



Human Profit.[®]

Wellbeing analytics with soul

WELLBEING LEADERSHIP
- for missions organisations and
missionaries in the 21st century

MISSIONS INTERLINK CONFERENCE

July, 2016

Disclaimer: No Advice Given

The content and the services provided on this site are intended for informational purposes only. They are not intended to be a substitute for professional medical advice, diagnosis, or treatment. Always seek the advice of your medical doctor or other qualified health professional within your country with any questions you may have regarding a medical condition. Never disregard professional medical advice or delay in seeking it because of something you have read on the Site. (Human Profit) and its related entities make no warranty, express or implied, as to the accuracy or suitability of the information contained and presented.

Copyright and intellectual property notices

All rights, title and interest in and to the website, including the Content, and all intellectual property rights, including all copyright, trademark, patent and trade secret rights therein shall remain with the Human Profit and our licensors and vendors, and no ownership interest is transferred to you or any other entity by virtue of making the Content available on the website, granting the foregoing licenses or entering into this Agreement.

HOW WOULD YOU DEFINE WELLBEING?

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

**World Health Organization
definition of Health**

FACT

Many of the 14 million annual premature deaths worldwide which result from cardiovascular disease, cancer, chronic respiratory disease, diabetes and other chronic diseases could be prevented by eliminating or reducing common risk factors—mainly tobacco smoking, unhealthy diet, physical inactivity and the harmful use of alcohol (WHO 2013).

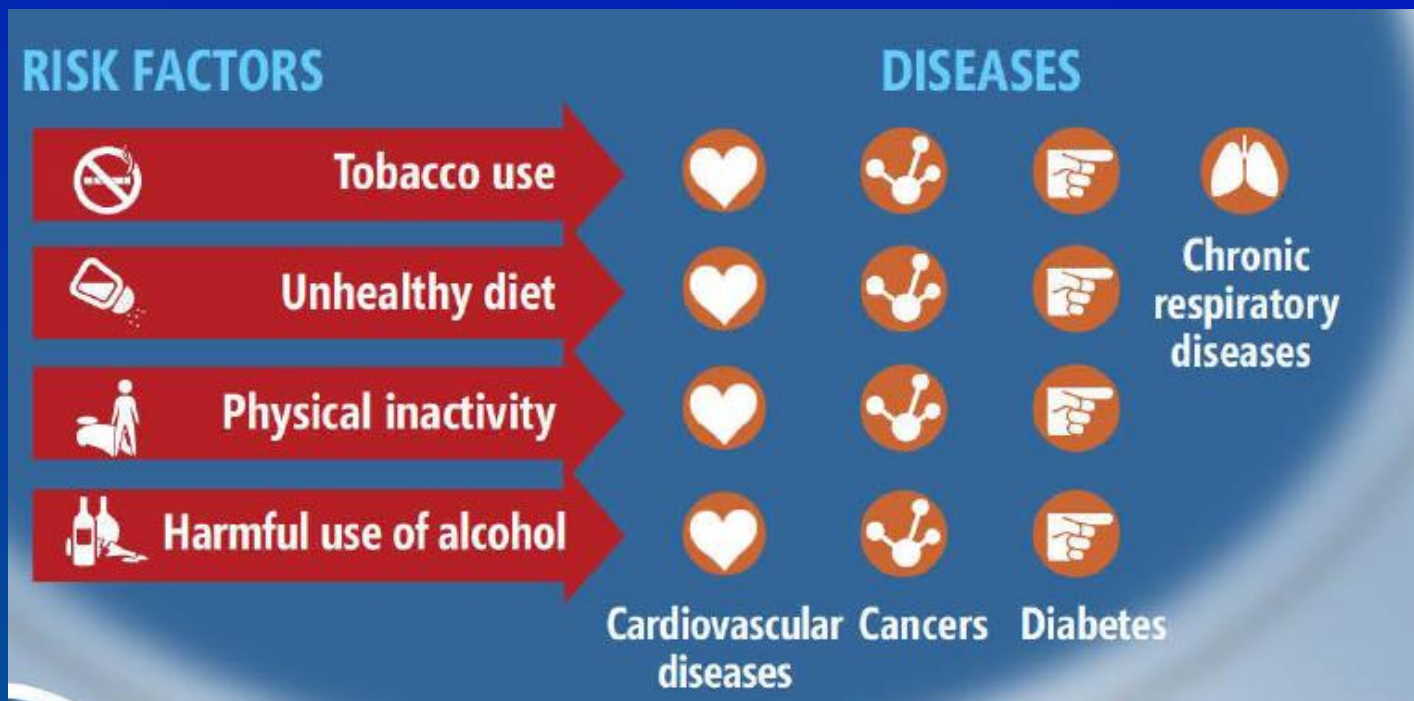
<http://www.aihw.gov.au/australias-health/2014/preventing-ill-health/>

