



The Coachinggroup

ENERGIA ALL'EVOLUZIONE

Wellbeing Journey: in cammino verso un welfare strategico

A photograph of a person walking on a grassy hill. The person is silhouetted against a bright, overcast sky. The foreground is filled with tall, green grass, while the background shows a line of trees and a clear horizon.

Wellfeel

The Working Future: More Human, Not Less

It's time to change how we think about work.

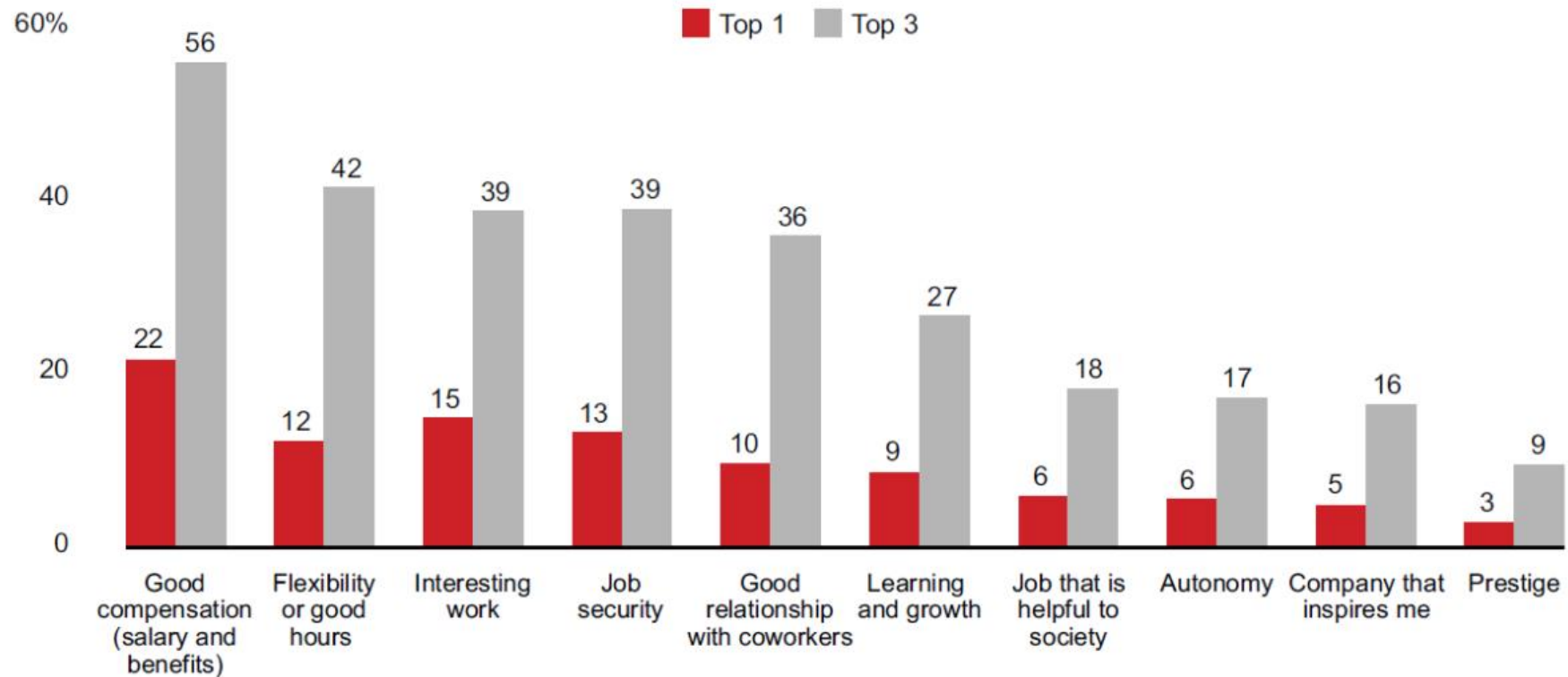
BAIN & COMPANY 

5 temi chiave per il mondo del lavoro

- **Motivation** for work are changing
- **Beliefs** about what makes a «good job» are diverging
- **Automation** is helping to rehumanize work
- **Technological change** is blurring the boundaries of firm
- **Younger generations** are increasingly overwhelmed

Figure 1.5: While workers rank compensation first over any other job attribute, it's the top priority for just one in five workers

Workers who rank each job attribute as a top priority



Note: Includes US, Germany, France, Italy, Japan, Brazil, China, India, Indonesia, and Nigeria
Source: Bain/Dynata Worker Survey (n=20,000)

“

As the world has become richer, workers have increasingly shifted their focus from survival to meaning, with profound implications for how we think about work.

