

7 Benchmarks for Building a successful Wellbeing Roadmap

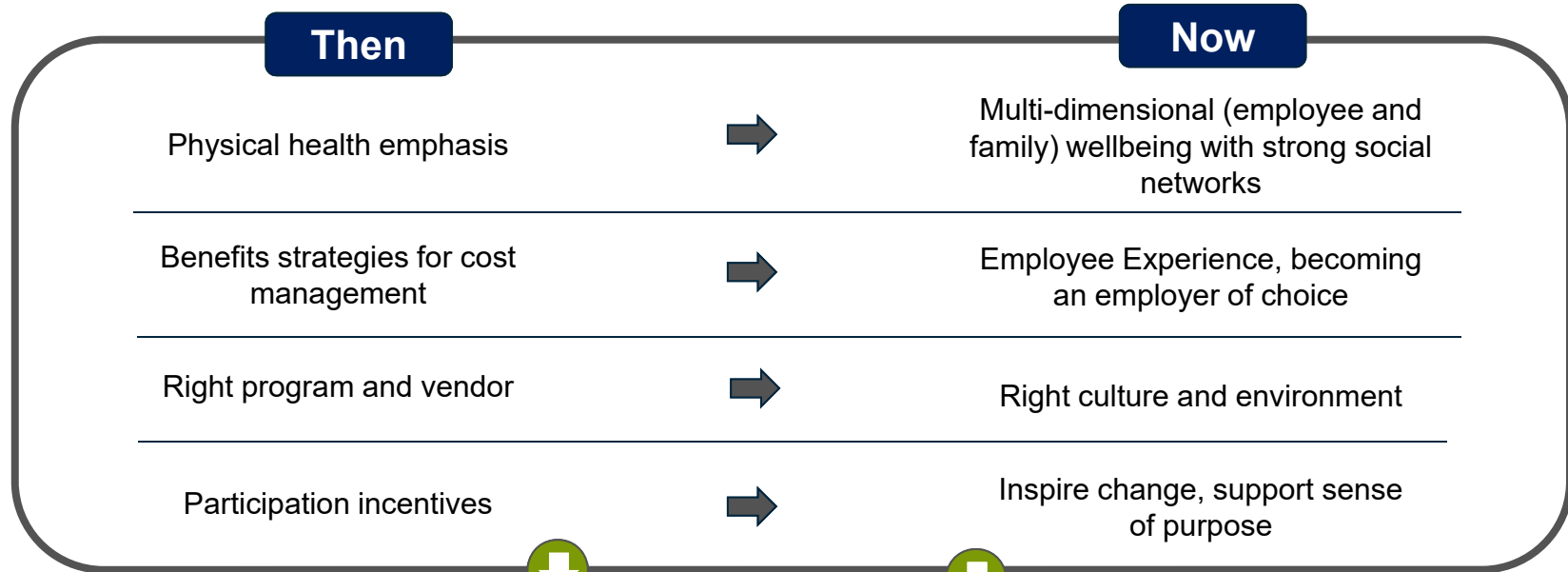
Emily Brainerd – September 27, 2018



Gallagher

Insurance | Risk Management | Consulting

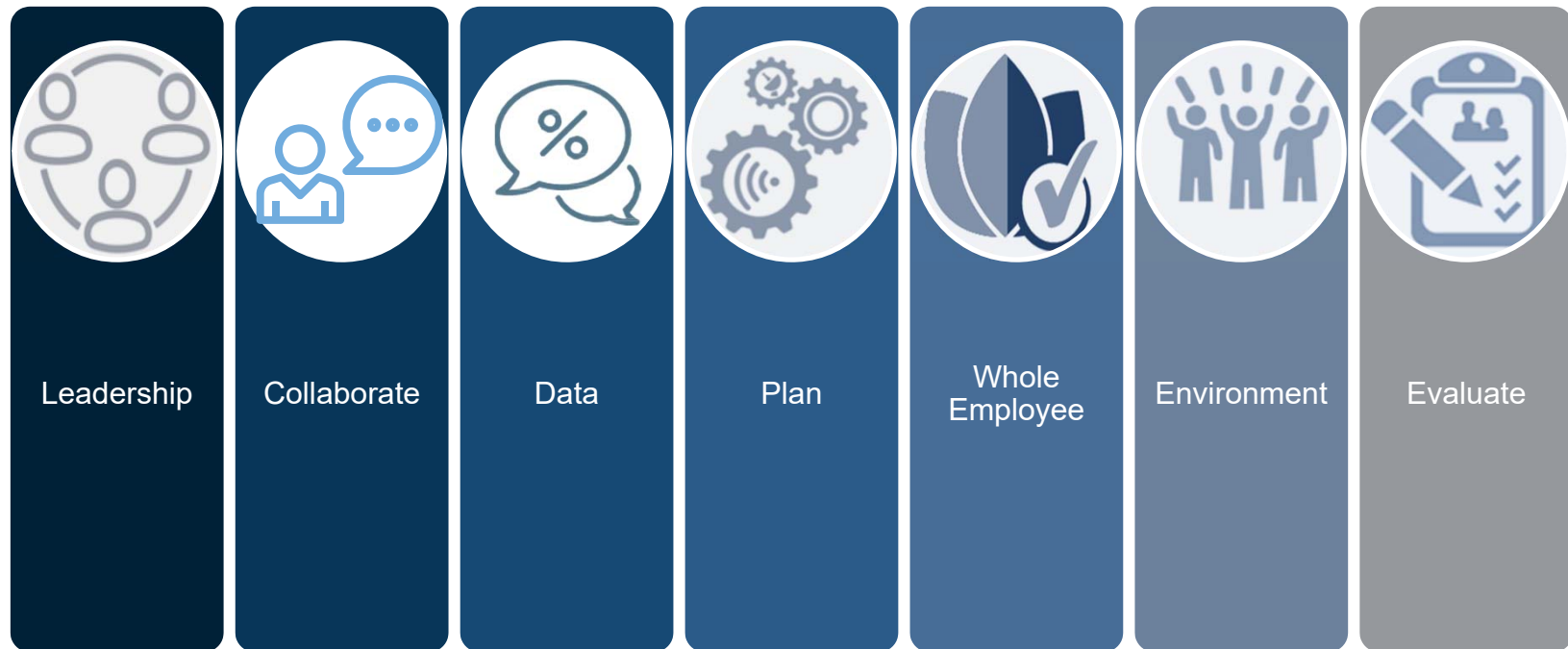
The Evolution of Wellbeing

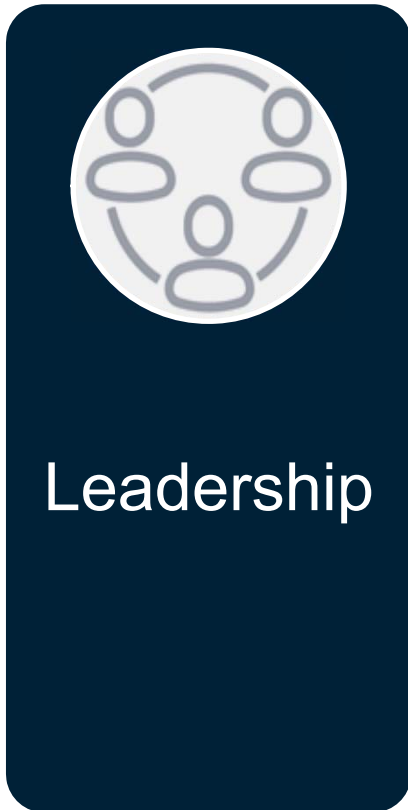


*Inconsistent alignment with **mission/vision/values**, desired culture, key business objectives*

