

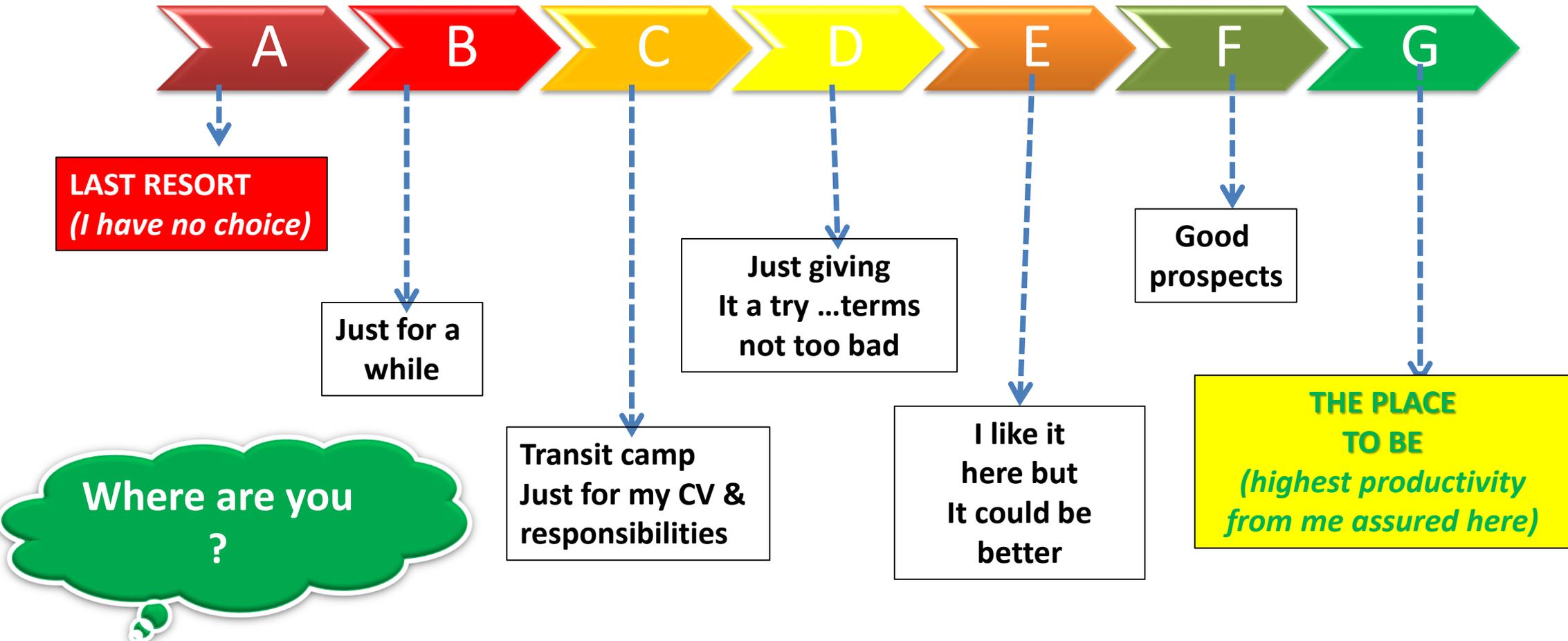
Hidden Issues in Workplace Wellness and Productivity

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My Workplace Continuum

Reflections



21ST CENTURY WORKPLACE

Shift from Human Resource as a mere "machinery" for profitability

A new focus on;

- ✓ Talent retention
- ✓ Talent attraction
- ✓ Employee of choice
- ✓ Brand visibility



"Where you work—and how you feel at work—is almost as important as what you do at work. all intricately intertwined aspects of the modern workplace"

- lyn Hatton

THE ALLURE OF MODERN WORKPLACE



The world's most successful companies have known for years that having an environment in which employees “show up” every day, not only **physically**, **but mentally and emotionally** as well, is essential to achieving the bottom line.

