

Level 1 Accreditation Overview – The GLWS Personal Report



Lesson 3

- ▶ Topic 1: Position and apply GLWS
- Assignment: Create value proposition and business-case
- Topic 2: Key GLWS insights from a D&I perspective
- Assignment: Review GLWS benchmark data
- Topic 3: Future directions, wrap-up and next steps
- Live webinar!

Lesson 2

- Topic 1: Interpreting the Report, Case Studies
- Topic 2: Preparing for the GLWS debrief
- Topic 3: Debrief in Action
- Assignment: Your own practice debrief

Lesson 1

- Topic 1: GLWS and Wellbeing in the Workplace
- Topic 2: Development, Framework, Psychometrics and Principles of Use
- Quiz: 10 Multiple choice questions



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Positioning GLWS – 1




-  For high performers, people at risk & everyone in between
-  Economic & social value for organisations
-  Manages risk by building a culture of sustainable performance
-  Leaders are the enablers of wellbeing for others, start at top, commercial impact of their poor wellbeing
-  Individualised approach for buy in & to see change



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Positioning GLWS – 1



Workplace wellbeing – the complete continuum

Workplace Wellbeing	20% THRIVING	30% STRONG	30% STRUGGLING	20% LANGUISHING
Workforce performance	High	Medium	Low	Very Low
Business Performance	High	Medium	Low	Very Low
Profitability	High	Medium	Low	Very Low

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Positioning GLWS – 1

For high performers, people at risk & everyone in between

Engagement
Economic & social value for organisations

Work effort

Work quality

Customer experience

Commitment to job
Manages risk by building a culture of sustainable performance

Leaders are the enablers of wellbeing for others, start at top, commercial impact of their poor wellbeing

Individualised approach for buy in & to see change

GLWS
GLOBAL LEADERSHIP WELLBEING STRATEGY

E&K & SENSE

glwswellbeing

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Positioning GLWS – 1

For high performers, people at risk & everyone in between

Number of compliance issues
Economic & social value for organisations

HR Incidents

Ethical integrity complaints

Manages risk by building a culture of sustainable performance

Leaders are the enablers of wellbeing for others, start at top, commercial impact of their poor wellbeing

Individualised approach for buy in & to see change

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Positioning GLWS – 1

For high performers, people at risk & everyone in between

4 steps to guarantee leader-led wellbeing sticks

1 Learn it
Educate your leaders about wellbeing, mental health and the impact on economic and social outcomes.

2 Live it
Ensure leaders take a deep dive into the factors that drive and sustain their own wellbeing – get them to do the GLWS and prioritise their own self-care

3 Lead it
Hold your leaders to account and reward them for prioritising and attending to wellbeing for their teams

4 Embed it
Recognise and celebrate wellbeing champions who influence and drive systemic change towards a more sustainable future

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Positioning GLWS – 2




Includes mental health & resilience without over-focusing on them

Preventative compared to mental health strategies

Breadth and depth in the tool (more than physical and mental)

GLWS is credible, robustly developed and comprehensive

NO other comparable measure

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Applications 1 – executive coaching




Understand what is shaping a leader's ability to perform & stay at their best

Provide deep insights into a range of challenges that might otherwise remain hidden

Informs across a wide range of typical coaching needs

Fast-track deeper & more meaningful coaching conversations

Build commitment, compassion & intent to leading wellbeing for teams

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Applications 2 – wellbeing programs




Investigate how leaders and policies can evolve to boost a better work wellbeing culture

Educate on wellbeing and enhance capacity for conscious choices to build and sustain wellbeing

Comprehensive, whole of life approach that makes sense in today's patterns of work and life

Individualised, targeted, meaningful approach, no 'one-size fits all' approach

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