**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 9**

**SMALL GROUP ACTIVITY**

**Well-being and its contribution to the workplace**

**Aim:**

The aim of this activity is to develop and communicate an understanding of well-being in the workplace.

**Objectives:**

* To define the concept of employee well-being and identify actions which can be taken to promote this.
* To promote the benefits of a proactive approach to well-being.

**Task brief:**

Imagine that you have been appointed as an HR Manager at H&M. Over the last year continued marketplace challenges have continued to stretch the organisation. Expansion has nonetheless continued at a rapid pace. Taking stock via the annual employee engagement survey and a review of key metrics, the organisation is concerned that employees are reporting increased levels of stress; absence levels are starting to creep up and morale has dipped.

You have been seconded to a global project which aims to promote the benefits of a well-being to both line managers and employees. It has been agreed that a series of postcards containing key messages will be produced. These will communicate:

* A clear definition of well-being
* The benefits at both an organisational and individual level of well-being.
* An indication of the triggers leading to a reduction in ability to cope at work
* The activities and services provided by the organisation to support well-being (you are free to make assumptions here)
* The steps individuals can take to manage their own well-being.

**Resources:** Paper and pens.

**Outcomes:** You will make create and display a number of sample postcards.

**Time:** 30 minutes group work followed by review.