



# *Organizational Wellbeing*

Healthy Companies, Healthy People, Healthy Business



# BizPsych Organizational Development Services

- **Organizational Culture Assessment**
- **Leadership Development**
- **Change Management**
- **Strategic Visioning**
- **Executive Coaching**
- **Breakthrough Change**
- **Team Building**
- **Employee Training and Development**
- **Conflict Mediation**



# Wellbeing

**WELLBEING:** the state of being happy, healthy, or prosperous : welfare

*- Merriam Webster*

**Quality of life include:** the built environment, physical and mental health, education, recreation and leisure time, and social belonging.

*- "Quality of Life" - Wikipedia*



# Happy



**Notably fitting, effective or well-adjusted**

*- Merriam Webster Definition # 2*

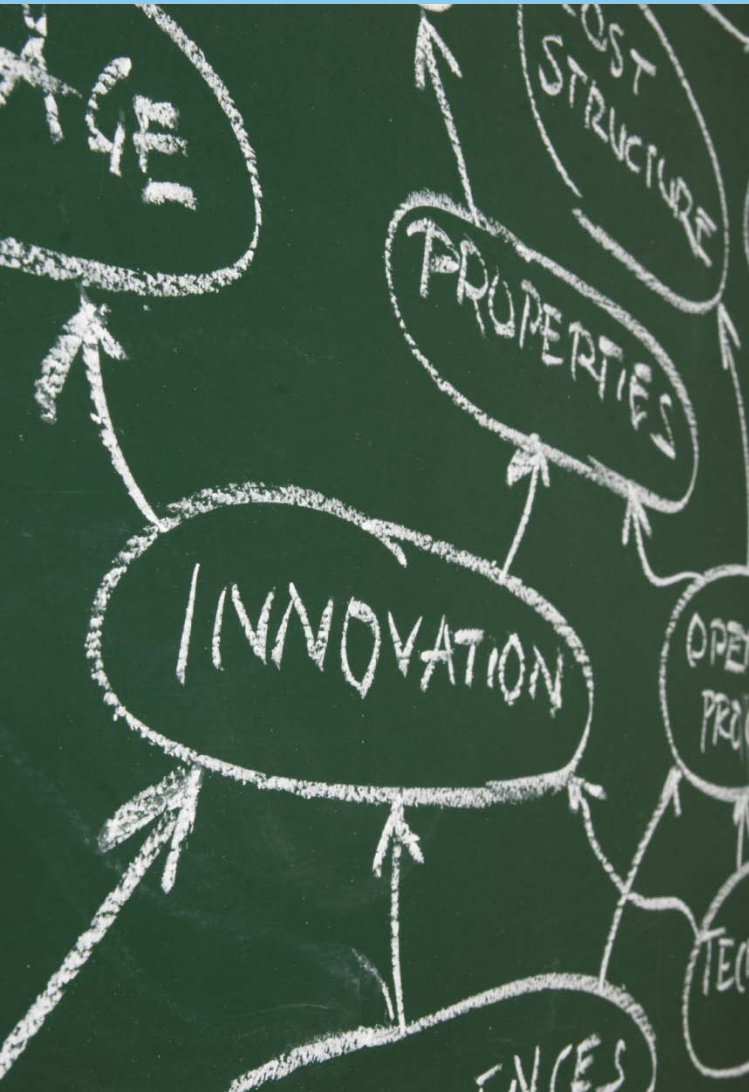
# Polling Question

**Which Organizational Development Service would you suggest utilizing to determine the “Happiness” of an organization?**

- A. Executive Coaching**
- B. Team Building**
- C. Organizational Culture Assessment**
- D. Employee Training and Development**
- E. Conflict Resolution**



# Organizational Culture



1. **Mission, Vision Values** – are they communicated?
2. **Strategic Plan** – relevant, useful, applied
3. **Alignment** – Rowing and knowing in the same direction
4. **Job Satisfaction, Turnover, What makes us unique?**
5. **Learning, Improving**
6. **Balance** – good for the company good for the individual.