*Wellbeing as a **cultural imperative** that drives engagement and enables high performance*

WELCOA's 7 Benchmarks





Benchmark #1

Committed and Aligned Leadership

Align with Operational & HR Priorities

Revenue or Sales Growth

Maintain or Decrease
Overall Operating Costs



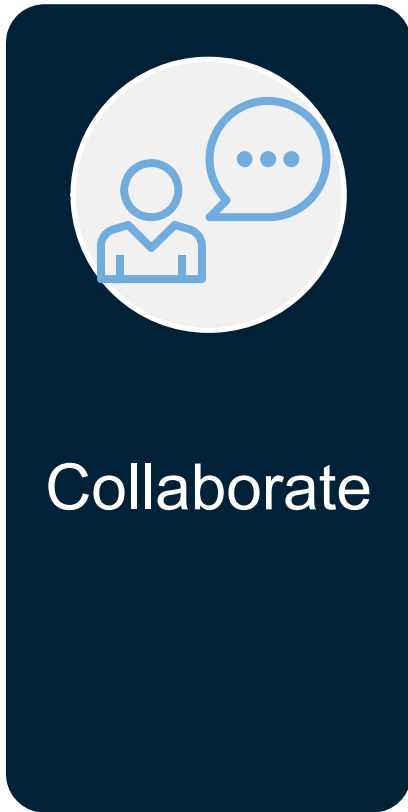
Control Benefit Costs

Employee Engagement &
Productivity

Employee Training and
Development

Attracting & Retaining Competitive Talent!!

