

The Case for Wellness

Healthy Happy Staff
are the
Best Staff



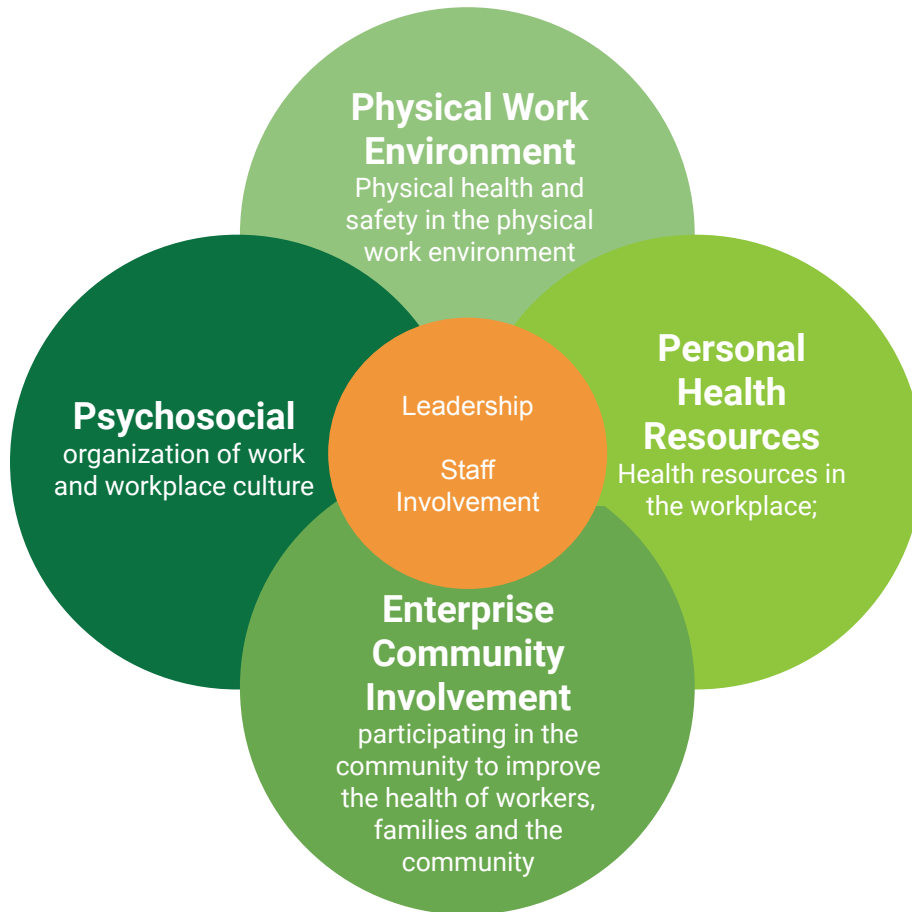
Exec Summary



A workplace wellness programme:

- ✓ Has multiple business benefits
- ✓ Has a proven ROI
- ✓ Doesn't have to cost the earth
- ✓ Can be easy to get started

What is Workplace Wellness



“A healthy workplace is a place where everyone works together to achieve an agreed vision for the health and well-being of workers and the surrounding community”





Employees

Benefit greatly when their physiological and security needs are met

- ✓ Feel respect, value, trust
- ✓ Increased morale
- ✓ More **creative**
- ✓ Feel safe, appreciated
- ✓ **Sense of control** of their lives.
- ✓ **Happiness** and a **fulfilling job**.
- ✓ Physical, social & emotional needs met.
- ✓ More **appreciation**

Benefits



Enterprise

When employees feel happy and safe, good business outcomes happen.

- ✓ Decrease absenteeism
- ✓ Better **customer service**
- ✓ Lower Health Care **Costs**
- ✓ Better **Recruitment and Retention**
- ✓ Reduced Elevated Health Risks
- ✓ Increased creativity & **innovation**
- ✓ Higher **productivity**.
- ✓ Better teamwork

Who else is doing this?

