



Well-being is a Business Strategy



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Agenda

- ▲ **1** Introductions
- ▲ **2** From Wellness to Well-being
- ▲ **3** Business Results
- ▲ **4** Creating a Culture of Well-being
- ▲ **5** Discussion



Drivers of Change

More:

- ▲ Connected than ever
- ▲ Data and information at our fingertips
- ▲ Technology advancements supporting productivity and efficiency

Yet:

- ▲ 40% of Americans are lonely
- ▲ We are struggling to keep up with how to best use it
- ▲ We are tired and burned out



From Wellness to Well-being

Wellness

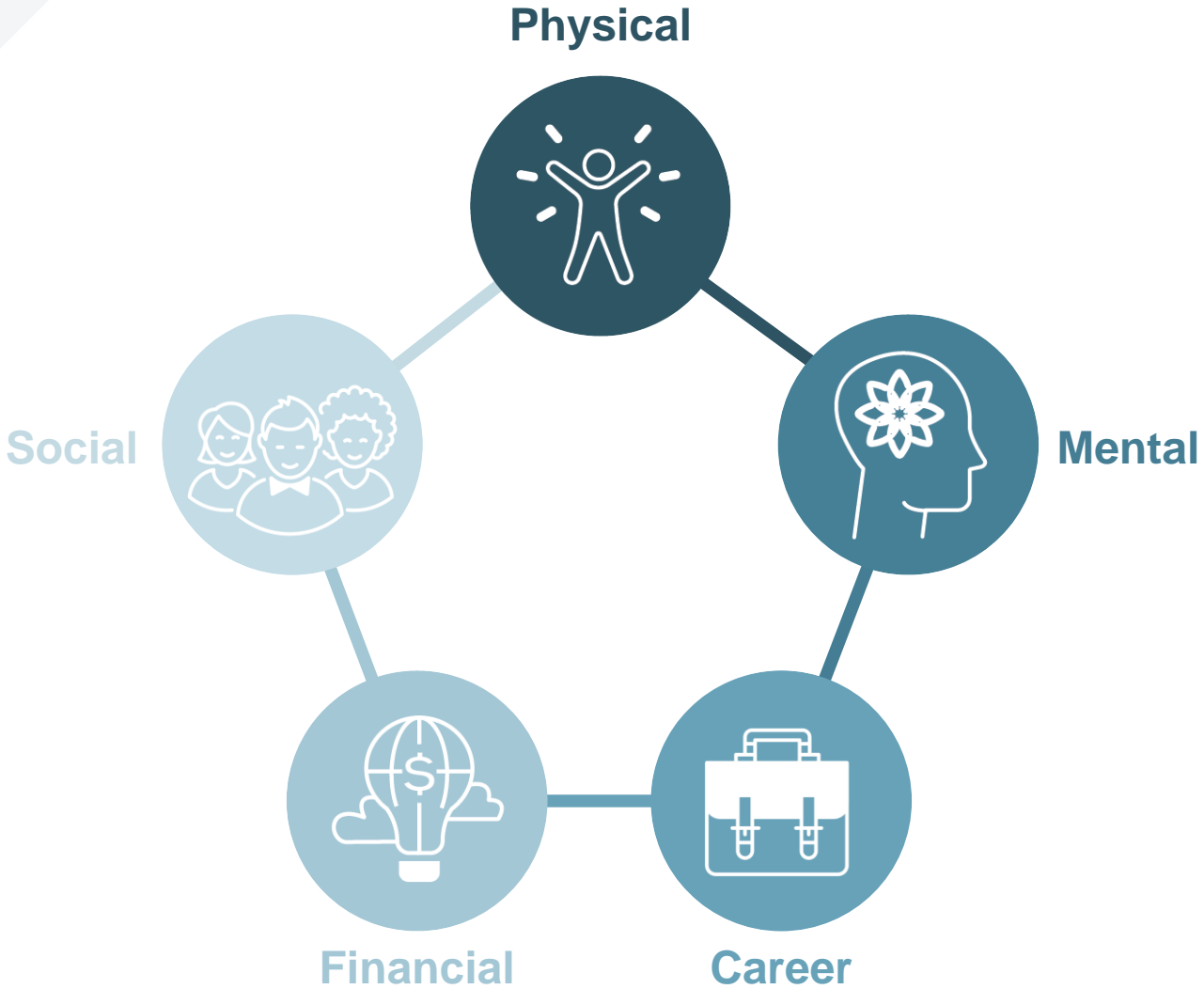
- Benefit Focus
- Reduce Costs (healthcare, absenteeism)
- Control Behaviors – Incentives
- Physical and Mental Health