”

A photograph of a family in a home office. A man with a beard, wearing a blue and red striped long-sleeve shirt and blue jeans, is sitting on a grey rug on the floor. He is holding a young girl in a white patterned dress. In the background, a woman wearing a red headband and a blue top is sitting at a wooden desk, working on a laptop. There are yellow flowers in a vase on the desk. A bookshelf is visible on the left side of the frame.

Working Well

2021 Global Wellbeing Survey

Principali temi emersi dalla ricerca

Wellbeing performance impacts company performance

Company performance is at risk due to stress, burnout and anxiety

Wellbeing is more than programs, it is a people and performance strategy

The future of work is flexible working styles and organizational resilience

Migliorare il benessere delle persone migliora le prestazioni dell'azienda



Wellbeing
performance
impacts company
performance

- Employee satisfaction
- Safety incidents, occupational health outcomes or disability data
- Healthcare outcomes and cost
- Net promoter score
- Corporate social responsibility score
- Stock value
- Profit and loss statements
- Productivity measures
- Participation / Engagement in programs / Initiatives
- Retention / Turnover rates
- Absenteeism
- Improvement in employee health and wellbeing

Company performance is at risk due to stress, burnout and anxiety

28%

of employees are having difficulty concentrating at work

20%

take longer to complete their work

15%

have trouble thinking, reasoning or deciding

Ambiti delle iniziative di wellbeing

Wellbeing is more than programs, it is a people and performance strategy

 Physical

70%

 Emotional

67%

 Social

65%

 Financial

54%

 Work Life

68%

A culture of wellbeing is not an 'initiative', but a permanent change in how work is conducted.

Figure 3: Key drivers in developing business case for wellbeing

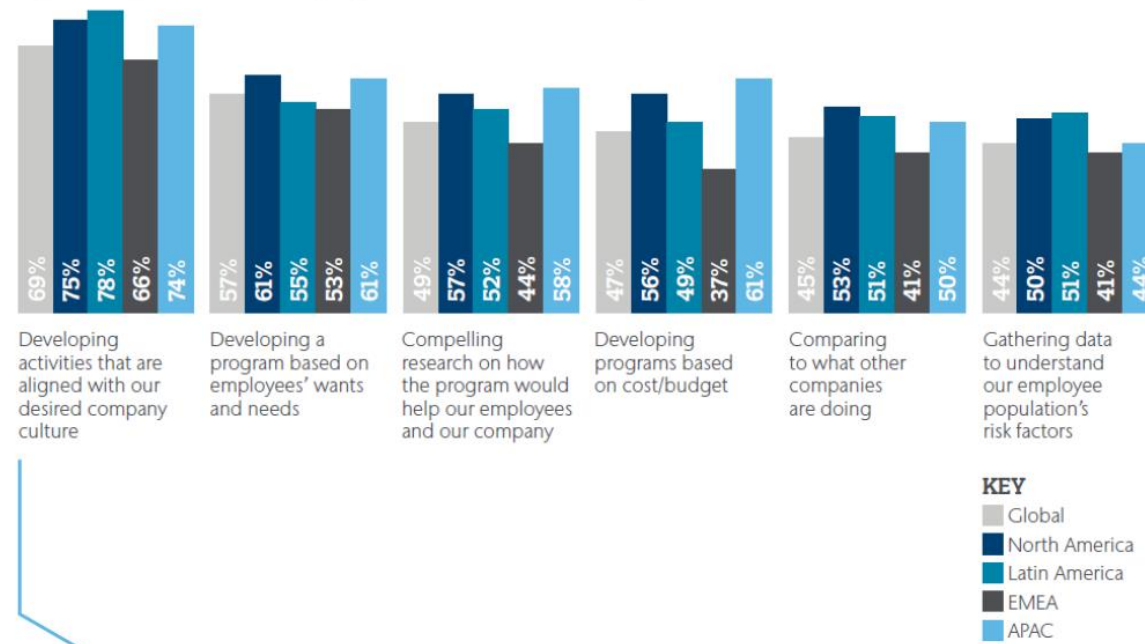
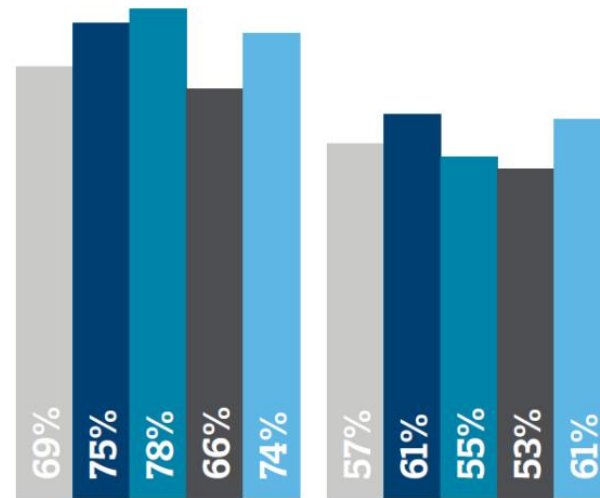


