



# Wellness - A Business Strategy for High Performance Cultures

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**Leading Insights in Healthcare and Wellness**

Invigorating business



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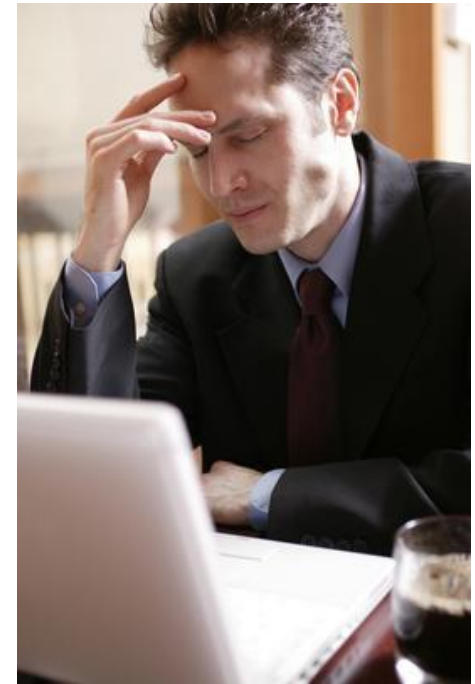


# The Wellness Experience



# What does Employee Wellness have to do with Business Performance?

- 1. Low productivity**
- 2. Low engagement**
- 3. High stress and frustration**
- 4. Sick leave and absenteeism**
- 5. Poor employee retention (high turnover)**
- 6. Poor mental health – depression, anxiety**
- 7. Higher rates of heart disease, chronic conditions, etc**
- 8. Sudden Death?**





# Problem 1: Separation of financial performance and employee wellness

- **What is the cost of absenteeism due to illness in your organisation?**
  - Total sick days in Australia account for \$7bn in lost revenue
- **Does employee retention relate to customer retention?**
- **How much does one employee's death disrupt a company operations?**
- **Management unaware of current risk**
  - 6 in 10 Australian adults are overweight or obese
  - 1 in 6 have depression
  - 1 in 6 have heart disease
- **Management unaware of overall benefits**

Harvard University study – Over 3 years properly designed wellness program can yield ROI of:

  - 3.27:1 on health care cost reductions and
  - 2.73:1 on absence and related costs



## Problem 2: Solving employee wellness at superficial level

- **Employers make wrong diagnosis of employee true problems**
- **'One size fits all' solution to address numerous problems**
- **"I can't change in others, what I can't change in myself" – Anonymous CEO**
- **40% of all wellness programs are not considered effective, but 60% that are generate excellent financial results – Winter, 2011**
- **Difficult to assess "soft" measures e.g. morale, worry, anxiety, frustration**
  - "What you don't measure, you can't improve" P. Drucker