CHRONIC DISEASE & MODIFIABLE RISK FACTORS

What causes chronic diseases?

The causes (risk factors) of chronic diseases are well established and well known; a small set of common risk factors are responsible for most of the main chronic diseases. These risk factors are modifiable and the same in men and women:

World Health Organization



WELLBEING FUEL GAUGE



WELLBEING FUEL GAUGE

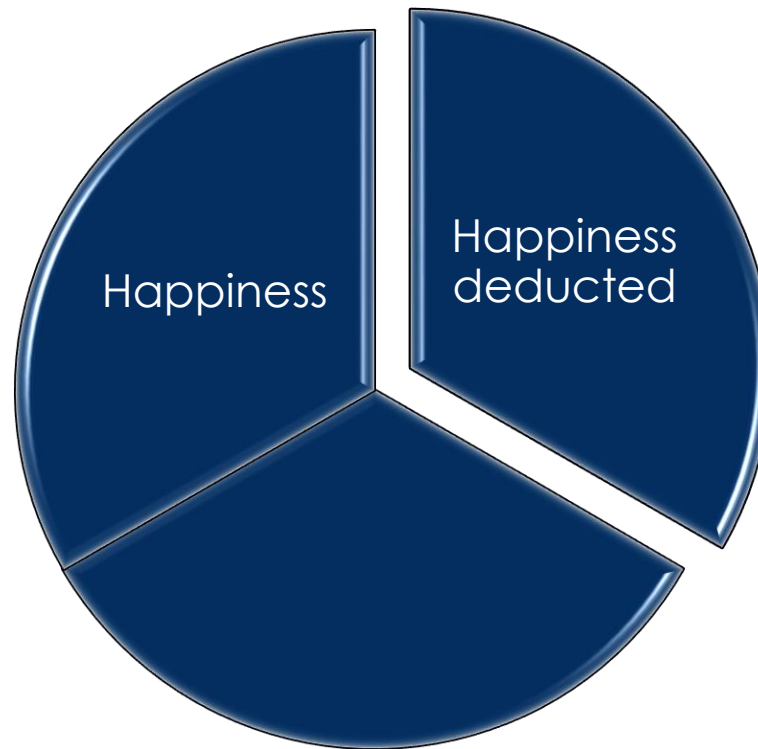


HUMAN CAPITAL OUTPUT ANALYSIS

Human Capital resources deducted or demand in the last month.

- PHYSICAL - energy resources
- EMOTIONAL - happiness resources
- RELATIONAL - time resources
- MENTAL - thinking resources
- SPIRITUAL - peace resources

HUMAN CAPITAL OUTPUT ANALYSIS



MENTAL HEALTH CRISIS – INFORMATION OVERLOAD



Key findings on other measures include:

- 35 per cent of Australians report having a significant level of distress in their lives;
- 26 per cent of Australians report above normal levels of anxiety symptoms;
- 26 per cent of Australians report having moderate to extremely severe levels of depression symptoms; and
- In 2015, anxiety symptoms were the highest they have been in the five years of the survey.