PRODUCTIVITY IN MORDERN WORKPLACE



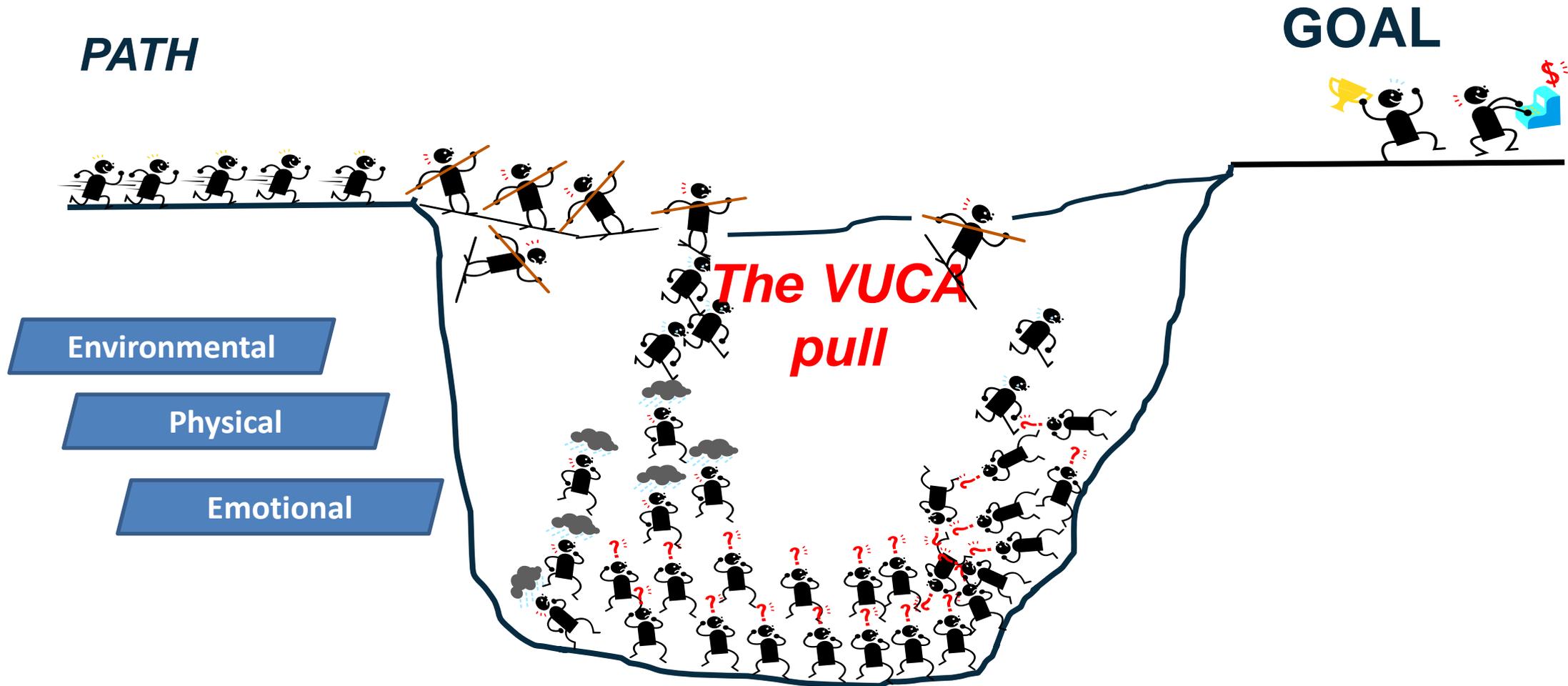
*Workplace wellness-
A strategic boost*

GREAT people.

GREAT possibilities.

GREAT place to work.

Wadding through the workplace Contradictions...



