

American Management Association's Developing a Holistic Approach to Employee Well-Being

Learning Objectives

- Explain Why Organizations Are Paying Attention to Employee Well-Being
- Explore the Critical Role of Leaders in Driving and Achieving a Healthy Workplace
- Discuss the Impact of Well-Being on Productivity, Engagement, and Creative Problem-Solving
- Plan to Fully Leverage the Employee Well-Being Program Investments You've Already Made
- Explore Best Practices and Lessons Learned Related to Health and Well-Being Initiatives
- Develop a Plan to Address Overall Well-Being in Your Organization or Workplace

The Business Imperative for Prioritizing Well-Being

- Recognize Why Organizations Are Paying Attention to Employee Well-Being
- Identify Major Shifts in When, Where and How Work Is Happening
- Define "Well-Being," "Healthy Workplace," and "Organizational Health"
- Describe the Link between Employee Well-Being and Organizational Health
- Determine an Aspect of Employee Well-Being You Can Impact

Employees and Their Changing Attitudes Toward Work

- Examine the New Social Contract between Employer and Employee
- Consider the Employee Experience as a Source of Insight
- Leverage the Purpose Imperative to Support Engagement, Retention, and Talent Acquisition
- Articulate the Relationship between Psychological Safety and Employee Well-Being

Fully Leverage the Employee Program Investments You've Already Made

- Review the "Benefits" Offered by Your Organization
- Prioritize Which Benefits Have the Greatest Impact on Employee Well-Being
- Identify Which "Benefits" Are Under-Utilized, and Why
- Plan to Communicate Value of Using Existing Benefits

Putting Employee Well-Being Front and Center

- Gain Clarity on the Role of Organizational Culture on Employee Well-Being
- Consider How an Employee or New-Hire Would Describe Your Organization's Culture around Well-Being
- Assess How Your Organization's Mission, Vision, Structure, and Culture May Conflict with Well-Being
- Identify "Elephants in the Room"

Make It Real

- Gather Ideas from Employee Well-Being Case Studies
- Assess the Seven Elements of Well-Being at Your Organization
- Complete the CDC Worksite Health Scorecard Assessment
- Determine What You Will Measure to Determine the Success of Your Initiative

Define Areas of Opportunity in Your Organization

- Explain a Simple, Effective Organizational Change Model
- Recognize Common Causes of Failure and of Success in Change Initiatives
- Create a Vision for Your Employee Well-Being Change Initiative
- Identify Stakeholders, Sponsors, Naysayers, and Supporters
- Make a Plan to Communicate the Vision

Building the Case for Your Initiative

- Explain Elements of a Business Case
- Write a Simple Business Case to Gain Support for Your Healthy Workplace/Well-Being Initiative
- Practice a Conversation to "Sell" Your Business Case to Possible Allies and Sponsors
- Complete the "Putting It All Together: Create Your Action Plan"