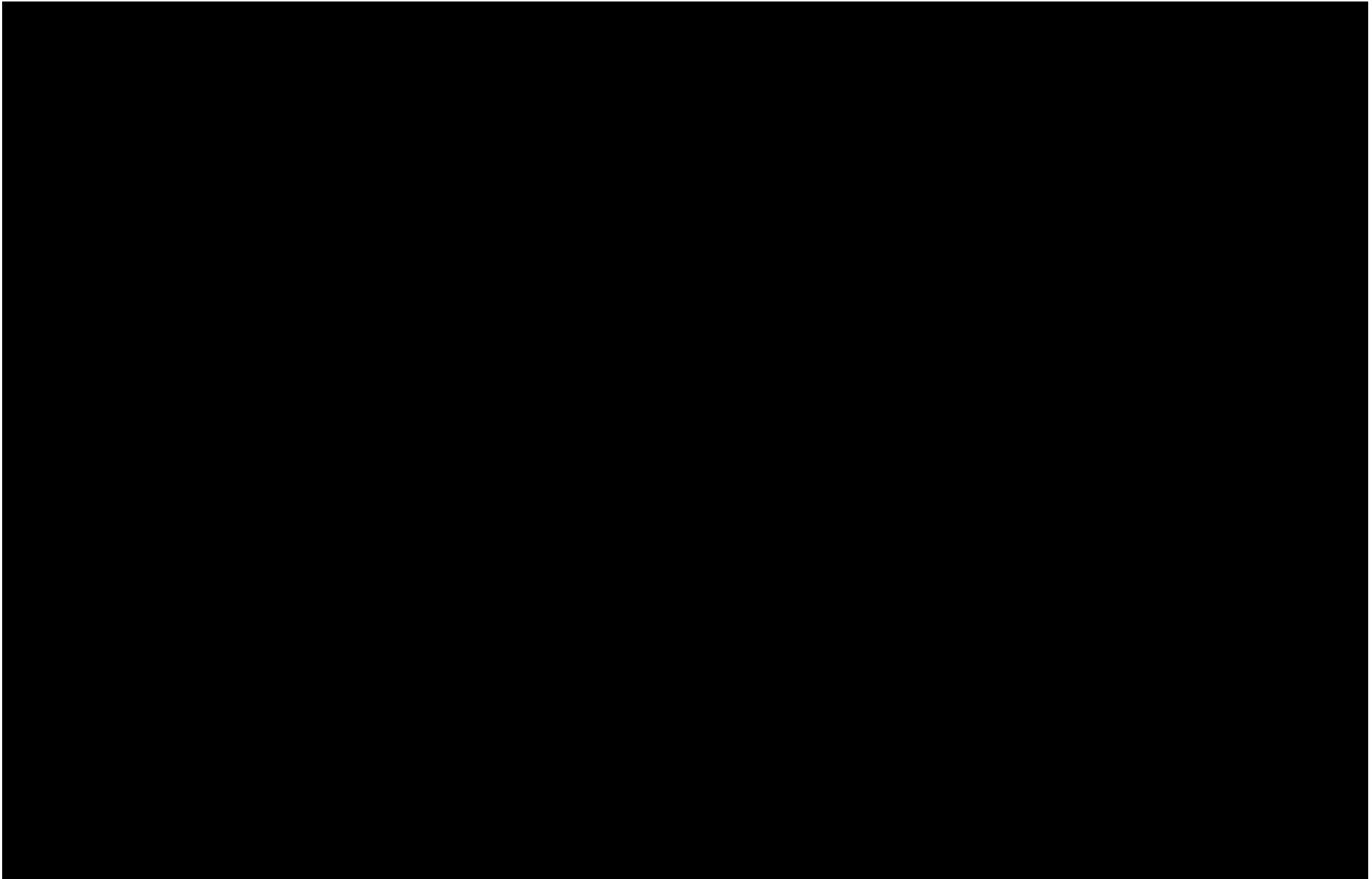
SIGNS OF BURNOUT

1. Signs of physical and emotional exhaustion
2. Chronic fatigue
3. Insomnia.
4. Forgetfulness/impaired concentration and attention
5. Physical symptoms.
6. Increased illness.
7. Loss of appetite
8. Anxiety.
9. Depression
10. Anger



<https://www.psychologytoday.com/blog/high-stress-workplaces-how-to-cope-and-when-to-leave>
have-them

