

Dose of care works wonders

By DENICE RICE

WHILE the concept of corporate wellness may be written off as “touchy-feelie psycho babble”, studies are proving there are real bottom-line benefits for companies that look after the physical and emotional health of their staff.

Lance Kinnaird, corporate wellness consultant for the AustralAsian Management Centre, said the wellbeing of employees had been shown to increase productivity, reduce staff turnover and absenteeism and increase job satisfaction.

“Looked at honestly, for most companies the bottom line is the top priority,” Mr Kinnaird said.



Lance Kinnaird

“And in what is an increasingly competitive environment for all companies, only those innovations that can improve productivity and profitability are going to get

any sort of serious consideration.

“Which is exactly why company heads need to make sure the staff are well, both emotionally and physically.”

Speaking at the conclusion of this week’s AMC Innovation Forum on wellness in the workplace, Mr Kinnaird said many years of research had shown that high levels of organisational performance and success were primarily based on four key factors: balance, connection, performance and purpose.

“Balance is about developing the confidence, mental agility and physical health of an individual,” he said.

“In regards to connection, companies need to create an

environment that supports collaborative relationships, empathy and effective communications, which are vital for developing the self-esteem of employees.

“Performance is what all workplace leaders want and the best way to get it is by creating opportunities for achievement, growth and adaptability for employees.

“And the glue that holds all these together is purpose.

“It is vital that the goals and values of the organisation are aligned with the individual in all areas, including work-life balance, in order to achieve better performance and create a pleasant environment that fosters motivated employees.”