Hundreds of companies have implemented wellbeing programmes across multiple sectors

Food & drink, technology, telecoms, bio pharma, financial services, construction, hospitality, retail, professional services and public sector
(including third level institutions).



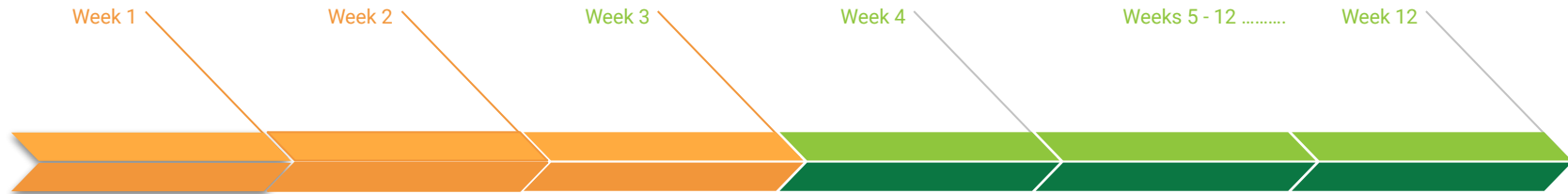
Why Us?

The Wellness Orchard is not a provider of wellbeing services. This allows us to independently advise you before you book your first service.

- ✓ The Wellness Orchard is a platform to connect multiple wellbeing providers with corporates - we don't try to sell you particular providers or services, just the information to make your own decision
- ✓ We make it **easy to research** and prepare your wellbeing programme in one place
- ✓ We make it **easy to find** all services in one place - or we find it for you
- ✓ We make it **easy to book** and pay without the need for multiple provider set-up
- ✓ You have **freedom to choose** any number of trusted providers, enabling you to cover **all** your needs
- ✓ You benefit from our connection with hundreds of providers and their associated experience, market knowledge and best practise
- ✓ We enable you to build a **tailored wellbeing programme** to suit your needs - unbiased by any single provider's view.

The Fast Track Start

The optimal way to get started is to *start light* with services *people will love!*



Phase	Mobilise	Baseline	Plan	Communicate	Act!	Evaluate
Outcomes	Leadership Support Form Committee	Evaluate Current State	Survey Closed Talks and Services Prioritised	KickOff Done Wellbeing Programme Sent	Series of 4-6 Services over 8 weeks	Pulse Survey Feedback
Tools we can provide you	Strategy Deck List of Topics	Self-Assessment Staff Survey	Survey Report Recommendations Gap Analysis	Final Wellbeing Schedule Brochures First Talk Synopsis	Webinar Invite Interactive Polls	Self-Assessment Staff Survey

Options and Costs to get Started

Start Lightly to test and learn in an agile manner

	Option A: Light Monthly Programme	Option B: Fortnightly Programme	Other Recommended Options
Approx. Cost (ex-VAT)	€3,600 per year	€7,200 per year	<ul style="list-style-type: none">• Staff Baseline Survey to ascertain staff needs.• Gap Analysis to ensure programme meets organisational objectives.• EAP Service: Typically €500 - €1,000 up to 30 employees plus €10-15 per employee = Max €2,000 for 90 (not provided by TWO)
Services	12 simple services, one each month *Average cost €300	24 simple services, one each fortnight *Average cost €300	

Sample Wellbeing Programme

Real samples of programmes implemented by similar-sized enterprise tailored on user needs

