

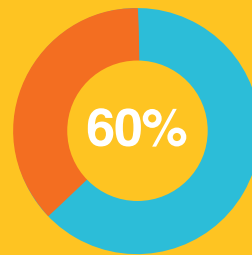
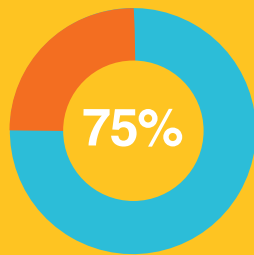
# Performance Coaching International



Wellbeing strategies are all the rage, but new research shows few employees are actually reaping the benefits.

Here's the truth. Your strategy is only as strong as the first link in the chain: managers' abilities for having wellbeing conversations.

THREE QUARTERS OF **company bosses** are IMPLEMENTING **WELLBEING PROGRAMMES**



**COMPANIES** report **employee wellbeing MODERATE TO VERY LOW**

Wellbeing has become a full-scale movement with a vast array of tactical options to choose from and implement. There are mindfulness classes, cycle to work schemes, smoking cessation groups, free fruit, in-house counsellors, helplines and more!

For managers, understanding and accommodating these schemes while still delivering targets can feel overwhelming. The UK Workplace Wellbeing Index reveals that companies have so far achieved underwhelming results.

An important first line of defence is missing from most wellbeing plans. It's a gap you can easily close to get better outcomes: the disconnect between managers, their people, and the resources they need to feel happy doing their best work. The solution is surprisingly simple.

PCI brings global expertise to help you tackle this challenge with our 90-minute Wellness Workout for managers. It's just one more reason we are the world-shaping conversation specialists that nearly half the FTSE100 choose to develop resilient workforces fit for the future.

**7/10** managers have **PUT OFF HAVING A DIFFICULT wellbeing "conversation"**

(PCI)

**64%** FEEL EMPLOYERS **DON'T PROVIDE sufficient resources TO MANAGE stress**

(CIPD)



**91%** OF **WORKPLACE INJURIES** are due to **HUMAN ERROR**

(Gallup)

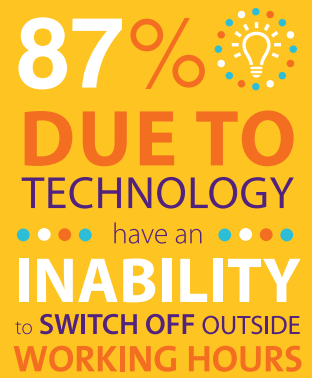


(Eurofound)



Absenteeism  
+  
Presenteeism  
=  
**77.5 billion**  
cost to UK productivity

(Britain's Healthiest Workplace)



(CIPD)

PCI brings global expertise to help you tackle this challenge. We are world-shaping specialists who are helping nearly half of FTSE100 companies develop workforces fit for the modern realities of work.

What we say can shape the thoughts, feelings and actions of others. The 90-minute Wellness Workout provides managers with practical tips and templates to help them facilitate conversations about mental and physical wellbeing, and to put support in place so employees stay well and in work.

Everyone leaves able to recognise the early warning signs, with tips for getting

conversations started and for responding to disclosure. In short: we teach managers how to identify those who need help, what to say and how, and to know when it's time to refer an individual for help elsewhere.

Poor health does not equate to poor performance. An individual can have a serious mental health problem and with the right support still thrive at work. But when health matters go unchecked and the opportunity to provide appropriate support is missed, the impacts are measurably high. People suffering in silence with stress, anxiety and depression report:

**85%**

find it **HARD** to  
**CONCENTRATE**



**64%**

taking **LONGER**  
to complete **TASKS**



**48%**

Showing less **PATIENCE**  
for customers & clients



## I want it! What now?

If so, let's start with a conversation, potentially a courageous one, but definitely one to set your team, your organisation and your leaders on a path to learning and more sustainable high performance.



**Contact us today:**

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