

The VUCA impact

- The nature of work, governance and society are in transformation, for everyone
World Economic Forum, 2020
- Occupational burnout formally listed in International Classification of Diseases
World Health Organisation, 2019
- 76% employees report struggling with their wellbeing
Global Wellness Institute, 2016
- 39% employees report work negatively affecting their mental health over past year
Mental Health at Work 2019 Report UK – Time to Take Ownership
- 30-80% employees will have a mental health condition at some point in their lifetime
Mental Health at Work 2019 Report UK – Time to Take Ownership / The Dunedin Report, 2020
- Annual economic cost of mental ill-health to Australian business is A\$6-36bn
Australian Government Productivity Commission Mental Health Report, 2019
- Annual economic cost of mental ill health to UK business is £42-45bn
Thriving at Work Review Leadership Council Deloitte, 2020
- Annual economic burden of low wellbeing estimated at 10-15% of global economic output
Global Wellness Economy Monitor, GWI Institute, 2018
- Depression and anxiety among the global workforce costs US\$1trillion in lost productivity each year
World Health Organisation, 2019



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The opportunity

- Wellbeing is increasingly being viewed as a compelling business imperative – a necessity for futureproofing economically and socially thriving organisations
- It's time to unlock the power of companies and leaders who care
- 90% of employees think mental health is an important issue for businesses, and that org. culture should support mental health
- <50% employees feel mental health and wellbeing is a priority for their employer
HBR Research: People Want Their Employers to Talk About Mental Health, 2019
- Unequivocal link between high levels of wellbeing and high levels of individual and organisational performance
- Indisputable relationship between low levels of wellbeing and high levels of risk and performance problems



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