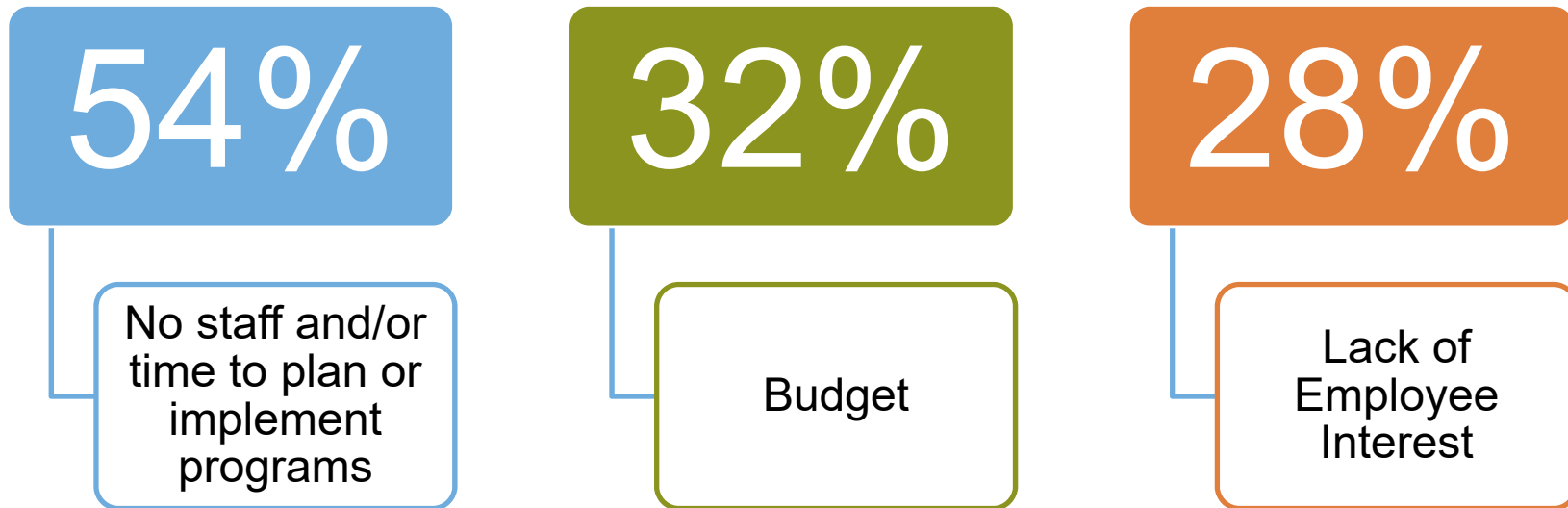
Source: 2018 Arthur J. Gallagher & Co. Employee Benefits Survey



Benchmark #2

Collaboration in Support of Wellness

Top 3 Reasons for Not Offering a Wellness Program



Source: 2018 Arthur J. Gallagher & Co. Employee Benefits Survey



Data

Benchmark #3

Collecting Meaningful
Data to Evolve a Wellness
Strategy



Plan

Benchmark #4

Crafting an Operating Plan

Despite wellbeing being a high priority by over two-thirds of employers (68%)...



Only 18%

Have a comprehensive strategy

Source: 2018 Arthur J. Gallagher & Co. Employee Benefits Survey



Whole
Employee

Benchmark #5

Choosing Initiatives that
Support the Whole
Employee

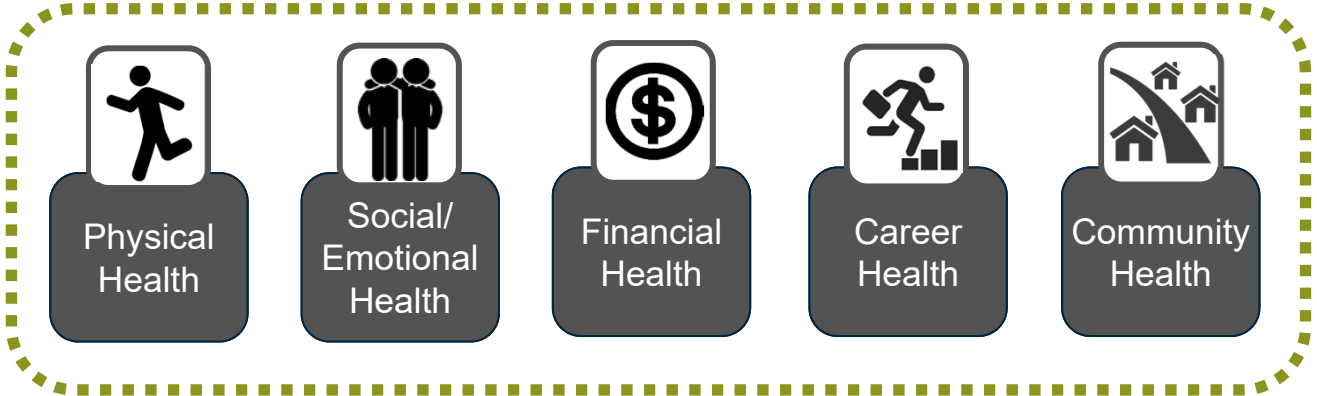


Environment

Benchmark #6

Cultivate Supportive
Health Promoting
Environments, Policies,
and Practices

Dimensions of Wellbeing



The WHOLE person comes to work every day....



each employee's wellbeing influences individual and organizational performance



Evaluate

Benchmark #7

Conduct Evaluation,
Communicate, Celebrate,
and Iterate

Evaluating wellness program performance

Program measurement metrics



Source: 2018 Arthur J. Gallagher & Co. Employee Benefits Survey

Building a Successful Wellness Roadmap

