



# Wellbeing & Engagement

How does your total benefits and compensation program support your employees' performance and productivity? How are you appraising your employees' engagement and identifying opportunities to enhance employee wellbeing? When you develop benefit and HR programs that support a changing, multidimensional workforce, you'll create a culture that's focused on individual and organizational wellbeing.



## Gallagher

Insurance | Risk Management | Consulting

## Develop and sustain a wellbeing-centric culture.

Business success is a function of the people you employ and how engaged they are with your organization. That level of engagement is linked to employee wellbeing and health. Organizational issues such as mistrust, instability in the workforce and poor manager quality impact employee engagement, employee health and cost, as many engagement derailers have associated health risks.

### Why culture?

High-performing organizations are realizing the profound benefits of building a culture that promotes the sustained wellbeing and engagement of their workforces. Thriving employees can reduce your organizational risk because they often cost less in annual benefits spend, take less time off, perform and produce at higher levels, and spark your organization's competitiveness and success. By focusing on the physical, social, emotional, financial and career wellbeing of your employees, you can maximize your business and operational excellence to become a better workplace—one that attracts, retains and engages remarkably talented contributors. At Gallagher, we take a strategic approach to wellbeing. We go beyond traditional wellness to help organizations evaluate and create the right mix of wellbeing initiatives. This includes reviewing how wellbeing initiatives integrate with your workers compensation and safety programs.

Gallagher begins by gaining an understanding of your organization's culture through a broad discovery process that takes your company culture, business model, objectives, workforce demographics and population health into account. Together, we'll build a long-range philosophic vision that enhances your culture and inspires employees to deliver their best.

### Total wellbeing for your people, your organization.

Learn how the Wellbeing & Engagement consultants of Gallagher can help you build a wellbeing-centric culture—one that meets your organizational needs and goals and helps your employees thrive personally and professionally. Start a conversation with Gallagher today.



### Strengthen your organization with the Gallagher Better Works<sup>SM</sup> approach:

- Foster organizational wellbeing by sustaining a culture that values employees' total wellbeing and realizes the benefit of managing risks like turnover, healthcare cost and disengagement
- Improve mind and body health with an approach to physical and emotional wellbeing that makes employees feel and perform better
- Establish an environment of career wellbeing, where employees feel a stronger sense of developing a career path than punching a clock and have the resources to develop and grow
- Mitigate the impact of employee financial stress by offering education and resources to support improved financial wellbeing

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