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Present

# WELLBEING RISK MANAGEMENT

# Comparison of Mitigation Resources

## POLL QUESTION

How many employees are mitigating  
Wellbeing Risks in your organization?:

- A ) 0
- B) between 1 and 10
- C) 10-50
- D) Over 50

**FRAUD**

**900b**

Loss Events

**Wellbeing**

**600b**

Loss Events

# Comparison of Mitigation Resources

x ~133 employees mitigating  
wellbeing related risk

**FRAUD**

**900b**

**~200**

**Wellbeing**

**600b**

**x**

**Loss Events in EUR**  
**# Employees per Organization**



# Hitting Home

costs of wellbeing (stress/psychosocial) loss events

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- Global: > USD 1 trillion
  - EU: > EUR 600 billion
  - UK: > GBP 51 billion
  - Switzerland: > CHF 6.5 billion

**For every £1 spent in employee mental health interventions, employers get \_\_? £\_\_ in return:**

- A) Difficult to estimate
- B) The same value back
- C) Nearly double, i.e., £2 back
- D) Four times, 4x per £ or more

**ANSWER =**



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**(D) ROI is 4x investment-- £5 per £1**

# Leigh Pezzicara

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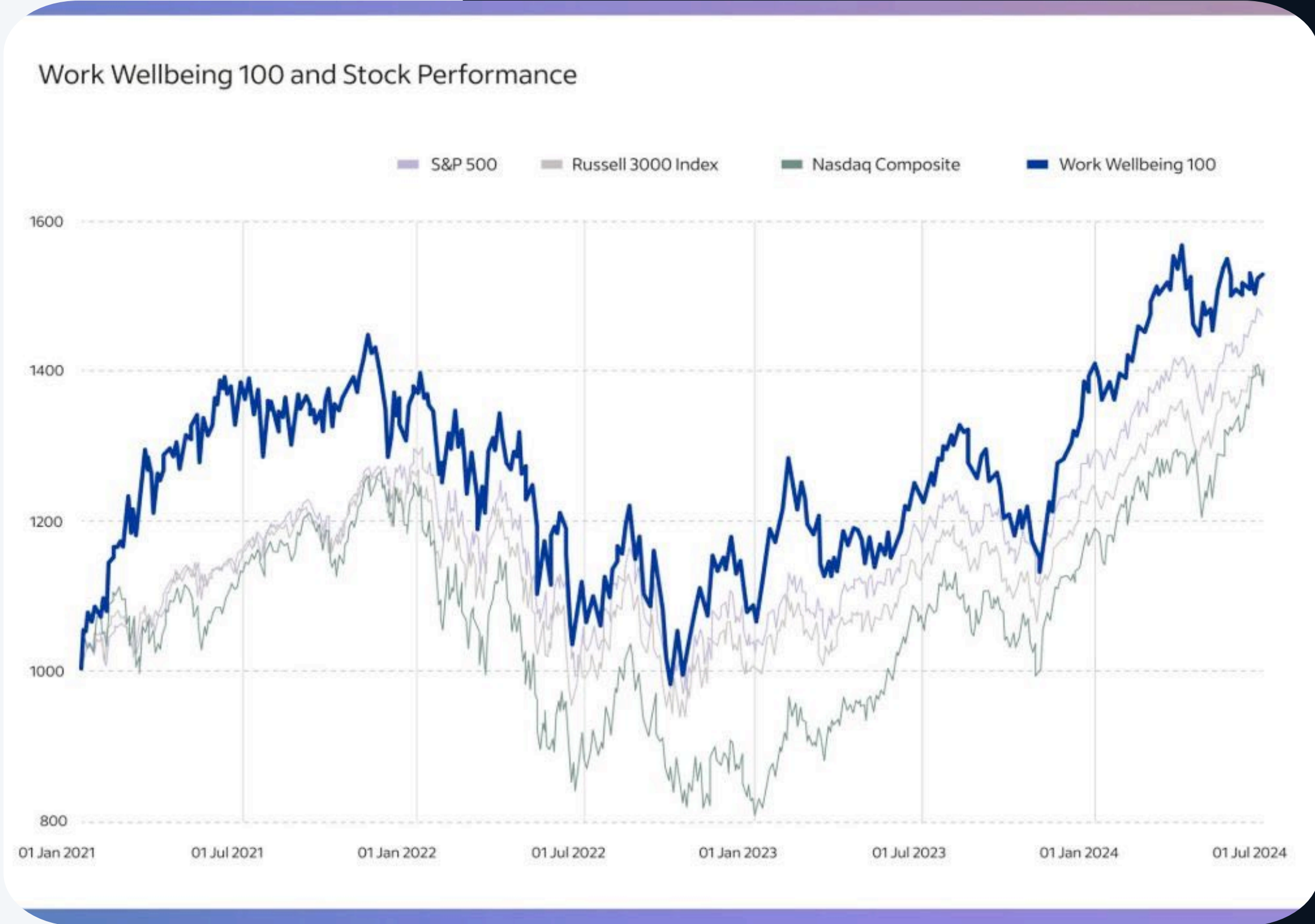
Executive Director  
Wellcast ROI Global



