

The Workplace Wellness Program

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The Problem

It's clear from the COVID-19 data that future workforce effectiveness will require an organisation-wide commitment to mental health and wellness. It's important to recognise, however, that the cracks in people's workplace experience had already appeared. In 2019, the World Health Organisation identified [burnout](#) as a workplace hazard, [workplace loneliness](#) was on the rise and [mental health issues](#) (overt and covert) were already driving large numbers of absenteeism and presenteeism. These facts are important for our shared humanity standpoint alone, but clearly impact business productivity metrics if left unchecked.

McKinsey & Company

"Employee's most pressing needs are now work-life balance, mental and physical health, and to be working with people they trust. Future workplace effectiveness will come from meeting those needs." ¹

Deloitte.

"Many workers are experiencing burnout exacerbated by COVID-19, which makes well-being a top priority in any organization's return-to-work approach." ²



"Employers that invest in solutions to maintain their workers' health and wellbeing will be the most likely to retain their most productive staffers." ³



"We need to be cognizant of the fact that if [COVID-19] goes on in an enduring way that it may start to impact people's mental health. Employers do need to watch out for mental health wellness too." ⁴



"5 culture shifts happening now and for the next decade include Health-Based Decision-Making & Self-Transformation." ⁵

1. [COVID-19 and the employee experience: How leaders can seize the moment](#) (June 2020)
2. [The Future of Work After COVID-19](#) (May 2020)
3. [How do you ensure wellbeing is at the core of workforce resilience?](#) (May 2020)
4. [Should your OH&S Strategy Focus on Wellness?](#) (2020)
5. [The New Era of Connection](#) (2020)

The time to support your people for mental health and wellness is now.

An Elegant Solution

The Workplace Wellness Program is a profoundly effective evidence-based program designed for modern adult learning styles. Drawing on nudge economics, neuroscience, positive psychology, neurobiology and contemporary Gestalt therapy, it supports teams to connect authentically while building wellness-focused habits across the four key pillars below. Delivered successfully since 2016, The WWP uses a captivating cocktail of heart + humour + world-best research from leading universities, professional publications to form our evidence-based framework.



1. Mindfulness
Helps respond to stressful life events intelligently



3. Movement
Staff are supported to make movement a daily habit



2. Emotional Health
8 research-based strategies for improving mood throughout the day



4. Food & Mindful Eating
An invitation to adopt a Harvard approved mindful eating practice

The Delivery

Week 2 – 8 The Program

Weekly Meetups - Online for COVID

Teams develop wellness habits together.

Daily Accountability

A daily email with an online diary keeps participants accountable.



Week 8 Post-Program

Post Program Survey

Enables us to report on the program's impact over the 6 week training.



1:1 Sessions

15 minutes with each team member to identify personal goals.

Support Materials

Participants receive their Guidebook and Workbook.

Pre Program Survey

A gauge of participant's start point.