STRESS MANAGEMENT



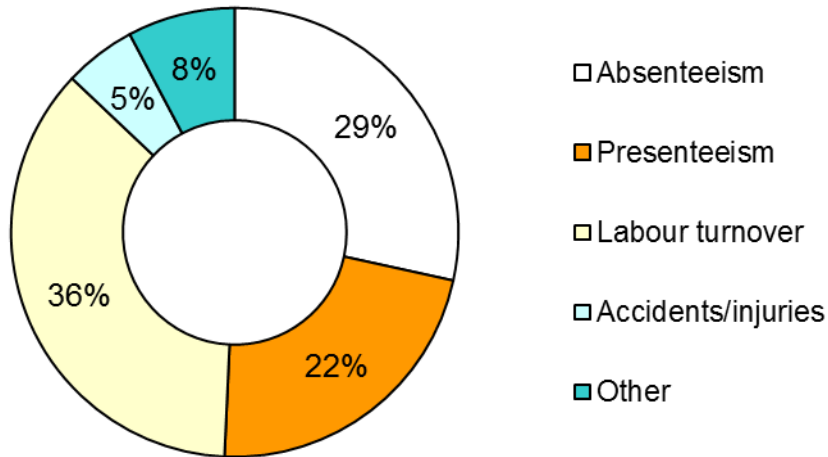
If video doesn't play click here: <https://www.youtube.com/watch?v=hnpQrMqDoqE>

EMPLOYEE COSTS

- Workplace stress a loss of **3.2 working** days per employee, which equates to a cost of \$800per employee annually¹
- Absenteeism - The median was **8.93 (\$2,232 avg)** days per employee per annum ²
- Presenteeism - **6.5 working days of productivity (\$1,625 avg)** are lost per employee annually” ³
- “Unhealthy employees “**take up to nine times more sick leave** than their healthy colleagues” ⁴
- “Healthy employees are nearly **three times more productive** than employees with poor health” ⁴
- Turnover - “cost of replacing an employee **75% of the employee’s annual salary** and may be as much as 150%” ⁴
- Untreated depression in the workplace: **\$9,660 in absenteeism and lost productivity** costs per full-time employee ⁵

1. Medibank Private, Econtech (2008). Economic impact of workplace stress in Australia
2. The 2013 Absence Management & Wellbeing survey, approximately 450,000 employees
3. Medibank’s Sick at Work: The cost of presenteeism to your business and the economy. July 2011
4. AHRI HR Pulse 2008, ‘Love ‘em don’t lose ‘em’ – Identifying Retention Strategies that Work, 1 July 2011 ,pg1
5. <http://www.beyondblue.org.au/resources/in-the-workplace/for-organisations-and-businesses/the-business-case-for-taking-action>

BUSINESS CASE - EMPLOYEE COSTS



Employee information

1	Total number of employees in your business	50
2	Average gross wages plus non-wage costs	70,000
3	Annual number of working days per employee	228

Summary table

Absenteeism	\$ 137,083.33	28%
Presenteeism	\$ 107,456.14	22%
Labour turnover	\$ 175,000.00	36%
Accidents/injuries	\$ 25,000.00	5%
Other	\$ 37,500.00	8%
Total	\$ 482,039.47	100%

Assumptions

Absenteeism - The median was 8.93 days per employee per annum¹

Presenteeism - An average, 6.5 working days of productivity are lost per employee annually as a result of presenteeism²

Turnover – 10% used. Australian average 13%. Australian Human Resources Institute (August

