

Change -
The importance of Wellbeing,
Engagement & Fit



Recruitment | Training | HR Support Services



Change is a constant presence in our lives, but 2020 continues to demand that we are more agile, adaptable and flexible than ever.

For most businesses this is challenging

For clients and customers this can be impactful

For our people this may seem overwhelming

Ensuring the appropriate strategies and support in place can determine how successfully we navigate the changes ahead.



WELLBEING

How satisfied we are with our lives, our sense that what we do in life is worthwhile, our day to day emotional experiences (happiness and anxiety) and our wider mental wellbeing.

key
criteria

Physical movement

Learning something

Supporting others

Being present

Connecting with people

top 3
tips

1. Have a co-created programme that reflects the needs of YOUR people
2. Encourage a culture of open communication, making mental health a priority
3. Heard, Valued, Safe





ENGAGEMENT

A positive engagement strategy can underpin or undermine your change plans, significantly affecting the potential and predicted outcomes.

key
criteria

Transparent

Consistent

Aligned

Adaptable

Clear

top 3
tips

1. Engagement plan centrally owned and proactively shared
2. All communications should be fully accessible in multi-format/media
3. Questions encouraged





FIT

Business change provides an opportunity, and sometimes the necessity, to revisit the fit between skills and roles. Getting this right can effectively smooth the path of change.

key benefits

- Sense of purpose**
- Optimised performance**
- Engagement**
- Retention**
- Customer impact**

