Organizational Wellbeing
Healthy Companies, Healthy People, Healthy Business
BizPsych Organizational Development Services

- Organizational Culture Assessment
- Leadership Development
- Change Management
- Strategic Visioning
- Executive Coaching
- Breakthrough Change
- Team Building
- Employee Training and Development
- Conflict Mediation
**Wellbeing**

**WELLBEING**: the state of **being** happy, healthy, or prosperous : welfare

- *Merriam Webster*

**Quality of life include**: the built environment, physical and mental health, education, recreation and leisure time, and social belonging.

- "Quality of Life" - Wikipedia
Happy

Notably fitting, effective or well–adjusted

- Merriam Webster Definition # 2
Polling Question

Which Organizational Development Service would you suggest utilizing to determine the “Happiness” of an organization?

A. Executive Coaching
B. Team Building
C. Organizational Culture Assessment
D. Employee Training and Development
E. Conflict Resolution
Organizational Culture

1. Mission, Vision Values – are they communicated?
2. Strategic Plan – relevant, useful, applied
3. Alignment – Rowing and knowing in the same direction
4. Job Satisfaction, Turnover, What makes us unique?
5. Learning, Improving
6. Balance – good for the company good for the individual.
Polling Question

Is it the organization’s RESPONSIBILITY to make employees happy?
“Built Environment”

It is the organizations **RESPONSIBILITY** to provide a safe, constructive environment where people know their goals, have the resources to accomplish their goals, be productive and thrive.
Health is the level of functional or metabolic efficiency of a living being. In humans, it is the general condition of a person's mind, body and spirit, usually meaning to be free from illness, injury or pain (as in "good health" or "healthy").[1]

- Wikipedia
Polling Question

Which organizational service might be primary in promoting the “health” of the organization?

A. Organizational Culture Assessment
B. Employee Training and Development
C. Conflict Mediation
D. Team Building
E. Leadership Development
Leadership

Consistent satisfaction survey results – “my relationship to my manager”

Physical Health – environment, layout, constraint theory, systems theory

Mental Health – accomplishment, process, relationships (conflict resolution, team building), accountability, engagement, results
Hierarchy is designed clearly and effectively – levels
Choose the right leaders for the right reasons
Employees are expected to do their best
Pay fairly and build trust
Coaching and mentoring
Challenge “multi-hatting/tasking”
Teamwork

Proactive Social Support:
From stress management to emotional resilience.

From emotional resilience to social resilience
Prosperous

2. Prosperous
   a: marked by success or economic wellbeing
   b: enjoying vigorous and healthy growth

- Merriam Webster

(In Buddhism, prosperity is viewed with an emphasis on collectivism and spirituality)

- Wikipedia
Polling Question

Which organizational development service could be focused on to promote “prosperity” in Organizations?

A. Change Management
B. Executive Coaching
C. Team Building
D. Employee Training and Development
E. None of the Above
F. All of the Above
The Bottom Line

1. Profit and/or sustainability is a primary driver for most organizations
2. If the ultimate purpose of the organization is profitability or sustainability i.e. prosperity, then we must make the case that happiness and health are essential contributors to “prosperity”
3. Organizational Lifespan – development theory
4. Does prosperity = Wellbeing?
As more organizations move toward “wellness” models to impact cost and employee wellbeing, does it also make sense to look toward the overall organization’s wellbeing instead of waiting for problems to necessitate a reaction?
"There is a positive feedback loop between individual health and overall organizational health ..."

- OWLS
References