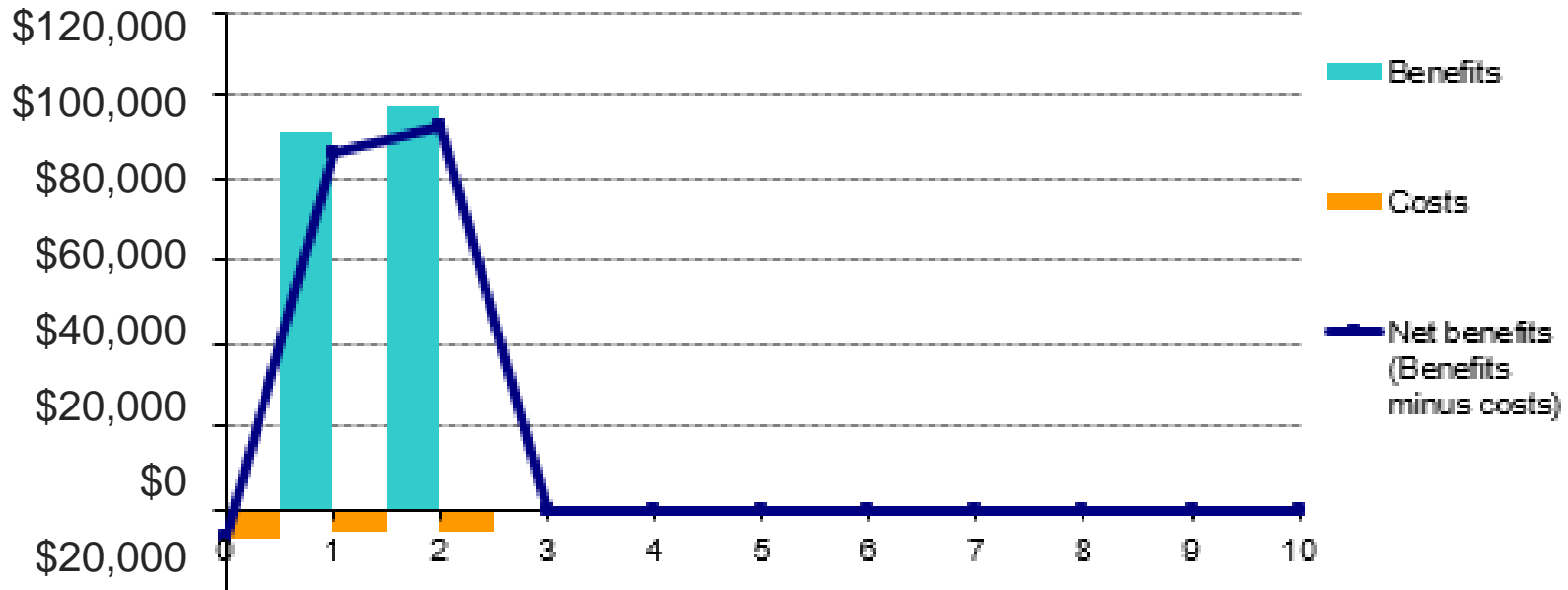
2013). Employee replacement costs 75% - 150%³

Stress - Workplace stress a loss of 2.14 working days per employee, which equates to a cost of \$533 per employee annually⁴

- (1) The 2013 Absence Management & Wellbeing survey, approximately 450,000 employees
- (2) Medibank's Sick at Work: The cost of presenteeism to your business and the economy, July 2011
- (3) Australian Human Resources Institute 2008, 'Love 'em don't lose 'em' – identifying retention strategies that work, HR Pulse Research Report, pg1
- (4) Medibank Private, Econtech (2008). Economic impact of workplace stress in Australia

BUSINESS CASE – COSTS SAVINGS

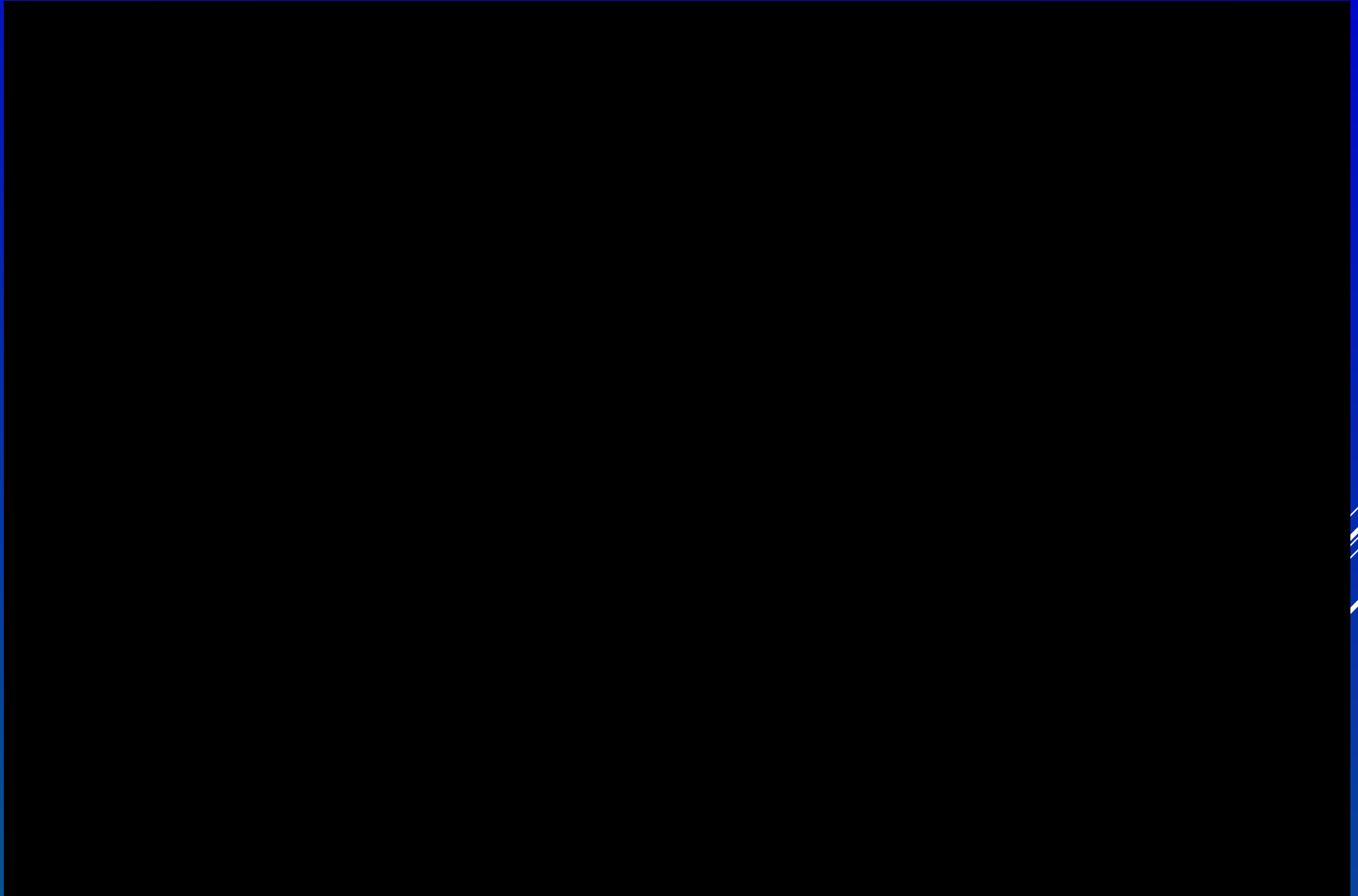
2 year estimated net benefit /savings: based on a 10% reduction in employee costs



