

## CAKE AND HR FORUM:

### SUMMARY OF KEY POINTS: BETTER WORKPLACES = BETTER RESULTS

It is impossible to capture all of the points made but here is a brief list. If you want to know more just call or email and I can explain further.

Our thanks go to Anna Harvey, Employment Partner at Price Bailey for setting the scene for the knowledge share and also for sponsoring the full afternoon teas,

#### Essentials

1. Should be HR and CEO led
2. Employees need to be involved in the solutions
3. The need to calculate the Return on Investment so have your figures worked out before you start: absenteeism, EAP uptake, engagement scores etc
4. A measurable success at the outset will allow the business case for more investment
5. Link the wellbeing strategy to the strategic direction and values of the company

#### Key points from members of the group

There is not one solution; we must identify where the needs are and target those pressure points. Anna Harvey from Price Bailey advocated an audit first to find the pressure points.

Accept that we cannot fix everything for everyone and also that we can provide tools and resources but people have to help themselves.

"Swedish Hours": set breaks for all staff so that they go to lunch together, have regular breaks after 1.5 hours of desk work, and also setting a quiet time during the day with no access to social media. Used by a firm of Graphic Designers and has increased productivity.

Restructure the working week down to a sensible number of hours and make the lunch hour unpaid so that employees feel they have the right to take a full lunch break.

Establish break out areas and encourage people to use them

Get people to leave the office everyday for at least 15 minutes to just walk the block.

Change the snacks available and have more water.

Setting boundaries for staff is a good thing, and lead from the top.

Arrange regular wellbeing days with e pitches e.g. Slimming World etc, an on site physio, health checks. Some things may cost but some you can get for free.

Explore a divorce recovery programme to train managers and / or support people going through a divorce. 42% of marriages end in a divorce in the UK so a lot of staff are affected and support can get them performing.

Train managers in resilience so that they can manage themselves first.

Macmillan Cancer offer a recommended pack to help people associated with cancer in the workplace.

US universities offer online courses in resilience following 8 modules.

Start with managers; invest in them first.

Senior managers / CEO need to give people "permission" openly and clearly to work flexibly otherwise employees may not believe its ok.

CEOs should give regular state of the nation briefings to all staff; a direct communication channel with the opportunity to ask questions. Even consider staging some tricky questions so that employees get the hang of the idea that they can ask anything.

Get senior managers to talk on management courses about mistakes they have made and what they learned. This is about giving permission to make mistakes and not cover up.

It's ok, indeed imperative, that we use the word vulnerable at work. We should be more honest about vulnerability.

Whilst wellbeing strategies and activities are all good things to do, are organisational structures fit for purpose in terms of meeting employees needs and business demands or are they fundamentally outdated and outmoded and is something entirely new needed.

Look at Laloux's Book and a brief overview of a couple of highlighted organisations who are doing something different in how the businesses are structured and run which has resulted in improved productivity and overall employee satisfaction and engagement and notes of where to find the detail in Laloux's book.

Also below is a dropbox link to the book as the 5mb file might be too big

<https://www.dropbox.com/s/3f9jitnpxbw6aai/Reinventing-organizations.pdf?dl=0>

Book recommendations / articles

"The Power of Y"

Workplace Charter from Dame Carol Black

<https://www.raconteur.net/workplace-wellbeing>

How+wellbeing+helps+the+bottom+line+as+well+as+the+workforce:+

<https://www.thetimes.co.uk/raconteur/business/wellbeing-helps-bottom-line-well-workforce/>

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