Well-being

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

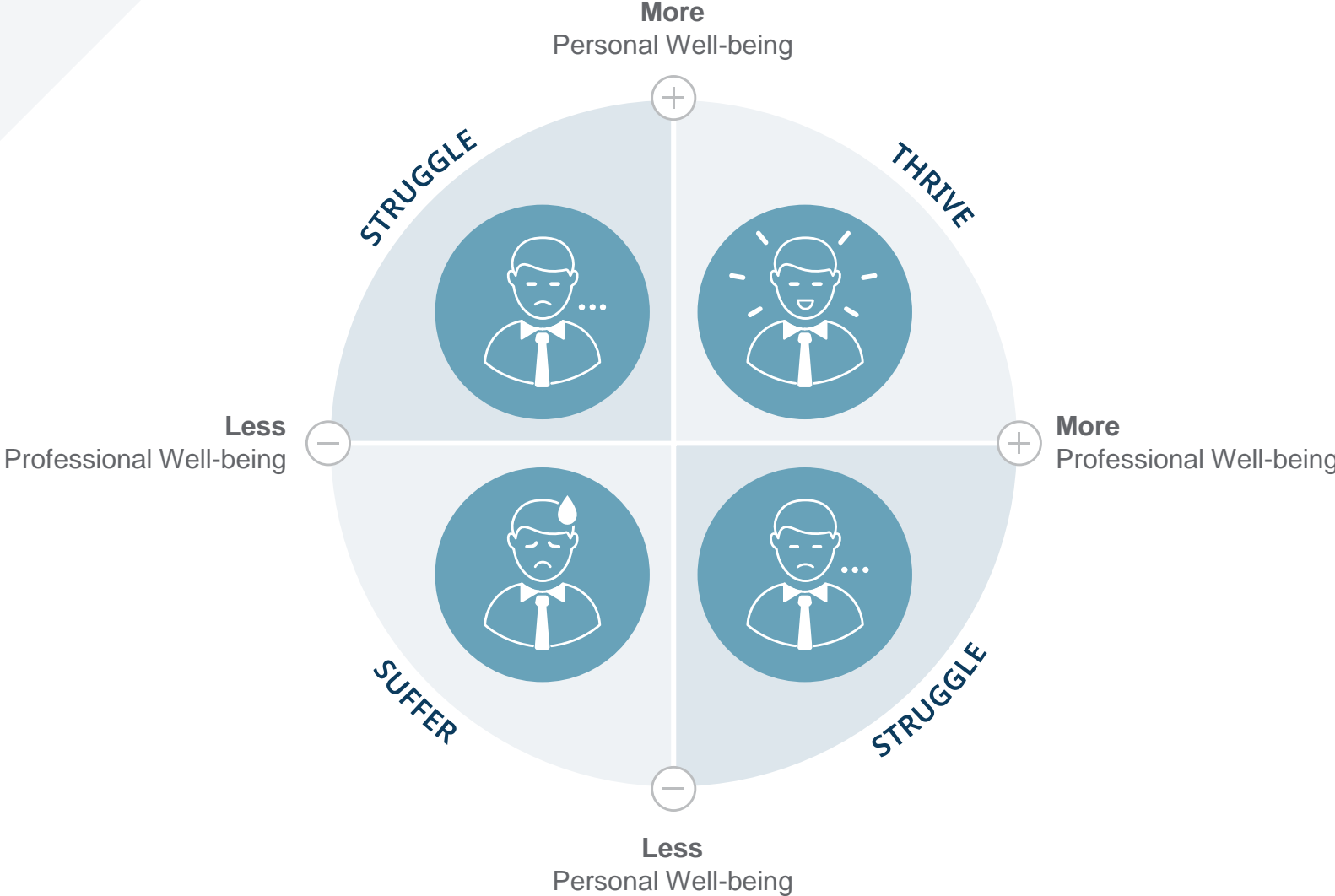


Dimensions of Well-being



Personal and Professional Well-being

To thrive you need both





Well-being Drives Business Results

- ▲ Human Relations Theory
 - Higher employee well-being = better business performance
- ▲ Current research indicates a favorable correlation between employee well-being and:
 - Customer Satisfaction (+.31)
 - Employee Productivity (+.20)
 - Profitability (+.16)
 - Employee Turnover (-.25)

The Future Workplace



Treat Your Employees Like Elite Athletes



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Perspectives and Discussion

- What aspects of today's discussion resonate with you most?
- What are your greatest challenges?
- What are your greatest opportunities?
- How do you know when your well-being approach is working?