THE WEBINAR WILL BE STARTING SHORTLY

DISRUPTIVE HR

#BetterNormal: Health and Wellbeing

DISRUPTIVE HR

#BetterNormal: Health and Wellbeing

WHAT WE'LL COVER

1. Our typical approach to health and wellbeing
2. What actually helps people to feel good
3. New approaches to health and wellbeing
4. Line managers and H&WB
5. Health and wellbeing tech
6. Q&A

HEALTH AND WELLBEING IS BIG BUSINESS!

Igloo Energy launch Perkbox in bid to prioritise staff wellbeing during Coronavirus outbreak

How Facebook Empowers Workplace Wellness with 'Smart' Vending Machines

. Remind people to get flu shots

How pet insurance promotes employee financial wellness

Why Google, Target, and General Mills Are Investing in Mindfulness

Bupa boosts employee wellbeing with Gympass partnership

| Financial wellbeing in the workplace

Namaste Boss! Why Yoga at Work Works

EMPLOYEE WELLBEING CONFERENCE

INTUIT BUILDS AN EXCEPTIONAL EMPLOYEE EXPERIENCE WITH GLOBAL WELLBEING

7 things this tech company does to improve mental health in the

The Motley Fool Pays to Have Employees Participate in Physical Activities (such as Long-Distance Running)

Fitbit Launches Ready for Work Program to Help Employers Manage Workplace Health During COVID-19

Workplace/Corporate Wellness Market to Reach $66.20 Bn, Globally, by 2027 at 5.9% CAGR: Allied Market Research

appos partners with Fender to help mployees de-stress by learning usic

This Company Wants to Send Healthy Snacks to Your Employees Working From Home

Asana Offers its Employees Unlimited Paid Time Off

Ooni gives workers funds to pursue their passions

#HRGVirtual On-demand | Reproductive health and fertility: The missing piece of the employee health and wellbeing puzzle