Week 1 Pre Program



Leadership Circular Feedback

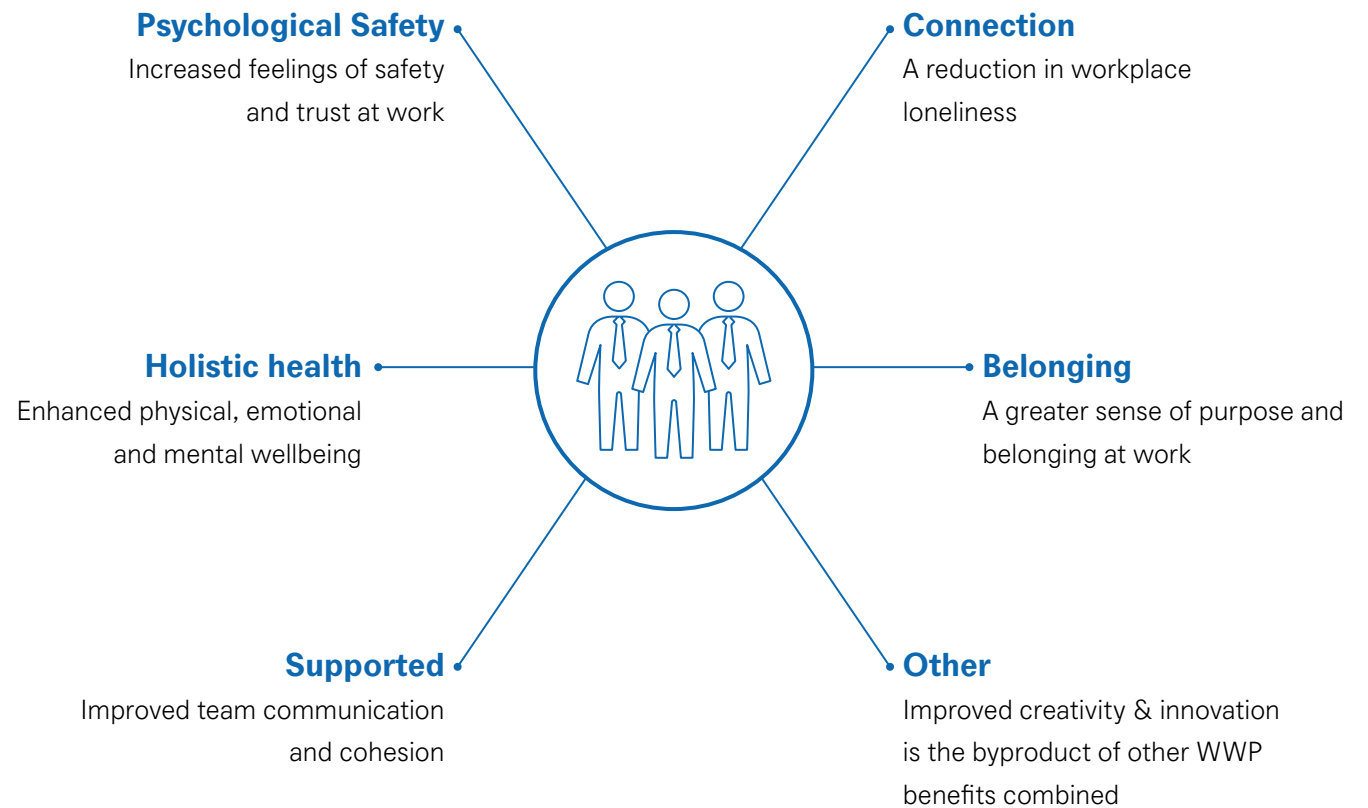
We share survey results and collect observational team dynamic feedback from leaders.

Week 10 Post Program

- Pre Program ■
- The Program ■
- Post Program ■

The Benefits

“The employers that invest in solutions to maintain their worker’s health and wellbeing will be most likely to retain their most productive staffers,” says EY. The qualitative and quantitative data we collect post program shows the following benefits of choosing Future Culture’s Workplace Wellness Program:



The [PWC Heads Up Report](#) shows organisations that successfully implement workplace wellness programs can expect a positive return on investment (ROI) of 2.3.

The Bonus

Looking for an IWBI WELL Certification?

Future Culture salutes the International WELL Building Institute's (IWBI) for helping workplace communities thrive within built environments. While WELL Certification requires robust review by the GBCI, Future Culture's Workplace Wellness Program proudly helps projects earn up to 15 points towards this WELL Building Standard goal by supporting culture development features in the Nourishment, Movement, Mind and Community Concepts.



A Case Study

FUTURESPACE

Twenty-two people from award winning architecture and interior design company Futurespace (not to be confused with Future Culture) completed The Workplace Wellness Program.

Staff survey results:

WWP Outcomes

Feel closer to colleagues? → 95% Yes

More positive about work? → 95% Yes

Increased engagement & productivity? → 89% Yes

Feel better physically? → 89% Yes

Have clearer work purpose? → 84% Yes

Feel more positive about your company / employer? → 100% Yes

Enjoyed the philanthropy? → 100% Yes

How would rate course? → 100% Excellent or Very Good

Leader survey results:

WWP Outcomes

Increased positivity? → 100% Yes

Tighter team bonds? → 100% Yes

Improved physical vitality? → 100% Yes

Improved productivity & engagement? → 84% Yes

Rate course ability to impact workplace culture? → 100% Excellent or Very Good

Would you recommend the WWP to business leaders? → 100% Yes

Angela Ferguson, Futurespace MD, says:

“The Workplace Wellness Program has completely changed my leadership style. I used to try and maintain a ‘safe’ distance from my team, and only connect very superficially. Working through this program together has allowed us all to be vulnerable with each other, in a space of trust, and has created a deep and authentic connection amongst people at different levels of experience and all in vastly different stages of their lives. It has fundamentally changed mindsets within our organisation, and contributed to the attraction and retention of valuable senior leaders in the business. I’m so excited for what we can achieve together as a team now that we have this new bond, and new strength.”

Team Members Say

Anonymous post-survey

"Mindful eating was mind blowing."

"Understanding that it is completely in my power to change my health and happiness. Having the tools to commence on self-love is really empowering. I always knew it was something I needed to do but I just had no idea how and may never have started had I not been shown a simple it could be — just a step at a time."

