

the **inform** team 

Wellbeing at work

Is technology friend or foe?

Alex Cunningham, Mark Thompson and Natasha Bradley

Welcome

About us

- The Inform Team
- Your presenters
- Housekeeping
- Open discussion

* When you ask a question in chat, attendees will see your name



**The Mindful
Compass**



Alex Cunningham

- Alex is a corporate wellbeing trainer, mindfulness and compassion teacher and true story facilitator
- Adapting to life in the pandemic has seen Alex host over 1,600 online wellbeing sessions

theinformteam 



Mark Thompson

- Mark Thompson has over 20 years' experience in IT, training and support
- Currently he's helping people work with Microsoft Teams and all things Microsoft 365



Why wellbeing and work life balance matter



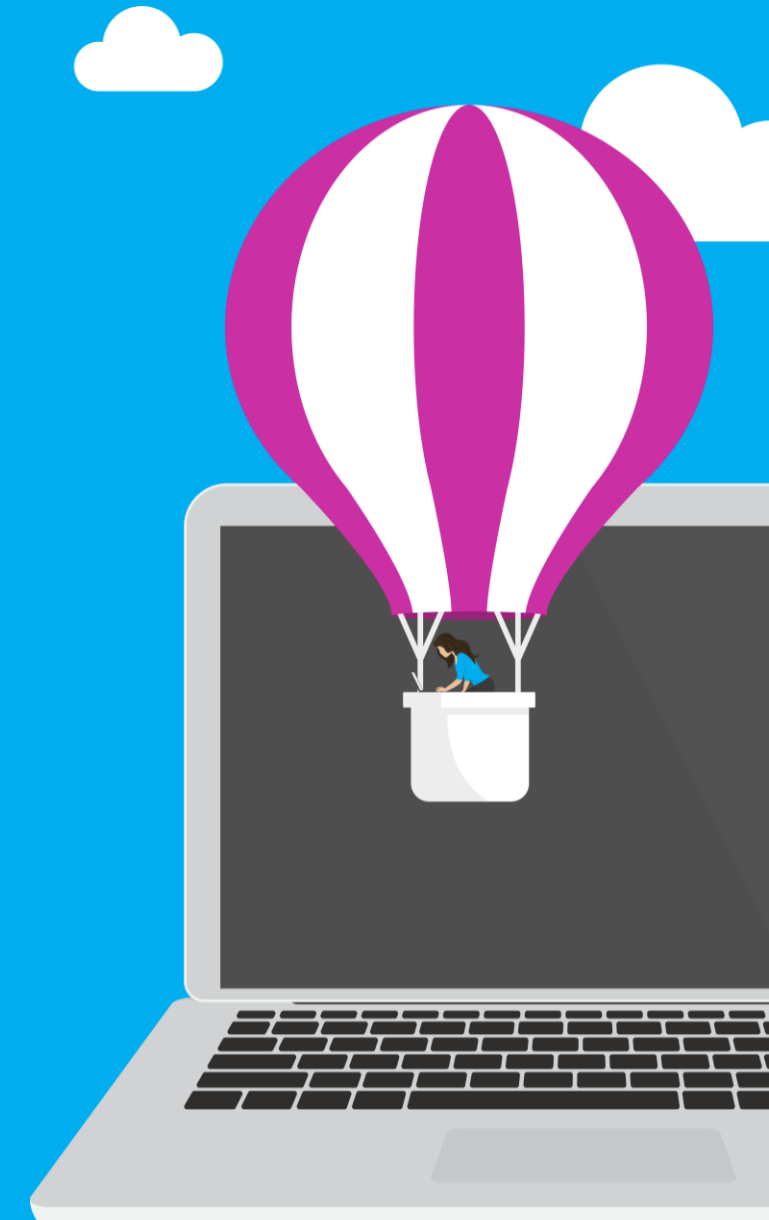
Elite athletes

- Nutrition – Fluids – Mind – Data – Technology – Recovery time
- “Our people are our greatest asset”
- Corporate athletes



