

## WHAT QUESTIONS ARE EMERGING?

## WHAT NEEDS TO BE IN PLACE?

### 2. BUILDING THE FOUNDATIONS

Where do I start?  
 What are the basics?  
 How are we exposed?  
 What will happen if...?  
 Who's doing what out there?  
 What's the minimum that needs to be in place?  
 Who's responsible if it goes wrong?  
 What risk do we have?

Risk assessment  
 Mental Health First Aid training for select few  
 Health and Safety policies and processes  
 Wellbeing policies  
 Insurance review  
 Part of compliance agenda  
 Yoga and a fruit box  
 Basic employee survey

### 3. DEVELOPING MANAGERS

Who's responsibility is wellbeing? Mine, the individual or the organisation?  
 How do I have these difficult conversations?  
 What if I get it wrong as a Manager?  
 Am I (the Manager) at risk?  
 How do I manage my boundaries?  
 What's the right balance between caring for people and getting the job done?  
 How much do I need to know about what they're experiencing?

121 Manager coaching and mentoring support  
 Increase skills development to handle difficult conversations and build resilient relationships  
 Skills for Change training programme  
 Whole Person wellbeing workshop for all Managers  
 Team development  
 Employee assistance program/ counselling support  
 Deeper employee survey and focus groups to decide on additional activities

### 4. THINKING & ACTING STRATEGICALLY

What's the return on investment?  
 Can it be a competitive edge?  
 Can we survive without it?  
 How does it align with our vision?  
 What does a proactive joined up approach look like?  
 How does it impact the triple bottom line (social, financial, environmental)?  
 How do we become a first mover?

RAW strategy development  
 Vision which incorporates employee wellbeing / great place to work  
 Employee experience mapped and opportunities identified  
 Clear sense of challenges which will need to be overcome  
 Measures for wellbeing in place at a Board level  
 Wellbeing on the agenda at Board meetings  
 Radical thinking and courage to try new ways of working  
 Customer experience is mapped to employee experience  
 Internal champions  
 Whole Person wellbeing workshops for all employees

### 5. EMBEDDING A CULTURE

If people really did matter what would we do differently?  
 What else can we learn from putting RAW at the heart of the company and vision?  
 What's not yet been tried?  
 What else is possible?  
 What are we learning?  
 How do we continue on this track?  
 What else needs to change?

Enquiry processes  
 Appetite for culture change  
 Board and Senior team driving the agenda for wellbeing  
 Innovation is a core ingredient for ways of working  
 Failure is accepted in the interest of trying new ways and gaining learning  
 Clear boundaries around responsibilities

### 6. THINKING CO-CREATIVELY

What's the consequences if I ignore it?  
 What's the future facing us?  
 If planet really matters...what do we do different?  
 What's the future we want?  
 Can we hold off the collapse?  
 What is the value if we come together?  
 Where does technology sit?  
 What ways of working need to be disrupted?

Cross industry working and steering groups  
 Sharing of ideas and resources outside of the organisation  
 Identifying opportunities to use technology as an enabler not replacer  
 Acting as an industry resource for other organisations to connect with, learn from and be encouraged  
 Researching what works and what doesn't work. Gathering trends  
 Utilising the voice of the sector as an influencer or advocate

If you're interested in joining with other organisations to share what's being learnt in doing this work, you might be interested in joining our RAW Network, a members network that meet quarterly to share best practice and new tools. <https://www.oasishumanrelations.org.uk/services/employee-wellbeing/> for further information.