

CHAMPIONS OF

Presented by:  WELL-BEING
Index

WELLNESS



VIRTUAL SUMMIT 2021



SCOTTLESNICK



CHANGE

Change is **newer** for some

Unprecedented, Virus-Pandemic, Social Distancing

It's going to **continue**-you must **adapt, agile**

It's important to **remain focused** on work/you

Workforce transformation- retire, move on-new
opportunity, let go

CHANGE IS OCCURRING FAST

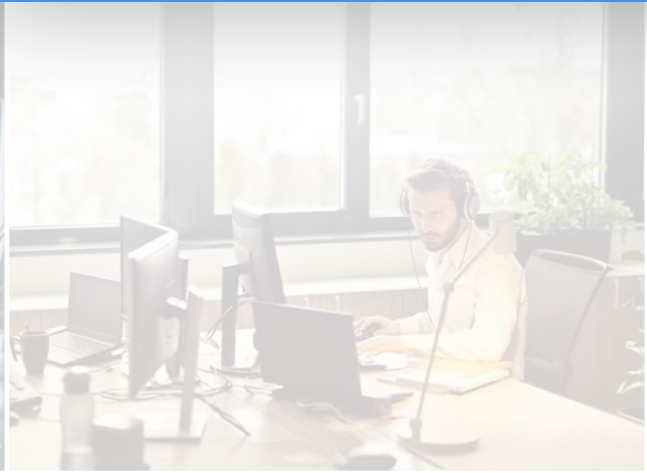


Change





—
→ Big Picture
Sharing/Leading!





Traf-O-Data

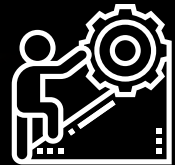


Understanding change will occur requires leadership to ensure staff are well supported and can work productively

Deal with the fear- **Speak** to others
Open up & **Listen**



Fear of change involves dealing with the **unknown** – Management too!



Talking to others at work or those who have undergone a similar change/challenge



Remember that work can change direction. You must **adapt** often

Change Can Be Difficult, However...

According To The Workplace Research Foundation



38%

of highly engaged employees
are more likely to have above
average productivity!

Food For Thought

When the pandemic is over, **one in six workers** is projected to continue **working from home or co-working at least two days a week**, according to a recent survey by economists at **Harvard Business School**

Another survey of hiring managers by the global freelancing platform **Upwork** found that **one-fifth** of the workforce could be entirely remote after the pandemic

Organizations are all over the place with regards to **bringing employees back to work**. This is creating angst, stress, changing jobs, mental health issues.

Getting this right will grow productivity, retention and employee wellness!

SIZE OF GENERATIONS IN 2020

333,000,000 TOTAL POPULATION

86,000,000
(26%)

**iGen
Generation Z**

82,000,000
(25%)

Millennials

65,000,000
(20%)

Generation X

68,000,000
(21%)

**Baby
Boomers**

30,000,000
(8.0%)

**Older
Americans**

Global Labor Force Participation, Ages 20-65

2020

6.4% Gen Z 43 %Millennials 37% Gen X 13.3% Boomers

2030 Projected

33.4% Gen Z 41.3% Millennials 25.3% Gen X 1.5% Boomers

How To Support To Staff

ATTITUDE

If you bring it they'll feed off of it

ENERGY

If you have it staff will have more

Talk, listen

Support wellness learning and development/training

One thing at a time

Manage change in workplace culture

You can do this. YOU'VE GOT THIS!!!

Focus on your health, stress. Scared, angry, concerned. Catch your breath...



Remaining Employee Centered to Support Wellness



New roles, new staff and new management, remote work options



Remind staff that things will improve/
discuss concerns
openly



Clarify the work. What is your role during times of change?



Remind staff that change is also an opportunity for advancement!
Remember, management your staff needs your assurance

IT'S ALL ABOUT OUR EMPLOYEES!



Wayne

How do you cope with new company directives, change in management or navigating change at your job?

