

Intentional Generations

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THE BUSINESS CASE FOR WELLBEING

**Intentional
Generations**

mind
wellbeing

emotional
culture

facilitation

coaching

change
makers

leadership
training



The Business Case for investing in Wellbeing

Wellbeing is *our ability to feel good and function effectively*. It is what provides us with the resilience to navigate the natural highs and lows we all experience in our lives, while enabling us to flourish intellectually, emotionally, socially and physically.

Why care about Wellbeing at Work: Over the last decade, researchers have discovered that people with higher levels of wellbeing are more sociable and energetic, more charitable and cooperative, and better liked by others. They are more resilient in the face of hardship, have stronger immune systems and are physically healthier and happier. The business case for building and maintaining wellbeing in the workplace is compelling. Workplace wellbeing is a key driver of engagement and is strongly linked to employee attention, retention, improved safety, productivity and positive workplace behaviour.

The cost of not caring about Wellbeing at Work: The 2015 Wellness in the Workplace survey estimated that New Zealand lost 6.7 million working days to absence in 2014 (an average of 4.7 days per employee). Manual employees have a higher rate of absence than non-manual employees (an average of 5.1 days). In 2015 the direct cost of absence was estimated at an average of \$616 per employee, or \$1.45b for the total New Zealand economy

The benefits of specialist in-house wellbeing support or "Wellbeing Windows" include:

- Greater staff motivation, flexibility, and retention - employees who feel looked after by their employer may be more committed to your organisation
- Improved psychological wellbeing – which can result in a reduction in workplace stress and associated absence, as well as more positive feelings about work
- Better customer outcomes – Healthier, happier staff are likely to offer better customer experiences

Sources:

<https://wellplace.nz/assets/Uploads/Workplace-Wellbeing-Evidence-Review.pdf>

<https://www.brighthr.com/articles/pay-and-benefits/health/promoting-health-wellbeing-at-work/>

<https://www.wellsteps.com/blog/2020/01/02/employee-well-being-at-work/>

Kind Feedback from Clients

Intentional Generations

JEN Y



OUR VALUED CLIENTS INCLUDE...



"Infectiously positive and bright, brought smiles to the faces of all participants and delivered a smooth-flowing and interesting presentation. We look forward to working with you again, hopefully soon" - Google Shine Conference 2021 & Verve Ireland feedback

"Jen is a wonderful and empathic coach, and has a combination of enthusiasm and encouragement that encourages self-examination and discussion. Jen provides valuable resources and support. Highly recommend for the one to one coaching sessions or workplace coaching and training sessions" - Manager, Ministry of Education

"Thank you Jen Y. You are an engaging and passionate wellness consultant who made a positive difference to the wellness of my team in a very short period of time. We enjoyed learning from your extensive knowledge of the neuroscience of wellbeing and mindfulness and you gave us some good tools to improve our wellness. My team have embraced the new wellness tools and have actively used them in the workplace. I have already noticed my team are happier and more engaging with each other. Thanks Jen - you are awesome!" - Manager Safety Investigation, Civil Aviation Authority

"Jen has incredible, tangible impacts upon her clients' emotional, physical and spiritual wellbeing. Jen helps them reconnect to their purpose and inner peace. She has the potential to change all her future clients' and wider networks' lives for the better" - Business Director, Social Impact Sector

Hi, I'm Jen

Your Coach, Facilitator + Wellbeing & Culture Specialist

I've had the privilege of working with thousands of people and over a hundred diverse organisations, locally and internationally, over the last 6 years to help them implement successful & effective well-being & culture programmes. I have a firm belief that workplaces should be an environment where we are able to bring our best self to work every day. And that all starts with a culture of Wellbeing.

Talk soon,
Jen



Founder, Facilitator & Coach
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