# Stock Performance

**Workplace Wellbeing 100**  **S&P 500  
Russell 3k  
Nasdaq**

Work Wellbeing 100  
outperforms  
S&P 500, Russell 3000, Nasdaq

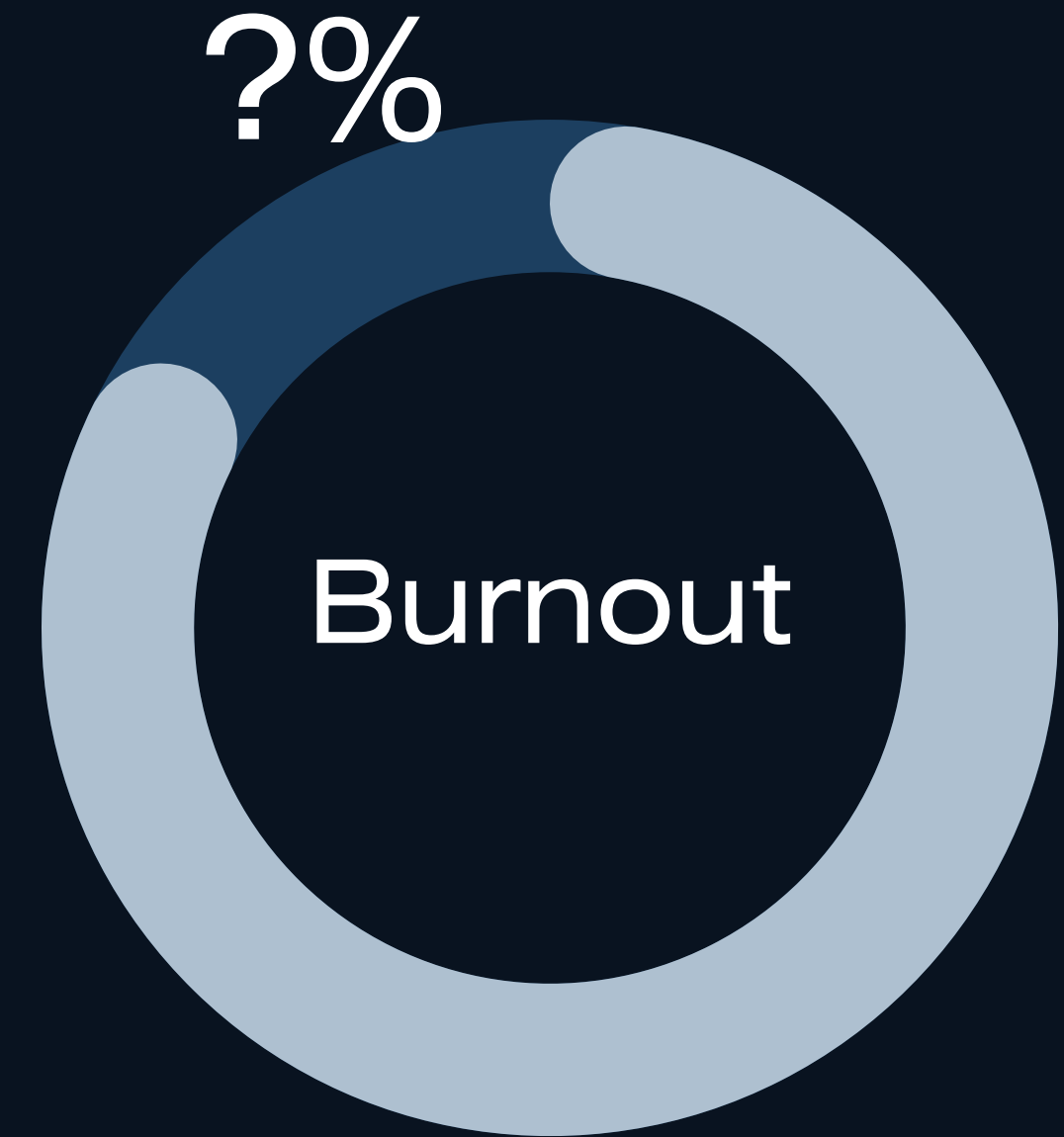


# Likelihood of Employee Burnout

When Employees Feel Included at Work,  
the Likelihood of Burnout is reduced by \_\_\_?\_\_\_

- A. Reduced by 10%
- B. Reduced by 25%
- C. Reduced by 50%
- D. Not impacted by this factor