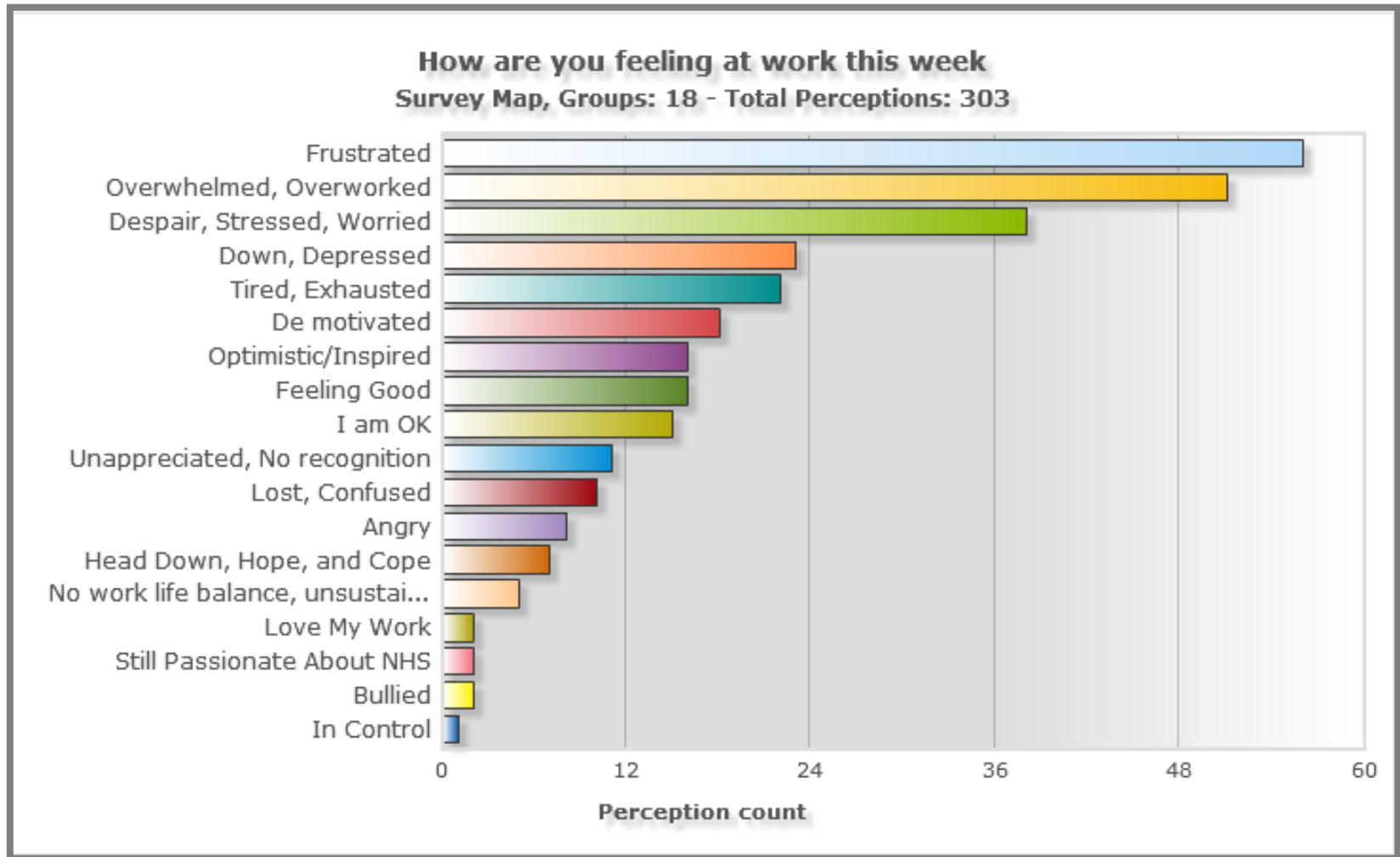
# Personal Wellness Diagnostic



# Root Cause of Employee Frustrations – PanSensic Technology



***“Tell us in your own words how you are feeling this week?”***



# Strategic Plan for Employee Wellness and High Performance

- 1. Assess root cause accurately e.g. use tools - Personal Wellness Diagnostic, PanSensic**
- 2. Develop and refine strategy based on findings and link with health and financial business objectives**
- 3. Execute tailored program to improve wellness and performance, based on root cause findings**
- 4. Measure effectiveness and ROI with quantitative (hard) and qualitative (soft) measures every 3-6 months**

**Previously, the aim was resilience, now leading organisations aim to be AntiFragile**





# 5 Tips on Measuring ROI of Wellness

## 1. Programs

- 1. Industry data is good, but **your own data** is better for business case**
- 1. Include **all possible internal costs and revenue** in calculations e.g. cost of 1 FTE salary/day, recruitment costs, training costs, internal time to onboard, lost sales per day)**
- 2. Combine with 'soft' measures – morale, testimonials, survey feedback, esp. from senior management participants**
- 3. Measure baseline wellness of target populations, before and after wellness solutions.**
- 4. Think long term i.e. 3-5 years**
- 5. The future is using holistic measures e.g. PWD**



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# Solution Options for Employee Wellness

## Physical

- Fitness Training
- Massage
- Nutrition Seminars
- Sleeping Well session
- Weight Loss seminars
- Yoga/Tai Chi/ Qi Gong



## Social & Relationships

- Team building workshops
- Healthy Cooking classes
- Family/Parenting seminars
- Leadership Training



## Mental & Emotional

- Meditation and Mindfulness
- Work/Life Balance Workshops
- Wellness Coaching
- Emotional Intelligence Workshops



## Environment

- Workplace and Ergonomics Assessments – Comfortable Computing
- Beyond Bullying and Embracing Diversity



# Employer Case Study





## Next Action Steps

- 1. Complete your Personal Wellness Diagnostic – insights into your wellness priorities**
- 2. Understand the current root cause of employee's wellness challenges = your business challenges**
- 3. Implement **focused strategy and solutions** to improve Employee 'Return on Wellness' and Organisation's ROI**

**NOW - Complete your 'Wellness Action Steps' form (for copy of full Personal Wellness Diagnostic and tips)**



# Contact

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**Inquire about our free consultation and FREE  
TRIAL PanSensic root cause analysis**