Our Options

A



Boo pip;

Not an issue to worry about., it never really exists and getting concerned about it does not make it possible

B



Laissez faire;

Allow places of work evolve/emerge and grow at their pace- no intervention

C



Good Shepherd

The workplace is the life wire of our organisation's success and can not be left to chance. Demands robust strategy and commitment to flourish

Growth & Survival

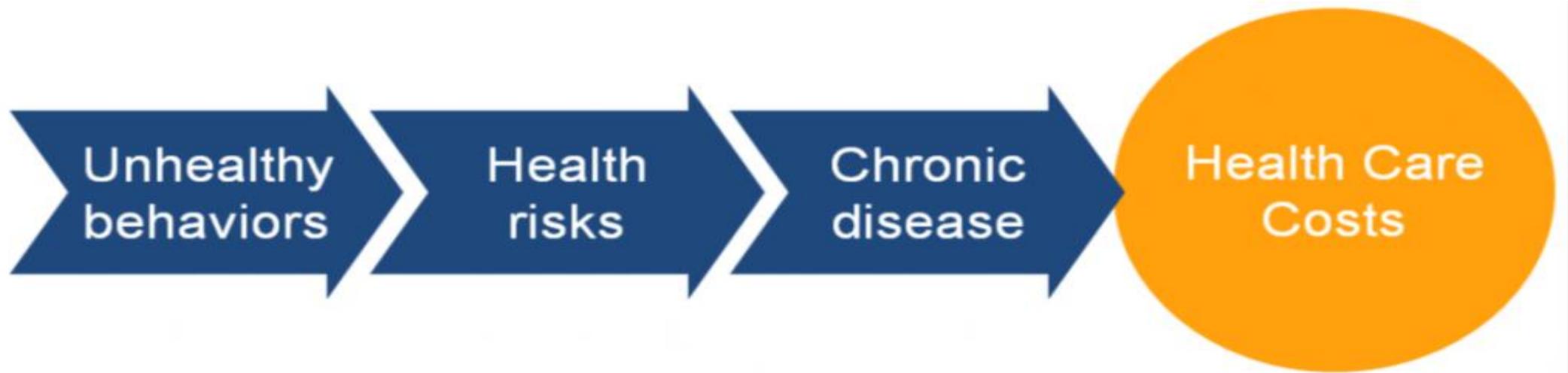


Why must we care?

- Workplace climate is infectious
- Mutual vulnerability
- Continuity and growth assurance
- Strategic focus
- Enduring differentiator
- Brand promise

WHY MUST WE CARE?

Wellness  Work



“High-performing organisations should be striving to create: A great place for great people to do great work.”

– *Marilyn Carlson,*

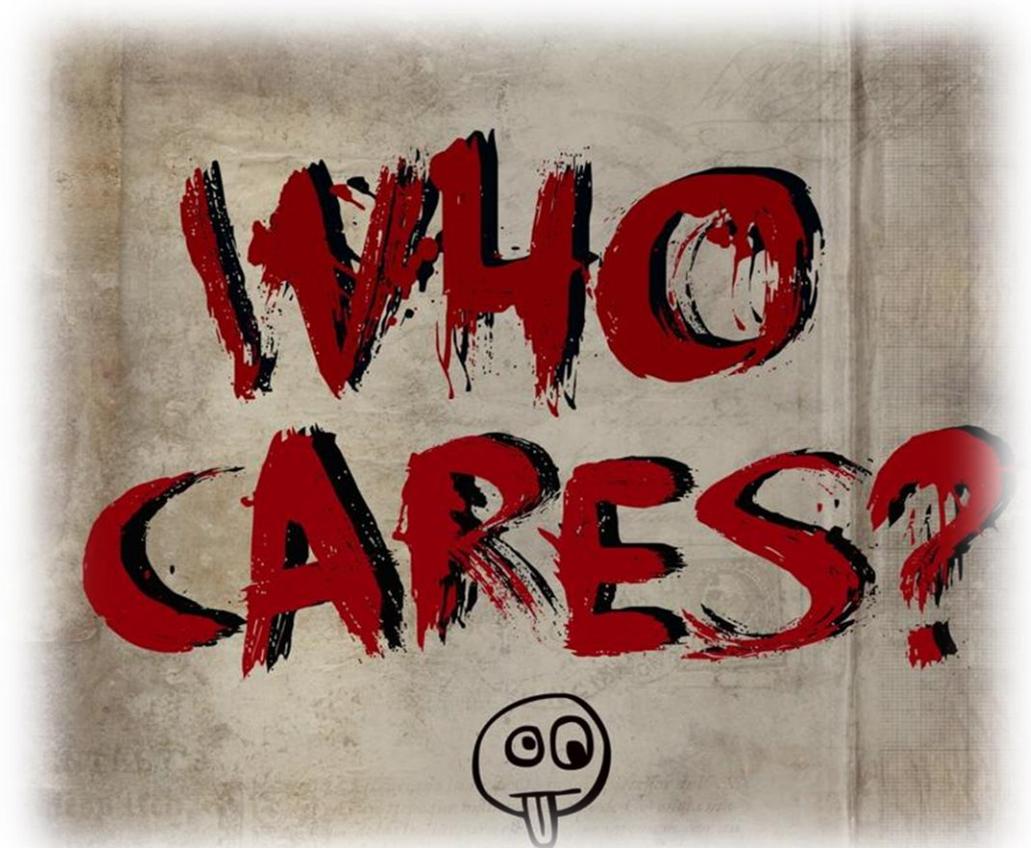
Ideal Workplace :