Investment appraisal

Net present value	\$	164,039.78
Benefit to cost ratio		11.2
Payback period (in years)		0.08
Internal rate of return		13.25

Creating Mentally Healthy Workplaces by Sharing Responsibility



If video doesn't play, click here: <https://www.youtube.com/watch?v=i7uUabeszRc>

PREVENTABLE FACTORS

- **Individual** - (health and wellbeing, isolation)
- **Family** - (lack of family support, children's education, marriage & financial problems)
- **Team** – (conflicts and poor culture)
- **Organisation** – (disengagement, conflict with leadership)
- **Professional-** (lack of support and training)
- **Cultural** – (unsuccessful cultural adjustment and language learning)

MISSIONS CONTEXT

What are some of the impacts to:

- Them
- Their family
- Team
- Community?

MISSIONS CONTEXT

1. What are some of the flow-on effects to missions organisations? (i.e. time, disruption cost)
2. What is currently some of the things in place to assist missionaries in the field?
3. What are some of the things in place to specifically help prevent attrition and early return?

MISSIONS CONTEXT

1. What is needed to improve the wellbeing of missionaries?
2. A unique approach to a complex mix of circumstances.

WELLBEING LEADERSHIP

- Culture
- Wellbeing leadership
- Leadership of self
- Strategic approach
- Spiritual approach

GLOBAL CHALLENGE

WORLD MAP

<http://www.mapsofworld.com/>



So,
what is missing?

The soul!

[*The Need for Self-Discipline*] Do you not know that in a **race** all the **runners run**, but only one gets the **prize**? **Run** in such a way as to get the **prize**.

1 Corinthians 9:24







<http://oceanspaceconsult.com/wp-content/uploads/2015/03/strategy.jpg>

WELLBEING FRAMEWORK



WELLBEING STRATEGY

1. VISION
2. MISSION
3. OVERALL OBJECTIVE
4. NEEDS AND RISKS
5. PEOPLE OBJECTIVE
6. STRATEGY - ACTION PLAN
7. MEASURE REVIEW



Physical activity



Will wellbeing, be
part of your
Leading for
Impact strategy?

34

12/11/2015



Human Profit.[®]

Wellbeing analytics with soul

Thank you!



1800 10 50 70

michael@humanprofitconsulting.com

www.humanprofitconsulting.com