**ANSWER =**



# Likelihood of Employee Burnout

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**(C) REDUCED BY 50%**

50%



Burnout Reduction

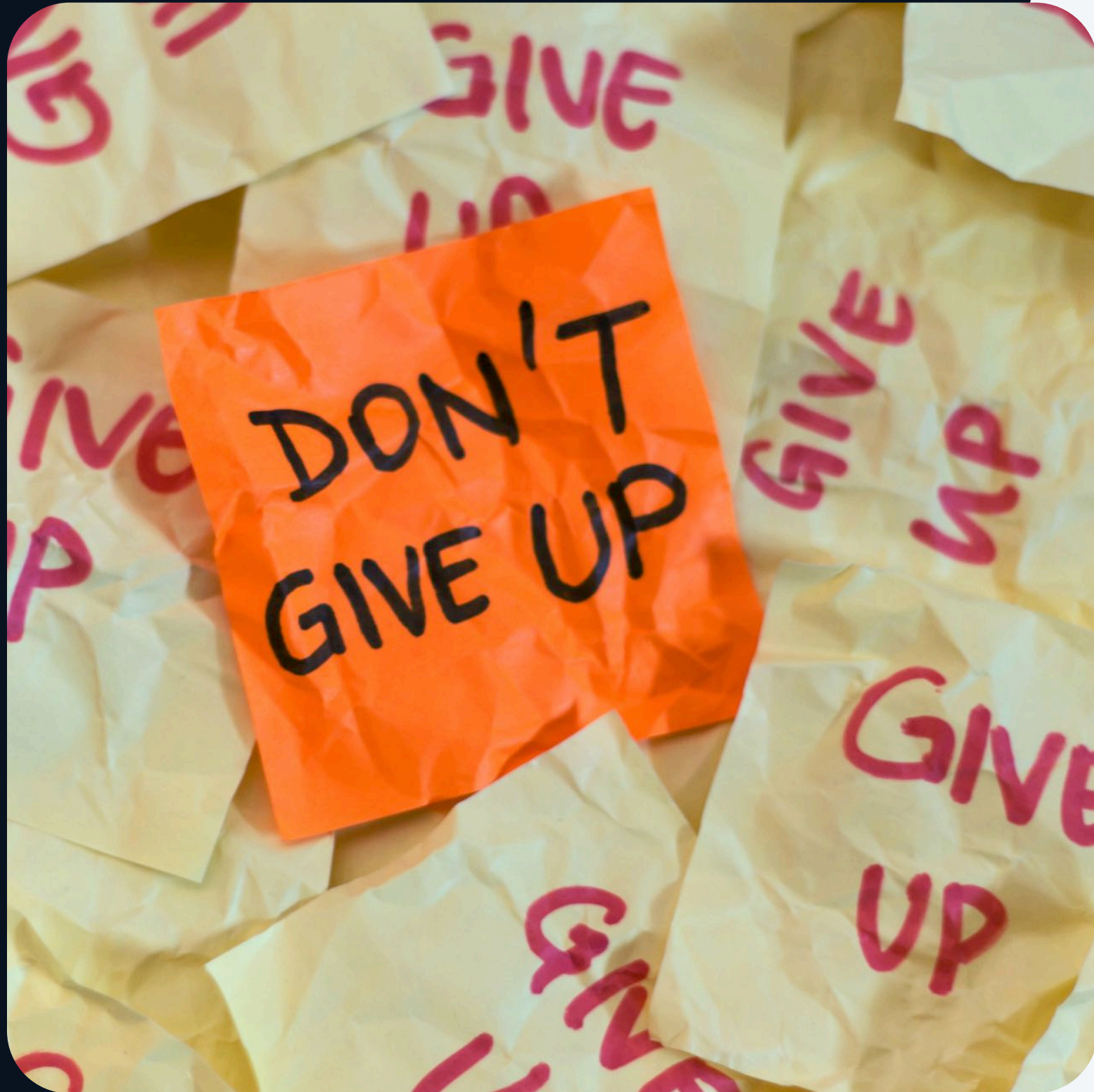
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# Our Focus:

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- 133 employees - dedicate resources
- Wellbeing 100 - outperforms market
- 50% reduction in burnout risk
- 4x ROI

# Wellbeing Governance & Risk Management



Establish vision from the Top

Communicate Honestly.  
Authentic Prioritization of People.  
Open and Ethical Vision



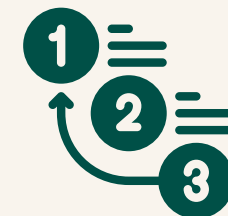
Lead well & build trust

Build Trust.  
Understanding People's Needs.  
Prioritize Dedicated Resources.



Discover & build trust, trust, trust

Identify Risks & Opportunities  
Understand company needs, by division & geography.



Target & prioritize

Invest in programs fit for purpose, with financial impact, instead of a blanket approach.



Monitor & Report

Create a private and trustworthy governance systems to regularly measure & monitor.

**Wellbeing Governance  
Consulting & Solutions**

# How Can We Support You?

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 Dr. Mahua Ganguly

 [www.SaysLife.com](http://www.SaysLife.com)