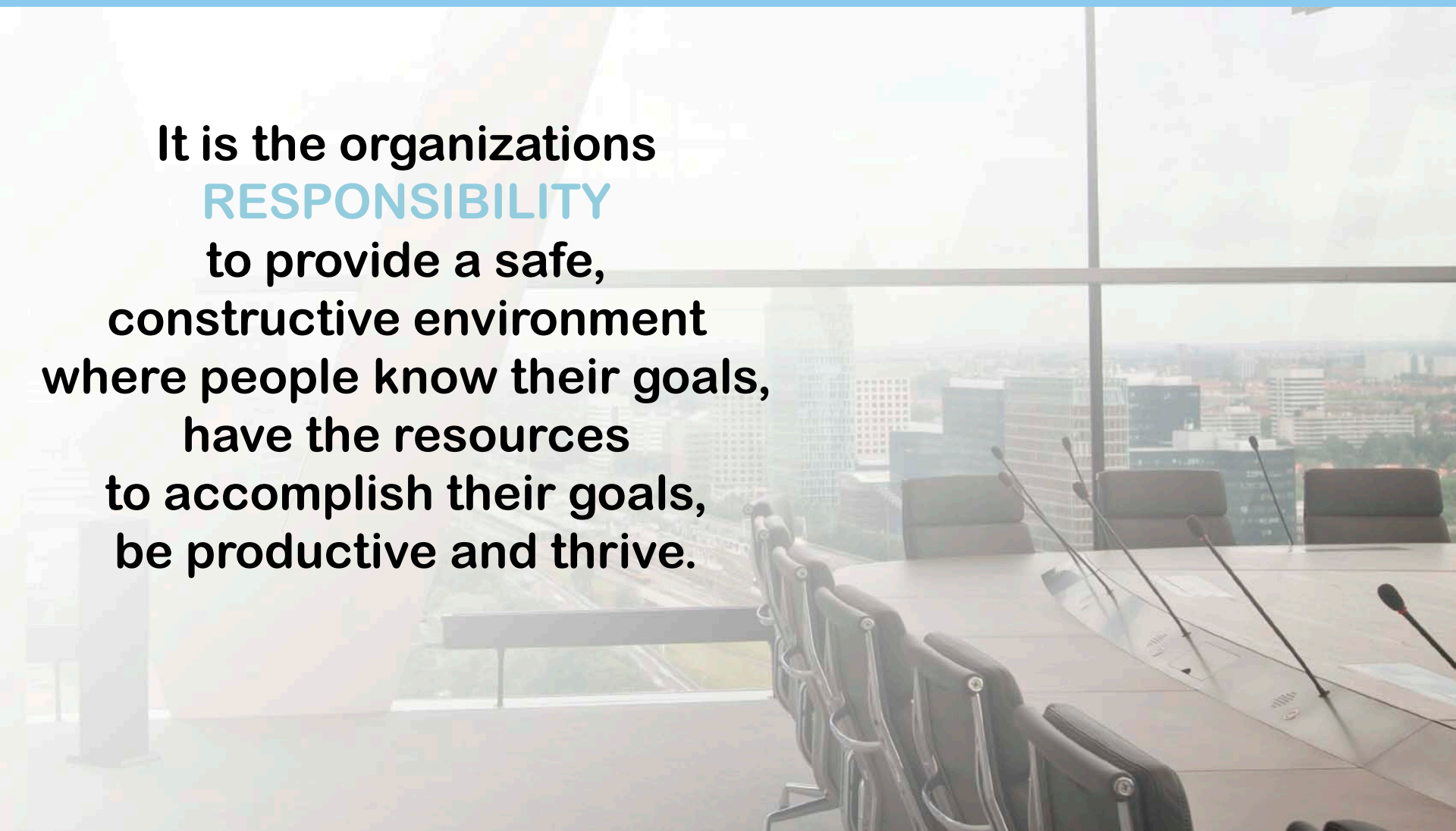
# Polling Question

Is it the organization's  
**RESPONSIBILITY**  
to make employees happy?



# “Built Environment”

It is the organizations  
**RESPONSIBILITY**  
to provide a safe,  
constructive environment  
where people know their goals,  
have the resources  
to accomplish their goals,  
be productive and thrive.

A conference room with a large window overlooking a city skyline. The room contains several black chairs and a long table with microphones. The text is overlaid on the left side of the image.



# Health

**Health** is the level of functional or metabolic efficiency of a living being. In humans, it is the general condition of a person's mind, body and spirit, usually meaning to be free from illness, injury or pain (as in "*good health*" or "*healthy*").<sup>[1]</sup>

- Wikipedia



# Polling Question



Which organizational service might be primary in promoting the “health” of the organization?

- A. Organizational Culture Assessment
- B. Employee Training and Development
- C. Conflict Mediation
- D. Team Building
- E. Leadership Development

# Leadership

**Consistent satisfaction survey results – “*my relationship to my manager*”**

**Physical Health – environment, layout, constraint theory, systems theory**

**Mental Health – accomplishment, process, relationships (conflict resolution, team building), accountability, engagement, results**





# Organizational Hierarchy

*(Elliot Jacques)*

- **Hierarchy is designed clearly and effectively –levels**
- **Choose the right leaders for the right reasons**
- **Employees are expected to do their best**
- **Pay fairly and build trust**
- **Coaching and mentoring**
- **Challenge “multi-hatting/tasking”**



# Teamwork

**Proactive Social Support:**

**From stress management  
to emotional resilience.**

**From emotional resilience  
to social resilience**



# Prosperous



## 2. Prosperous

a: marked by success or economic wellbeing

b: enjoying vigorous and healthy growth

- Merriam Webster

(In Buddhism, prosperity is viewed with an emphasis on collectivism and spirituality)

- Wikipedia



# Polling Question

Which organizational development service could be focused on to promote “prosperity” in Organizations?

