

RESILIENCE, ADAPTABILITY AND WELLBEING A FRAMEWORK FOR ORGANISATION

Working out where to begin or how to move forward with employee well-being can be a challenge. That's why we've developed this framework, based on over 30 years' experience working with purposeful organisations to create cultures where people can thrive and flourish. Use it to locate where you are now, and where you intend to be.

2 BUILDING THE FOUNDATIONS

WHATS BEING NOTICED?

Concerns around exposure and reputation, a sense of not knowing if the organisation is being exposed to risk.

More people leaving the business or taking time off due to stress

Organisation experiences a wake up call through an employee incident e.g. suicide

A sense that other companies are doing more and the organisation could be left behind



IMPROVING

MENTAL ENERGY

How well do you focus and prioritise your energy

1 REACTIVE

WHATS BEING NOTICED?

Denying there's an issue

People are over reacting

Responsibility for wellbeing rests completely with employees. Advised to look externally if help is sought e.g. go to GP, talk to family



IMPROVING

CREATIVE ENERGY

What's your capacity for change and learning?

6 THINKING CO-CREATIVELY

WHATS BEING NOTICED?

Level of consciousness beyond organisation's profits

Genuine concern for planet and responsible leadership

Multi sector organisations reaching out to collaborate and pool resources for shared benefit

Disruption is rife as markets and business models shift and technology forces change



IMPROVING

PHYSICAL ENERGY

How much energy can you physically create?



IMPROVING

WHOLE PERSON

Great potential is possible when we allow all aspects of our wellbeing to be cared for

The interrelatedness between each part, and the relationship with self and others impacts the balance of the wider system

In holding awareness of the whole person, we can truly live to our full potential



IMPROVING

EMOTIONAL ENERGY

What quality of feeling does your energy have?



IMPROVING

SPIRITUAL ENERGY

How aligned and in flow is your energy?

5. EMBEDDING A CULTURE

WHATS BEING NOTICED?

There's a genuine shift towards putting people before profits

A more collaborative approach to co-creating organisations future

Greater focus on continuous learning around ways of working

Vision, purpose, values and people aligned

Quality of relationships core to success of the organisation

3 DEVELOPING MANAGERS

WHATS BEING NOTICED?

Managers are struggling as they face more difficult conversations on mental health and don't feel they have the tools to respond

Pushback from managers about the level of change, uncertainty and resource

Managers feeling the pressure of responsibility as more employees speak out about mental health concerns

More complaint from staff about lack of Manager support

More employees declaring they have mental health conditions and requesting additional support

4. THINKING & ACTING STRATEGICALLY

WHATS BEING NOTICED?

Senior Managers showing more of an interest as they realise better employee wellbeing impacts business positively

Managers are leaving due to burnout and stress

Noticing competitors being proactive in their approach to creating great places to work

Employees leaving to work in places where better wellbeing in place

Noticing the workforce is changing and demanding different employee experience - e.g. younger generation more demanding of work life balance

Let us help you create a great place to work for your people
Schedule a RAW Framework Review call to explore your questions and discuss next steps with one of the Oasis RAW Team
Call 01937 541700 or email Lise@oasishumanrelations.org.uk

WHAT QUESTIONS ARE EMERGING?

WHAT NEEDS TO BE IN PLACE?

<p>2 BUILDING THE FOUNDATIONS</p>	<p>Where do I start? What are the basics? How are we exposed? What will happen if...? Who's doing what out there? What's the minimum that needs to be in place? Who's responsibility if it goes wrong? What risk do we have?</p>	<p>Risk assessment Mental Health First Aid training for select few Health and Safety policies and processes Wellbeing policies Insurance review Part of compliance agenda Tangible early initiatives - e.g. yoga and a fruit box Basic employee survey</p>
<p>3 DEVELOPING MANAGERS</p>	<p>Whose responsibility is wellbeing? Mine, the individual or the organisation? How do I have these difficult conversations? What if I get it wrong as a Manager? Am I (the Manager) at risk? How do I manage my boundaries? What's the right balance between caring for people and getting the job done? How much do I need to know about what they're experiencing?</p>	<p>1 to 1 Manager coaching and mentoring support Increase skills development to handle difficult conversations and build resilient relationships Skills for Change training programme Whole Person wellbeing workshop for all Managers Team development Employee assistance programme/counselling support Deer employee survey and focus groups to decide on additional activities</p>
<p>4 THINKING & ACTING STRATEGICALLY</p>	<p>What's the return on investment? Can investing in wellbeing provide a competitive edge? What kind of employer do you want to be? Can we survive without it? How does it align with our vision? What does a proactive joined up approach look like? How does it impact the triple bottom line (social, financial, environmental)? How do we become a first mover?</p>	<p>RAW strategy development Vision which incorporates employee wellbeing/great place to work Employee experience mapped and opportunities identified Clear sense of challenges which will need to be overcome Measures for wellbeing in place at a Board level Wellbeing on the agenda at Board meetings Radical thinking and courage to try and map new ways of working Customer experience is mapped to employee experience Internal champions Whole Person wellbeing workshops for all employees</p>
<p>5 EMBEDDING A CULTURE</p>	<p>If people really did matter what would we do differently? What else can we learn from putting RAW at the heart of the organisation and vision? What's not yet been tried? What else is possible? What are we learning? How do we continue on this track? What haven't we tried yet? What else needs to change?</p>	<p>Enquiry process Appetite for culture change Board and Senior team driving the agenda for wellbeing Innovation is a core ingredient for ways of working Testing and learning is welcome: people feel safe to try new ideas, get this wrong and learn Clear boundaries around responsibilities</p>
<p>6 THINKING CO-CREATIVELY</p>	<p>What's the consequences if we ignore this? What's the future facing us? If planet really matters... what do we do different? What future do we want? Can we hold of the collapse? What is the value if we come together? Where does technology sit? What ways of working need to be disrupted?</p>	<p>Cross industry working and steering groups Sharing of ideas and resources outside of the organisation Identifying opportunities to use technology as an enabler not replacer Acting as an industry resource for other organisations to connect with, learn from and be encouraged by Researching what works and what doesn't work. Gathering trends Utilising the voice of the sector as an influencer or advocate</p>

If you're interested in joining with other organisations to share what's being learnt in doing this work, you might be interested in joining our RAW network, a members network that meets quarterly to share best practice and new tools. <https://oasis.humanrelations.org.uk/services/employee-wellbeing/> for further information