Figure 3: Key drivers in developing business case for wellbeing



Developing activities that are aligned with our **desired company culture**

Developing a program based on **employees' wants and needs**



Gli effetti delle iniziative di Wellbeing nel mercato EMEA

EMEA



Improve employees' satisfaction/engagement



Improve work life balance



Improve employee productivity



Reduce employee stress



Increase talent acquisition and attraction

La situazione attuale nel mercato EMEA

EMEA

51% of respondents in EMEA have a wellbeing strategy in place – the lowest percentage.

Only 19% say their wellbeing strategy is fully integrated with both a people and business strategy, while attracting and retaining talent is the number one factor negatively impacting businesses.



PROPOSTE ENGAGEMENT



LEADERSHIP



COMUNICAZIONE



FEEDBACK



INCLUSIONE



GEST.
COLLABORATORI



RESILIENZA



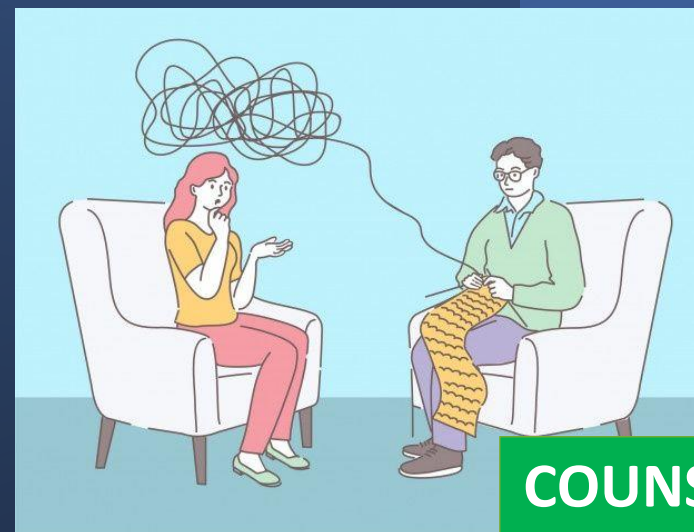
EMOZIONI



STRESS



AUTOSTIMA



COUNSELLING / COACHING



Global Consumer Awareness Study di ICF: Global Findings

Awareness of Coaching

Almost three in four respondents (73%) expressed awareness of the coaching profession, including 28% saying they are very aware and 44% saying they are somewhat aware.



Base: All respondents (30,727).

Awareness varies across a few dimensions, as follows:

- **Age** – Thirty-nine percent of those aged 25-34 said they are very aware of professional coaching. This is more than double the proportion of those aged 55 and older (15%). The age dimension is further explored in Section 5.

The impacts reported by respondents broadly aligned with their reasons for participating in a coaching relationship.



Base: Respondents saying they had participated in a coaching relationship (10,841).

Almost two in three (65%) of those who had previously participated in a coaching relationship said their coach held a certification/credential from a membership organization. A little over one in two (53%) said their coach was a member of a professional organization.

A close-up photograph of a pair of hands holding a small, vibrant green plant with white variegated leaves and dark soil. The text "Grazie per l'attenzione!" is overlaid in white on the plant.

Grazie per l'attenzione!