- A. Change Management
- B. Executive Coaching
- C. Team Building
- D. Employee Training and Development
- E. None of the Above
- F. All of the Above



# The Bottom Line



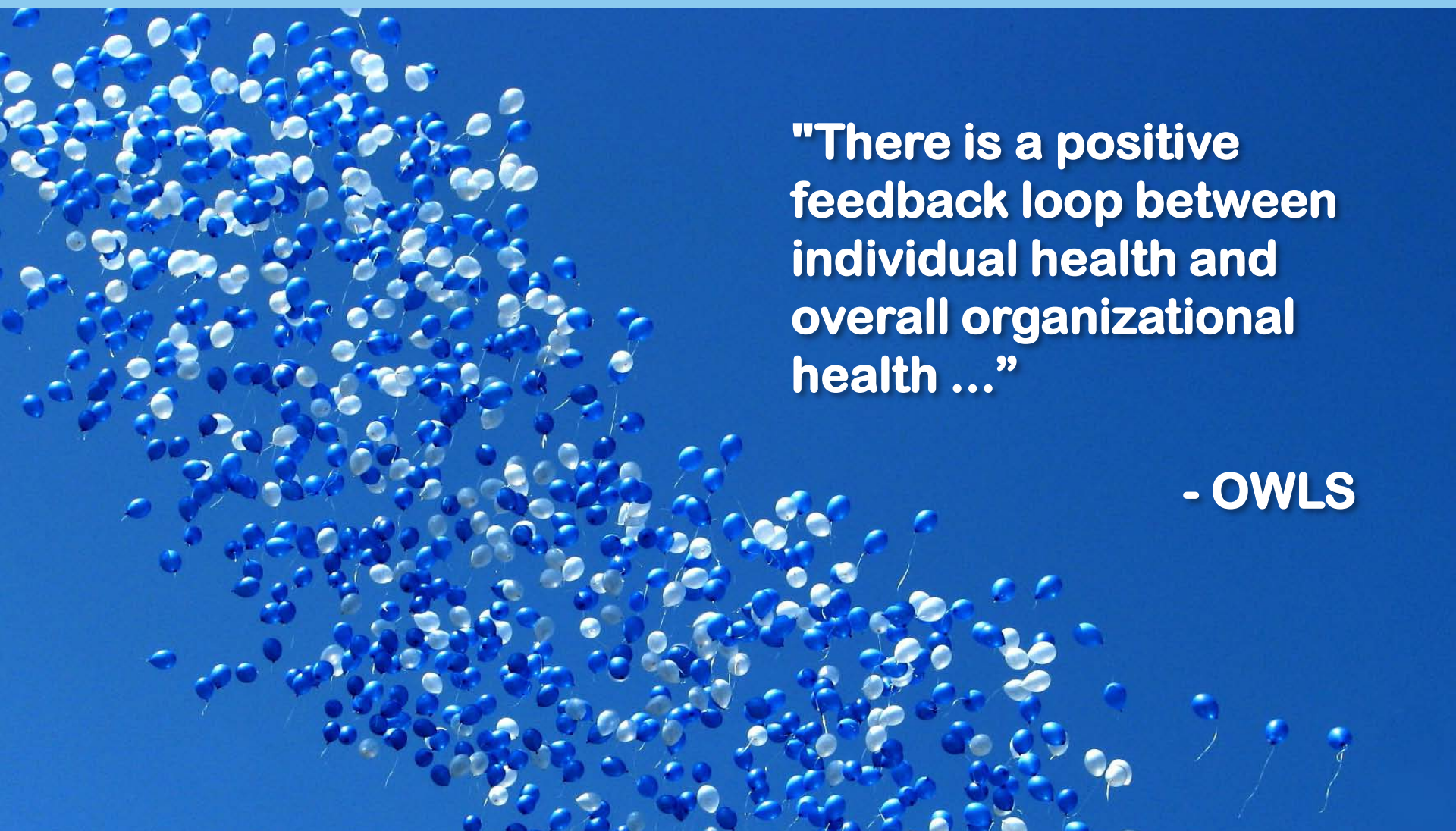
1. Profit and/or sustainability is a primary driver for most organizations
2. If the ultimate purpose of the organization is profitability or sustainability i.e. prosperity, then we must make the case that happiness and health are essential contributors to “prosperity”
3. Organizational Lifespan – development theory
4. Does prosperity = Wellbeing?

# Conclusion

As more organizations move toward “wellness” models to impact cost and employee wellbeing, does it also make sense to look toward the overall organization’s wellbeing instead of waiting for problems to necessitate a reaction?







**"There is a positive feedback loop between individual health and overall organizational health ..."**

**- OWLS**

# References

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- Peter Senge 1990, *The Fifth Discipline: The art and practice of the learning organization*, Doubleday, New York, 1990.



**BizPsych**  
*Your solution is here.*

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