The look and feel

Ideal place to work

- ✓ I love my job
- ✓ I see and can feel my impact
- ✓ I know my expectations
- ✓ I am part of what and how I do my job
- ✓ I grow with my job
- ✓ No glass ceiling here
- ✓ The reward is just and fair
- ✓ We collaborate

Toxic workplace



Ideal Workplace :

The look and Feel

The Ideal place to work

- ✓ I am enabled and empowered
- ✓ We lead and not manage people
- ✓ The environment is positively infectious
- ✓ We all have a shared vision of where the organisation is heading
- ✓ I cant have enough of here
- ✓ I will recommend here to others
- ✓ Communication is effective here
- ✓ We all understand and live the organisation's ETHOS

Toxic workplace

❖ **Disengaged & Demotivated**

❖ **Emotional labour**



Emotional Labour



..... Show only the much and type of emotions needed to win the business

From Wellness to Productivity

Wellness reflectors
(emotions)



Just what we feel
(As your emotions run over)



Wellness at work
(attitude)

(your attitude will express how it feels)



Just expressing how I
feel

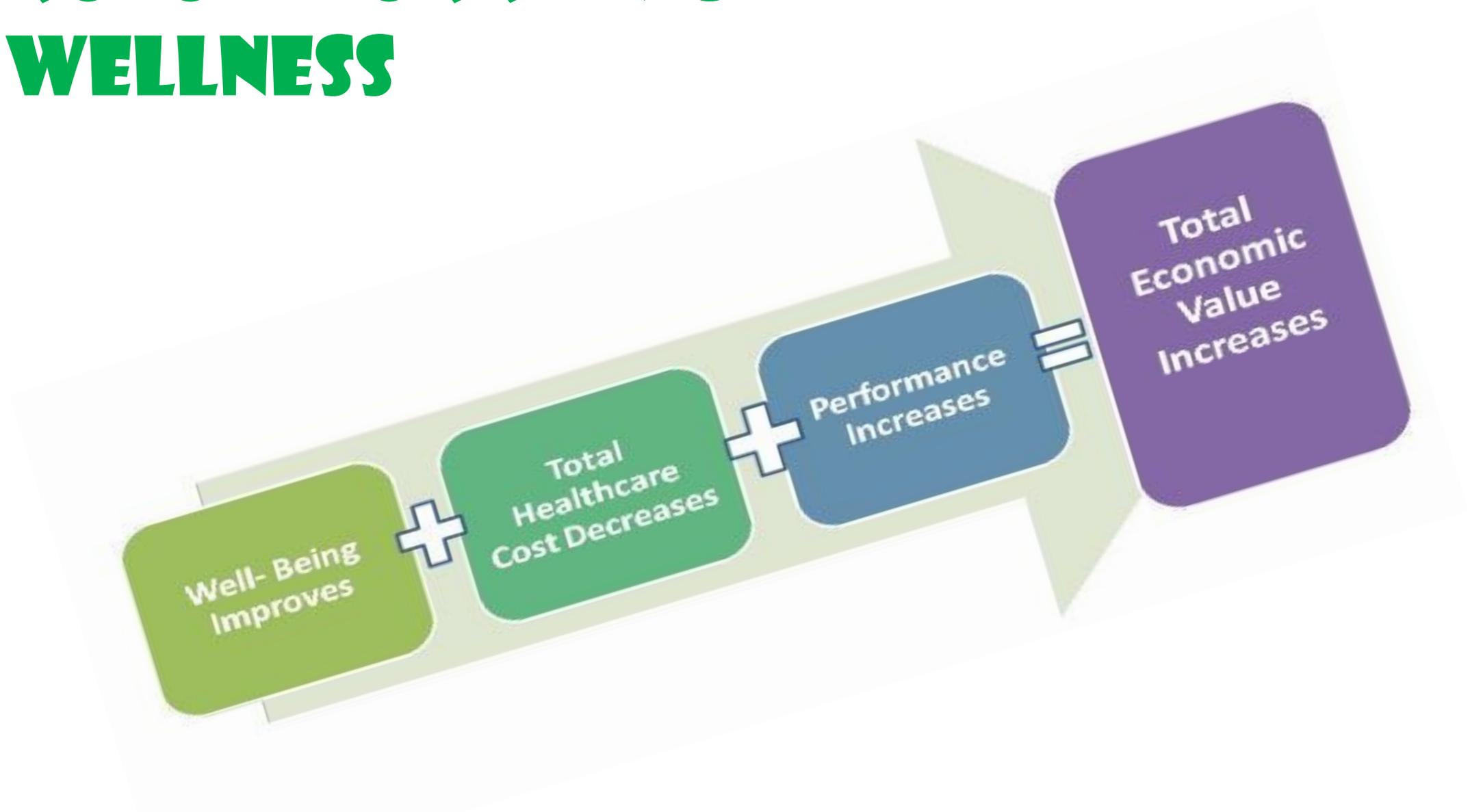


Productivity arena



Just putting my feeling
into action

ROI OF WORKPLACE WELLNESS



POOR WORKPLACE WELLNESS & THE BOTTOM LINE



New Bottom line

- ✓ Unproductive employees
- ✓ Increased absenteeism
- ✓ Work hard but not smart
- ✓ Increased productivity cost
- ✓ **Unhappy environment**
 - Low retention
 - Unattractive to top talents
 - Loyalty
 - Low commitment
 - Low engagement levels

HIDDEN ISSUES

Beyond the biometric screenings, workouts, and health risk assessments.



- ✓ *Collective*
- ✓ *Comprehensive*
- ✓ *Inclusive*
- ✓ *Integrated*
-*Wellbeing*