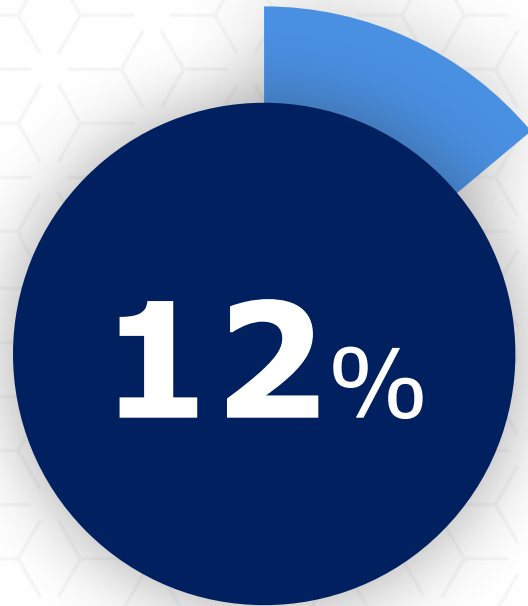


Change for Leadership & Staff



- **Promote human-centric health...**Place individual employees at the heart of wellbeing programs
- **Facing of uncertainties, health fears/concerns distractions, virtual, adapting, school, kids, parents**
- Develop the practices and behaviors that help people adapt to change
- **How do you deal with change- help my staff - lead on an organizational level?**
- Resiliency helps people handle the pressure, uncertainty, and setbacks. **Open communications are essential.**
- With effective change leadership, organizations will overcome the pitfalls of failed change efforts and drive towards a stronger, more effective, and more prosperous future. **You lead the way!**

According To The A Study By The University Of Warwick



Of Happier Workers
Were More Productive.

That's like adding an
extra day to the two-week
pay period!

What Else Can You Do For Yourself/Staff?



Encourage open communication...listen



Encourage wellness innovation- ideas



Creating strong sense of community at work grows productivity and retention



Reward employees who participate



Encourage feedback-discuss fears...Mingle

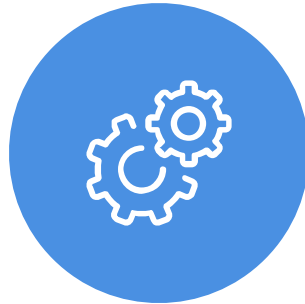


Positive comment, bonus, recognition

The Choice Is Yours



Learning



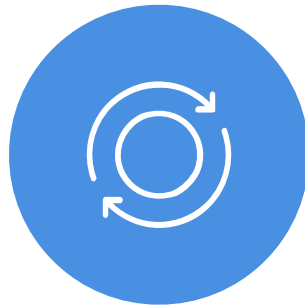
Development



Personal Wellness Growth



Taking on a
new role



Stay cozy or get
out of your comfort
zone



Look for
another job

Sept/Oct 2021 is going to be a BIG deal-Be Prepared!

Summer is over

More people are vaccinated

New variant has taken hold

School is in session-in person...masks??

Employees are use to working remotely-individual conversations necessary

Employers will lose talent to competitors who are focused on health & remote

Not enough candidates to fill your openings-must retain!

Begin strategies that retain talent i.e flexible work schedule, remote

One size does not fit all-every person has different needs

Not meeting the wellness demands of staff=open positions

Leadership And Change

According to a 2013 survey
of over 22,000 business
**CULTURE PLAYS A CRITICAL
ROLE IN CHANGE
MANAGEMENT**

Well over half of organizational change management efforts fail because
**THEY AREN'T LED USING THE STRENGTHS OF THE CULTURE WHILE
MINIMIZING OR FIXING THE WEAKNESSES**

Remind All Employees..Things have Changed

Assess yourself. Be honest. Discuss..

