



Balancing Act

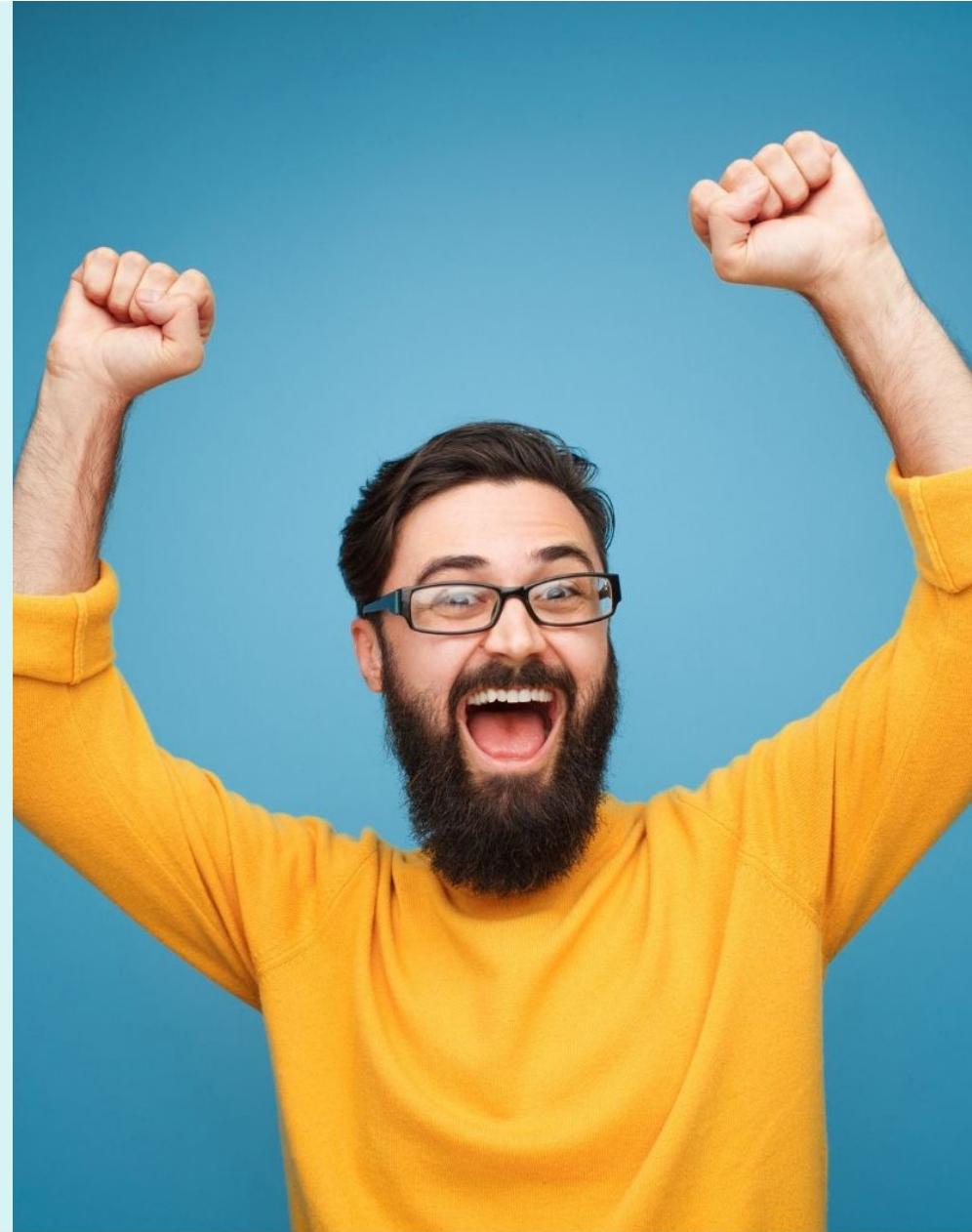
Integrating Culture & Wellbeing
strategies for Hybrid Work

Petra Velzeboer



A state of wellbeing in which an individual realizes their own potential, can cope with the **normal** stresses of life and can make a contribution to their community.

World Health Organisation



WHEN THE PERKS DON'T WORK

The true value of investing
in a culture of wellbeing

The issue...

- 51 Billion – Annual Cost of poor mental health. Deloitte
- 103 Billion – The cost of staff sickness in the UK. IPPR
- 1.8 Million – Workers suffering from work related stress. HSE

A Mentally Healthy Culture

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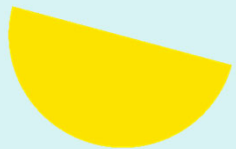
Challenges of a Hybrid World

- Communication
- Meeting culture
- Inequality
- Burnout
- Culture, connection & belonging
- Managing split teams
- Noticing when someone's not ok



What drives job satisfaction, according to employees?

Ranking the drivers of job satisfaction





The most important
quality of a leader
is to **model the way**

THE FIVE PRACTICES OF EXEMPLARY LEADERSHIP
2011



Your foundation is everything



LOVE



FOOD



MOVE



SLEEP



SUN

Show the way

- ✓ Schedule Connection
- ✓ Be Explicit
- ✓ Don't avoid the issues





Unproductive meetings cost \$34 billion a year

70% of employees believe their job satisfaction would improve if they attended fewer meetings

Pumble.com

Statistics on time spent in meetings





Priya Parker

The Art of Gathering

- Give your gathering a Purpose
- Connection over Tasks
- Create a more playful world
- Close with intention





If you want a different response,
why not ask a different question?

Petra Velzeboer



Connection

Formal and Informal

Team meetings

Performance reviews

Office or Team days

1-2-1 Check ins

Show the Way

Wellbeing in daily language

PVL

Begin with you.

Invest in your mental wellbeing and satisfaction at work

Petra Velzeboer



My team support with...

- Strategy
- Leadership
- Training