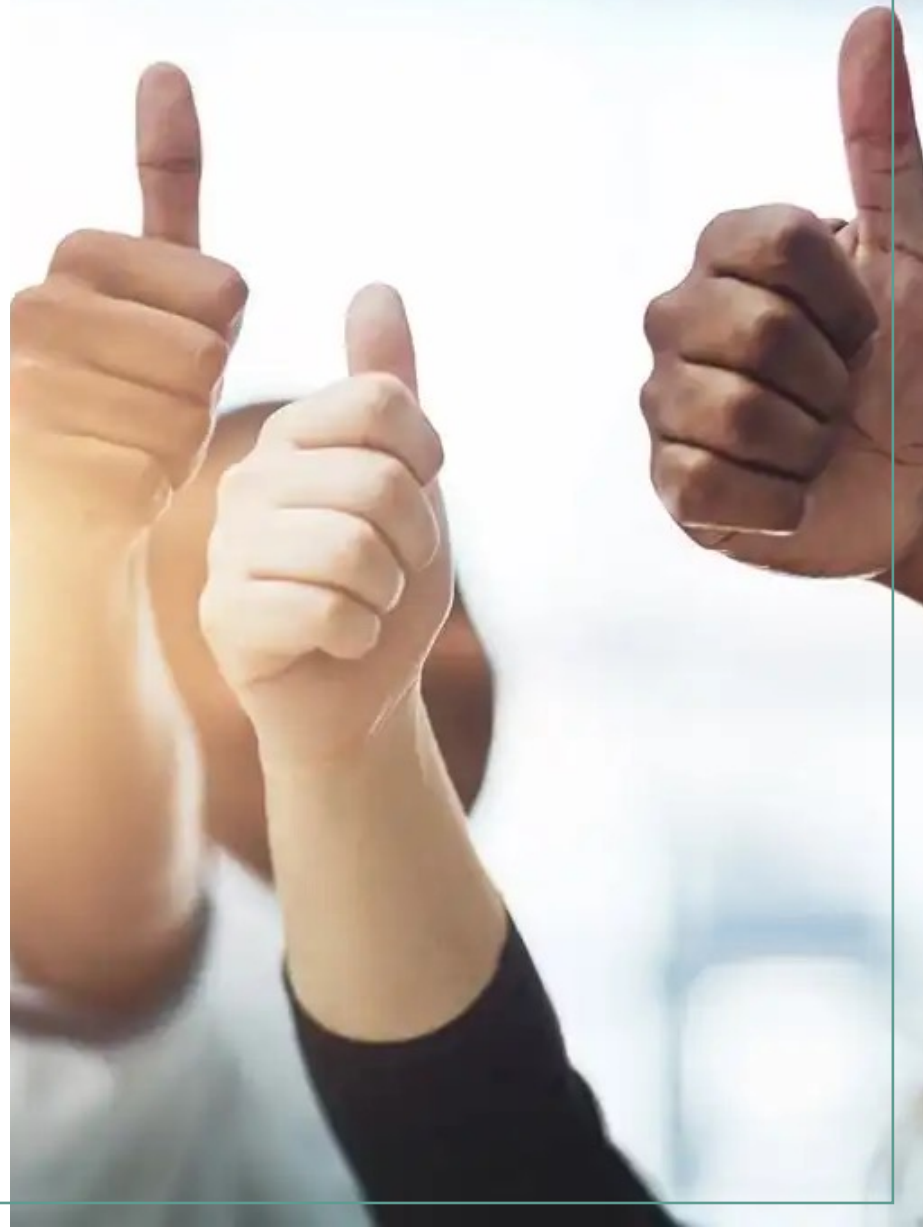
Wellness programs shows an 80% reduction of days lost to illness and injury, and costs from absenteeism fall about \$2.73 for every dollar spent.

DECREASED HEALTHCARE COSTS

A wellness program leads to decreased medical costs and health insurance premiums. Research shows that overall medical costs decline \$3.27 for every dollar spent on wellness.

R.O.I. + SPENDING SHIFT

You can't afford NOT to invest in this.





**THE REJECTION OF OUR
COMMON FATE MAKES US
STRANGERS TO EACH OTHER.**

**THE ELECTION OF THAT
FATE, IN LOVE, REVEALS US
AS ONE BODY.**

- Sebastian Moore

THANK YOU!