- Talents, qualifications, **strengths**, weaknesses, options
- Remember.. YOU ROCK!! YOU ARE NEEDED! **YOU MATTER!**
- Stay focused on your work. Don't slack off. Careers depend on it!
- Remain positive- **YES IT IS DIFFICULT!** But... it helps!
- Bottom line: CHANGE CAN BE FRIGHTENING, AND DISRUPTIVE. IT IS AN UNKNOWN
- The right **attitude**, **focus** and **commitment** can lead to opportunities for growth, training and advancement

2021 Fascinating Remote Work Stats

55% of businesses globally offer some capacity for remote work

18% of the workforce telecommute on a full-time basis

77% of telecommuters report being more productive

37% of remote workers say the best way to boost productivity is to take regular breaks

30% of telecommuters save upward of \$5,000 a year

\$11,000 is how much companies can save annually for each employee that works remotely half-time

People who work remotely earn \$4,000 more per year on average

99% of remote workers want to continue telecommuting in the future at least part time

90% of remote workers would recommend working remotely to a friend



Change, Fear And You

How To Successfully
Navigate

You're In Control!

We Need You

Ray Dalio



BRIDGEWATER

What Can Professionals Do To Grow Workplace Wellbeing?



01

Leadership- Mingle often, walk the floor, schmooze, check in with staff!

02

Have a supportive organizational climate that openly discusses issues

03

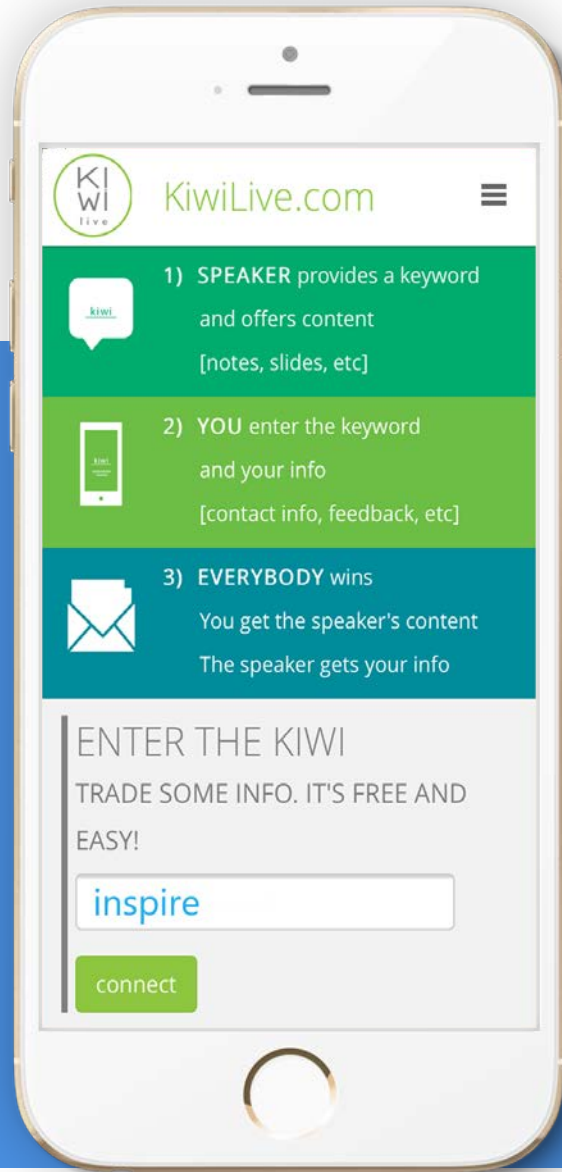
Have open communications, sharing of information & ideas-Ray Dalio

04

Recognize and discuss commonalities/differences in people, cultures, work

05

Show staff how your organization cares about employee safety and well-being



KiwiLive.com

**Get free stuff.
Give some
feedback**

Keyword :inspire

Why You Rock!

- › Employee and wellbeing focused
- › You are professional influencers!
- › High quality leadership with agility, dignity, compassion and cultural sensitivity
- › You provide great guidance to help all staff navigate change
- › YOU CARE and understand that navigating change is essential for health, business/personal growth!



CONNECTING All of Us to Wellness



Respect



Listen



Mentoring
Training



Big
Picture



Communicate
Wellness
Initiatives



Positive
Feedback



Ideas/
information



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