

The Well-being & Workforce Strategy Institute

Creating competitive advantage through thriving employees



Our vision for the future: Well-being will be the competitive advantage.

The Well-being & Workforce Strategy Institute advances innovative and research-based approaches to unlocking employee potential by integrating well-being into a company's workforce strategy. The goal: deploy the healthiest, most productive, engaged and competitive workforce possible to boost business performance and empower great people and communities. To drive this mission, the Institute will convene large employers and thought leaders around the following work streams:

- **Holistic Well-being:** Identify high-impact strategies that improve employee physical and emotional health, financial security, social connectedness and job satisfaction.
- **Employee Experience:** Establish best practices for creating a positive workplace experience through culture and the built environment.
- **Leave, Flexibilities and Work-life Solutions:** Promote strategic policies and programs that help employees be their best at work, home and in the community.
- **The Future Workforce:** Address how human-tech integration, diversity & inclusion and upcoming human capital trends intersect with health and well-being initiatives.
- **Business Performance:** Connect employee well-being to business metrics, such as talent attraction, engagement and retention; customer satisfaction and loyalty; profitability; safety performance; and industry-specific measures.
- **A Culture of Well-being:** Identify and share ways to infuse well-being throughout an organization and compel leaders at all levels, from front-line employees to C-suite executives, to embrace whole-person well-being in everything they do.

Institute members are asked to share their intellectual capital and organization's data and learnings as applicable. Deliverables strive to emphasize actionable and progressive solutions that encompass the range of industry sectors, business priorities and interests represented on the Institute.

The Institute maintains the portfolio of deliverables developed by its predecessor Institutes and continues to lead two significant programs on behalf of NBGH:

- The *Workforce Strategy* conference, which annually brings together forward-thinking leaders from global and U.S. companies to explore the latest trends in well-being and actionable business solutions.
- The *Best Employers: Excellence in Health and Well-being* awards recognizing leading employer strategies, programs and results on behalf of employee, family and community health and well-being.

INSTITUTE MEMBERSHIP

The Institute is comprised primarily of large employer leaders in well-being, benefits, employee experience, safety, absence and leave management and a small number of thought-leading partners and other stakeholders. The Institute meets twice a year in Washington, DC, with the third meeting held at the Workforce Strategy conference. Additional virtual meetings and Institute-only webinars are scheduled on an ad hoc basis.

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