Month	Session	Sample Price
January	Activity: Meditation and Mindfulness	€ 200
	Talk or Demo: Nutrition	€ 300
February	Activity: Yoga	€ 200
	Webinar: Resilience	€ 300
March	Webinar: Motivation	€ 300
	Activity: Pilates	€ 200
April	Webinar: The Magic of Healthy Sleep	€ 250
	Activity: Chair Yoga	€ 200
May	Webinar: Stress Management	€ 300
	Webinar: Diet	€ 300
Jun	Activity: Ergonomics	€ 250
	Webinar: Productivity	€ 300
Jul	Activity: Movement Breaks	€ 200
	Webinar: Team Building	€ 300
Aug	Webinar: Energy Management	€ 300
	Activity: Meditation and Mindfulness	€ 200
Sep	Webinar: Self-Care during Change	€ 300
	Activity: Activating Yoga	€ 200
Oct	Webinar: Mental Health	€ 300
	Webinar: Motivation for Winter	€ 300
Nov	Webinar: The Art of Reflection	€ 300
	21 sessions over 11 months	€ 5,500

Popular services currently are:

- 1. Work Life Balance*
- 2. Motivation & Mindset*
- 3. Energy Management*
- 4. Neuroscience of Habits*
- 5. Productivity while working from home*
- 6. Yoga and Pilates online*

Sample Wellbeing Services



FLEXIBLE ⓘ

Stretch, Strength & Sweat Live 30 Movement Break

Duration 30 minutes
Led by Carl Grehan
Of The Movement Break

📶 Online

Stretch, Strength and Sweat is a live 30-60 minute virtual Movement Break to get you moving and give you energy for the rest of the day.



The Happy Workplaces 4 day leadership programme

Duration 480 minutes
Led by Stephen Dargan
Of Wake Up!

📶 Online 🏠 Onsite

A happy workplace leads to greater productivity and tangible business results. This programme is about placing people at the heart of what your managers do. This programme takes place over 4 months.



FLEXIBLE ⓘ

Unglue Your Glutes

Duration 60 minutes
Led by Emma O'Toole
Of Yoga with Emma

📶 Online

Is working from home a pain in the a\$\$? Sitting on an uncomfortable desk chair causing neck, shoulder & lower back pain?



Productivity in a Virtual World for Team Members

Duration 60 minutes
Led by James Parnell
Of The Wellbeing Gym

📶 Online 🏠 Onsite

Techniques for play your part in a High Performing Teams working from anywhere - including a Personalised Team Health Check and an Action Plan to take away!

Sample Business Case

1. Assumptions:
 - a. 100 staff.
 - b. Average Cost : €40k (Salary, Employers Tax, Overheads)
 - c. Annual **Staff Cost**: €4m
2. Annual Programme **Cost**: €8,000 (Per Participant: €80)
3. **Savings**: Total €66k
 - a. 1-day of absenteeism ~ €200 * 100 staff: €20k
 - b. Presenteeism ~
 - c. Recruitment ~ €6k per hire
 - d. 1% Increase in productivity ~ €40k

✓ ROI is over €8 for every €1 spent.

The hidden costs of not doing it

1. The cost of mental health in Ireland €8.2 billion due to decreased labour supply, unemployment, and absenteeism (OECD Report 2018).
2. Absenteeism 27% less for those workers who ate healthily and regularly exercised (SH 2016)
3. '57% of employees believed disclosure of a mental health illness would negatively affect job and career prospects. (2014 SeeChange)
4. 'one in four of us are expected to experience a mental health problem at some point in our lives'. (2016 IBEC Mental Health & Wellbeing)

Real Business Case

Johnson & Johnson's leaders estimate that wellness programs have cumulatively saved the company \$250 million on health care costs over the past decade; from 2002 to 2008, the return was \$2.71 for every dollar spent.

Return on Investment 271%



Testimonial



*“I really thought it was excellent! I have already recommended the course to lots of people! I wish we could do all the other modules also but it has given me so many points to action straight away & I am confident I can improve my **productivity!**”*

Alex, Software Company



Testimonial

“I attended the Programme and would recommend it to anyone who struggles with organising their time or achieving their goals. It helped me to kick-start my own improvements in both my personal and business life.”

Fran, CTO, Banking

Testimonial

*“I had to take **stress leave** earlier this year due to stress and mental ill-health. Thankfully, the right messages are coming from our senior management about **wellness and mental health** but it is great to get someone like yourself to reinforce the messages with science.”*

Anonymous, Banking.