Wellbeing | What the rise of Veganism means for employers

DISRUPTIVE HR

THE TYPICAL APPROACHES

INFORMATION

GIFTS

SERVICES

TRAINING

TOOLKITS

PROTECTING

EACH EMPLOYEES

ADULT CONSUMER HUMAN

WHAT ACTUALLY DRIVES HEALTH AND WELLBEING

1 Trust

2 Flexibility

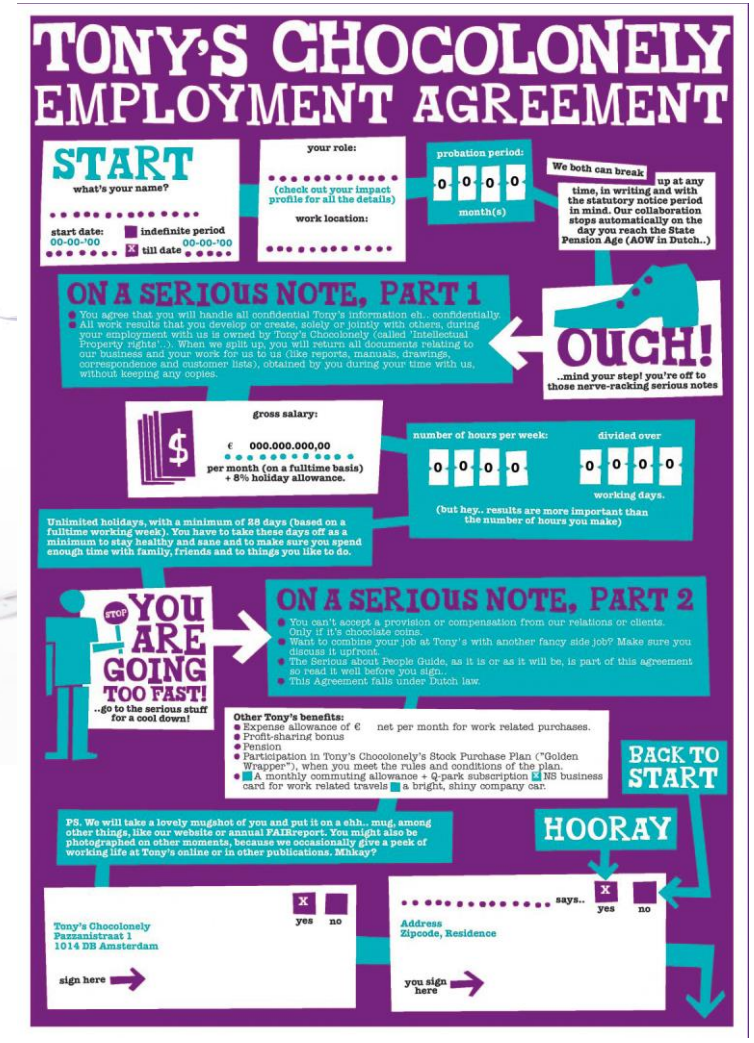
3 Care

4 Belonging

5 Less hassle

6 Doing what matters

CREATING TRUST



#DoTheRightThing

patagonia®

ENCOURAGING FLEXIBILITY

‘Every job can be done flexibly’

‘Trust doesn’t have to be earned”

‘Own the way you work’

‘Leaders leave loudly’

POST-COVID FLEXIBILITY

reddit

THE THRIVE TRIBE WORKING DAY

THE BEST BITS…

- We don't measure you by how many hours you work or how much you're in the office – we just care about achieving great outcomes.
- In our line of work it's not always possible to work Monday to Friday 9-5, so we ask you to be flexible!
- Look after your fellow tribe – in other words please share unsociable hours!
- Client needs come first, but we trust you to manage your own workload/work pattern – just let your manager know what you're doing.
- If you work extra hours – keep your own records and take the time back within 2 months.
- We don't normally pay overtime, but it's at managers' discretion.
- Speak to someone if you feel your hours are interfering with your life or your health!
- If you want a more formal change to your contractual hours our flexible working policy is available on the intranet.

SHOWING CARE

BAPTIST HEALTH CARE

WEBROOT®

Know what matters to me

Show an interest in me

Understand what stresses me out

ENSURE WHAT I DO MATTERS

CREATE A SENSE OF BELONGING

buffer

VAYNERMEDIA

airbnb

CREATING A SENSE OF BELONGING

RECRUITMENT	INDUCTION	TALENT
Zoom with candidate before they start to introduce them to team	Thoughtful gift sent to their home on first day	Career chats with manager to discuss aspirations
POLICY	**INTERNAL COMMS**	**LEARNING**
Choose your working hours	Your own intranet page where you share who you are	Informal mentoring scheme
PERFORMANCE MANAGEMENT	**REWARD**	**LEADERSHIP**
Book check in with manager as and when needed	Set up peer to peer reward scheme	Team learning session on networking skills