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Alex Cunningham



Awareness – adding more data points

- Oxygen mask theory
- Low level stress
- Mood and energy



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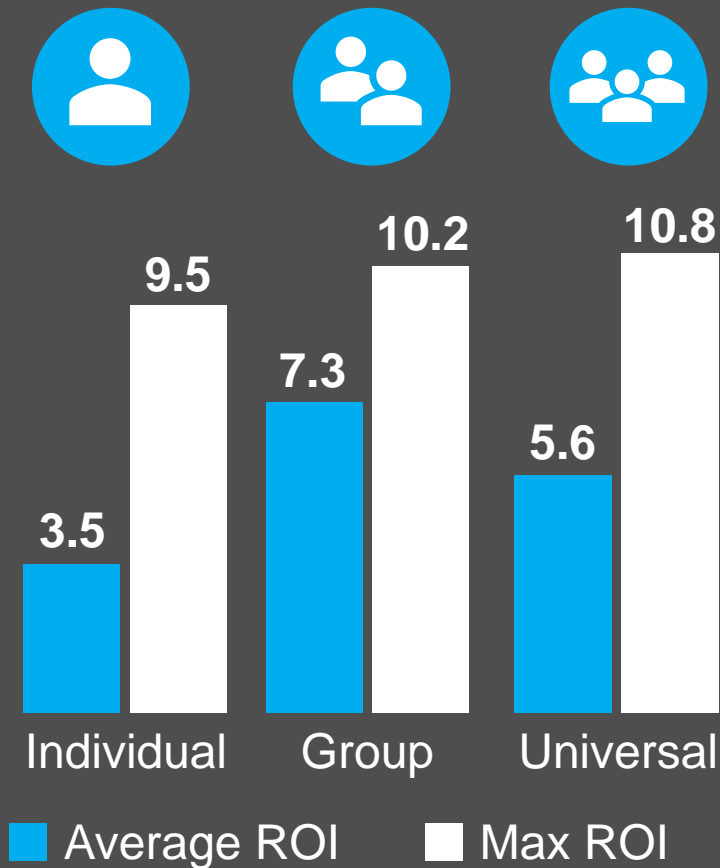


The big numbers



ROI by size of intervention

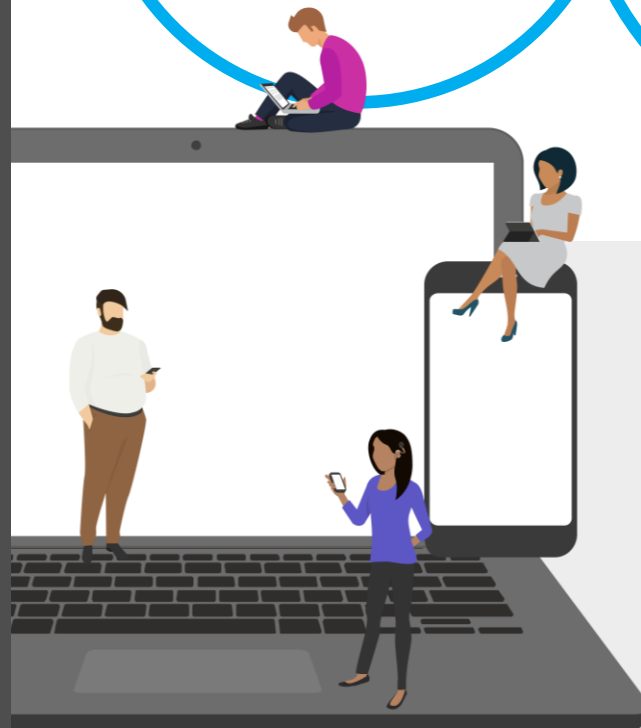
Average and Maximum, n=21



Absence cost
£6.8bn

Presenteeism cost
**£26.6bn
to £29.3bn**

Turnover cost
£8.6bn



Our updated research, which includes new studies, found that the ROI range is now between 0:4:1 and 10.8:1, with an average ROI of 5.2:1



Keep your best employees, attract the best candidates



Wellbeing helps sell your business



Alex Cunningham



Certified



Corporation[®]



Making adjustments

- Low-level stress
- Mood and energy
- Hybrid working



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I'M

INSECURE
 LOW
 TROUBLED
 SAD
 BORED
 ANGRY
 UPSET
 AGRIVATED
 PISSED OFF
 BLUE
 UNWANTED

IN PAIN
 UNHAPPY
 ANNOYED
 VEXED

IRRITATED
 GLUM
 SICK
 DOWN
 BAFLED
 NEGLECTED
 UNWANTED
 CONFUSED
 DEPRESSED
 REJECTED
 OFFENDED

STRESSED
 HEART BROKEN
 HATEFUL
 FEELING
 IMPAIR
 OUTCASTED
 DISTRESSED
 FORGOTTEN
 BITTER
 SCARED

Setting the right example

- Flexible working
- Expectations for replies
- Trusting staff to do their job





New wellbeing habits – start small



Wellbeing habit plan

- The anchor: any time you finish an online Teams or Zoom meeting like this one
- Physical step: close your laptop or put your pc on sleep mode
- The pause: put your hand on your tummy and take five slow, deep breaths
- Manageable frequency: start tiny, say twice in the first week



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Alex Cunningham



Changing the question



Can we afford to
invest in wellbeing?



Can we afford
NOT to invest in
wellbeing?

Keep in touch with Alex



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Thank you



Now for Mark Thompson!