**Craving for more personalised experiences*

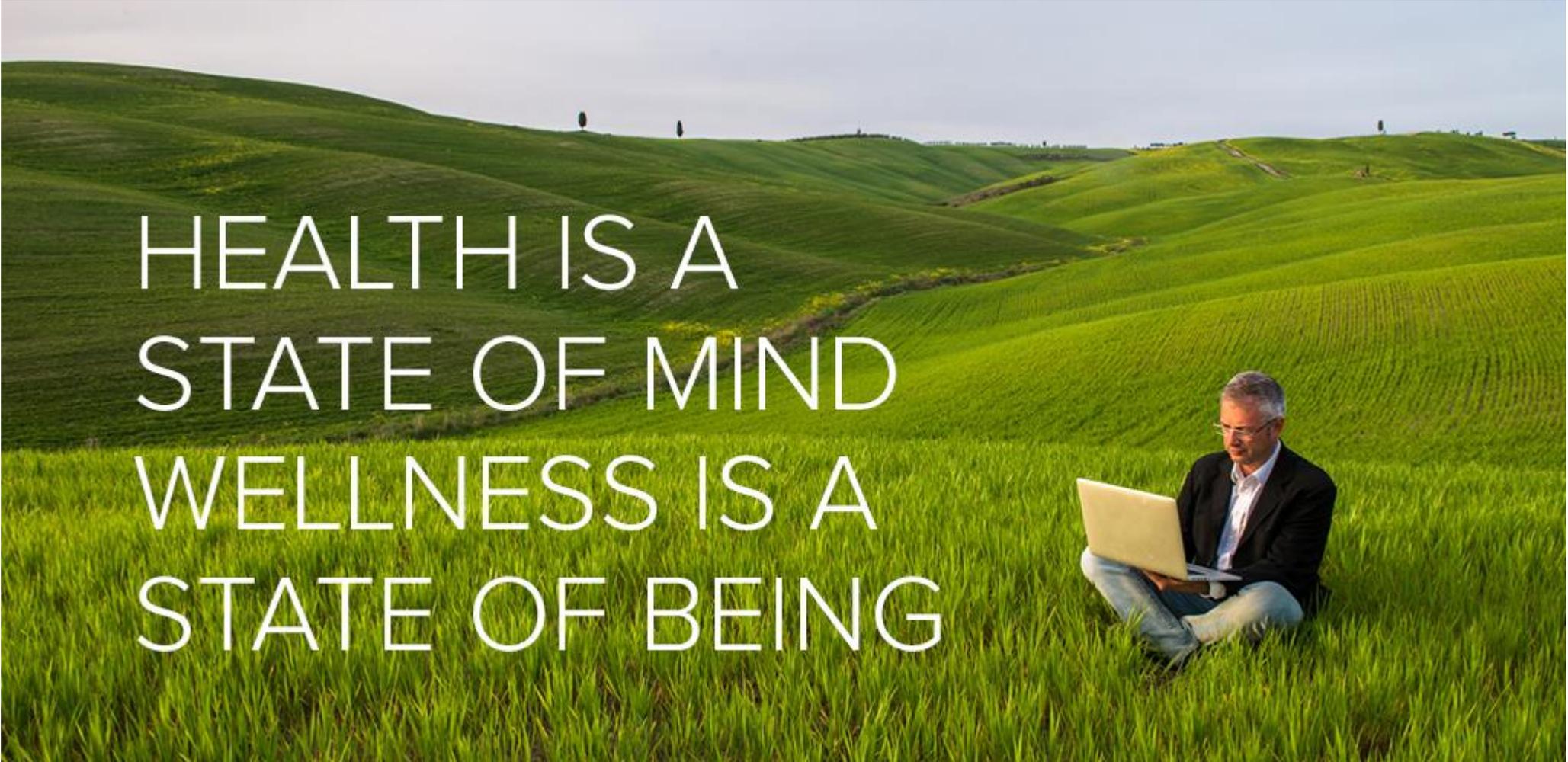
**Increasing Emphasis on mental health*

BEHIND THE VEIL

- Perceived fairness and justice at work
- Job security challenges
- Performance tensions
- Conflict between work and family
- Relationship with work and others
- Expectation pulls and push
- Job design and controls



EPILOGUE

A man with grey hair and glasses, wearing a dark suit jacket over a light-colored shirt and blue jeans, is sitting cross-legged in a lush green field. He is looking down at a silver laptop on his lap. The background consists of rolling green hills under a clear sky. The text 'HEALTH IS A STATE OF MIND' and 'WELLNESS IS A STATE OF BEING' is overlaid on the left side of the image.

HEALTH IS A
STATE OF MIND
WELLNESS IS A
STATE OF BEING

Good health is good business