"Turning half glass empty into a half glass full attitude which then has a positive effect on people around me. It made me think of the perfectionist parenting I endured and the negative way it shaped me as an adult. I'm conscious not to allow history to repeat itself."

"Connection, authenticity and new quality of conversations with others in my organisation."

"Expressing and receiving thanks — the session really stuck with me and gave me the opportunity for reflection and conversing with those closest to me."

"Meditation is a simpler practice than I thought it was."

"I notice my thinking has gotten brighter, I am able to slow and change my thinking when it gets out of control. My relationship to exercise has completely changed - it's something I want to do and something I enjoy. I also know how to incorporate smaller movement choices into a whole."

"I've changed my mindset towards eating — rather than eat slow as a restriction or punishment, I'm now doing so to enjoy and consider the benefits of eating."

"Things are temporary and learning to recognise when things are out of my control. Picking up after things fall down, putting strategies in place in a controlled way rather than putting out spot fires or just dropping things completely."

"I have been very focused on positive thoughts. I am a huge self-critic and I have noticed I need to step back and ask myself why I need to stew on things, what benefit it is doing and truly recognise that it is a negativity that in fact can, most of the time, be fixed or reversed."

FUTURE SPACE

Other Clients Say

Neil Harrison, Westpac Director

“This program pulls together the fundamental elements of wellbeing in a clear and engaging way. It provides insights and techniques that we should all be equipped with. There’s no ‘rah-rah’! It’s centred around practices that you can bring to life every day. Regardless of where you’re at, it provides a really positive foundation for personal growth.”

Wendy Colaco, AMEX Director

“I really liked this program because I found it really fresh. I felt that it was very clear, it had very clear guidelines as what was to be done, but also what to be flexible on. A key benefit for me is that it’s transportable. I can take it into any work environment, any personal environment, I can take it when I travel and it’s something I can give to myself every day. I think it should be mandatory for not only every human being but every workplace.”

“If you’re a boss, do your people a favour and choose The Workplace Wellness Program. Seriously, your staff will love you for it.”

Heather Bray, Psychologist

“I loved how accessible the content was. It was interactive, engaging, easy and very attainable for busy adult learning styles. The whole idea of self-talk and how we manage our thinking is just an enormously valuable tool for all human beings. As a psychologist I think there are so many ways to complicate those processes, but the way this program has put those concepts together makes it really clear, really simple, and really attainable.”

Oli Oulsnam, Hummel Architects, Architect

“Entering into this program I believed I had most things figured out and, if I’m honest, at first it seemed like it wasn’t for me, but half way through the course something inside me changed profoundly and I now recommend this program to anybody, no matter what profession, how confident, smart, funny, charming, or physically fit you may be. If you’re a boss, do your people a favour and choose The Workplace Wellness Program. Seriously, your staff will love you for it.”

About Future Culture

Future Culture proudly supports Australian businesses and organisations to develop healthy workplace cultures within which psychological safety is a given, team bonds are strong, and wellness is both valued and supported for people to thrive.

We do this with our suite of evidence-based workplace wellness programs, inspirational speaker offerings and aligned psychological coaching services. Our frameworks are simple but powerfully effective in transforming your workplace for good.

The Future Culture team is led by Eloise King. She has a BA in Psychology & Anthropology and is currently completing her Masters in Gestalt Psychotherapy. A former News Ltd journalist, section editor and feature writer for *body+soul*, she has leadership experience building communities in workplace settings.



Giving Back



Every time you engage Future Culture to run a workplace wellness program, we support a woman impacted by domestic violence in Two Good's Work Work program to get the wellness support she needs before reentering the workforce.

Alex Nagle, Two Good's Social Impact Manager, says:

"What a privilege it is to work with Future Culture's Workplace Wellness Program team. The women in our Work Work program gain so much and are so thankful for the learning that will support them for years to come. Thank you to the companies who choose Future Culture for wellness, it's your choice that enables Eloise and her team of professionals to show up for our women too in 2020 and beyond."



In Summary

Future Culture is committed to making your workplace a healthier, happier, more empowered and productive place. Our signature workplace wellness program is 100% evidence-based and keeps your people accountable to meaningful self-care and wellness goals, together.

In response to the increase in COVID-19 and pre-existing workplace issues around burnout, feelings of disconnection and mental health issues, The Workplace Wellness Program successfully increases feelings of psychological safety, improves team trust, enhances physical, emotional and mental wellbeing, reduces

workplace loneliness and gives people a greater sense of belonging at work.

As a decision maker in your organisation working to support your people's mental health and wellness, we salute you.

Further questions to:

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