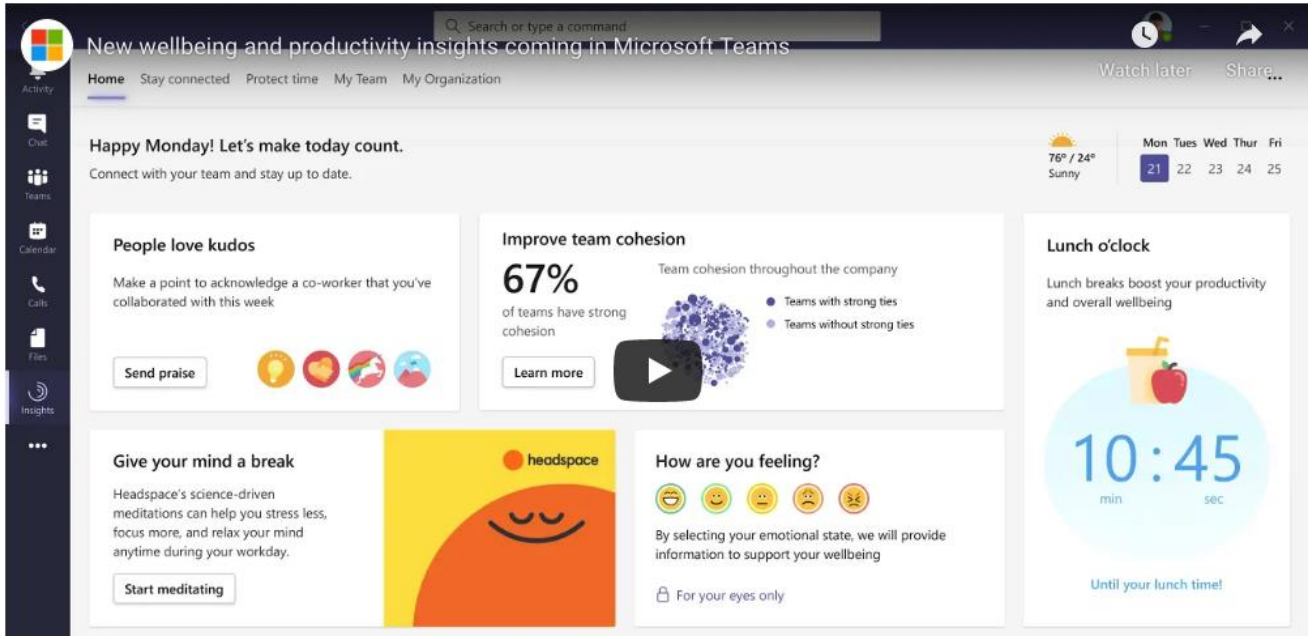
A LOT LESS HASSLE

PEPSICO

Google

Schneider Electric

USE WHAT YOU HAVE



Workplace by facebook

Self-care

Self-care practices are a great way to manage stress. Share your own self-care practices and connect with colleagues to set up group activities.

Workplace from FACEBOOK

#OpenUp

By opening up about our experiences, we can all help create a more open and caring workplace culture.

Workplace from FACEBOOK

THE ALL-IMPORTANT LINE MANAGER

NOVARTIS

KP
QUALITY PRODUCE SINCE 1953

THE ALL-IMPORTANT LINE MANAGER

1. Lead with Trust
2. Show Appreciation
3. Coach

TOOLS TO SUPPORT MANAGERS

Here are some questions you can try at one of your check-ins:

1. Do you feel our team demonstrates a commitment to health and wellbeing? What could we do more of?
2. Do you feel you have the freedom to adjust your work schedule to fit with your personal life? What stops you?
3. Is there anything that I am doing/the team is doing that prevents you from doing your best work? What would you change?
4. Do you think I encourage a balance between work and family life? What more could I do?
5. Do you prefer to completely switch off in your own time or keep in contact? How can I/the team support that?
6. Does your physical work environment help contribute positively to your work? What could make it better?
7. What frustrates you at work/makes you stressed? What could we do to prevent that?

NEW! Leader Box Club Members - Get your free app

THANK
YOU!

HEALTH & WELLBEING TECH

REWARD/PERKS

perkbox

BlueBoard

Bonusly

CORPORATE HEALTH & WELLBEING

Virgin Pulse

BUPA

Vitality

sonicboom

fitbit

EMPLOYEE ASSISTANCE PROVIDERS

LifeWorks

lyra

aetna

MENTAL HEALTH APPS

HEADSPACE

Calm

InsightTimer

LINE MANAGER TOOLS

leader box

TOOLKIT FOR LEADERS

EACH EMPLOYEES

ADULT CONSUMER HUMAN

ADULT

HR..

- AVOIDS PATRONISING OR OVER-PROTECTING
- STARTS FROM POSITION OF EMPOWERMENT
- ASSUMES PEOPLE KNOW WHAT THEY NEED
- LETS THEIR PEOPLE CONTROL THEIR WORKING DAY

CONSUMER

HR..

- HELPS MANAGERS TO UNDERSTAND THEIR TEAMS BETTER
- PROVIDES A RANGE OF H&WB PERKS FOR ALL TASTES
- FOCUSES ON A ‘HASSLE-FREE’ EXPERIENCE FOR THEIR PEOPLE

HUMAN

HR..

- FOCUSES ON THE CAUSES OF STRESS, NOT THE REMEDIES
- PROVIDES EASY TO USE, SIMPLE TOOLKITS FOR MANAGERS
- ACTS AS A MEDIATOR RATHER THAN A PROCESS ADMINISTRATOR

FREE for Members of the Disruptive HR Club. Join the Club today and get your money back on today's webinar!

Last two training sessions of 2020

Employee Engagement and Comms 8th December

Talent Management 10th December

Recordings of previous sessions are available on the Disruptive HR Club

New dates for 2021 will be announced soon

ANY QUESTIONS?

THANK YOU AND GOOD LUCK!

www.disruptivehr.com