

Health & Wellness Coaching in the Workplace for Sustainable Business Outcomes

Context, International Landscape & Future Outlook
March 2023



WELLNESS COACHING INITIATIVE
GLOBAL WELLNESS INSTITUTE

1. Global Context

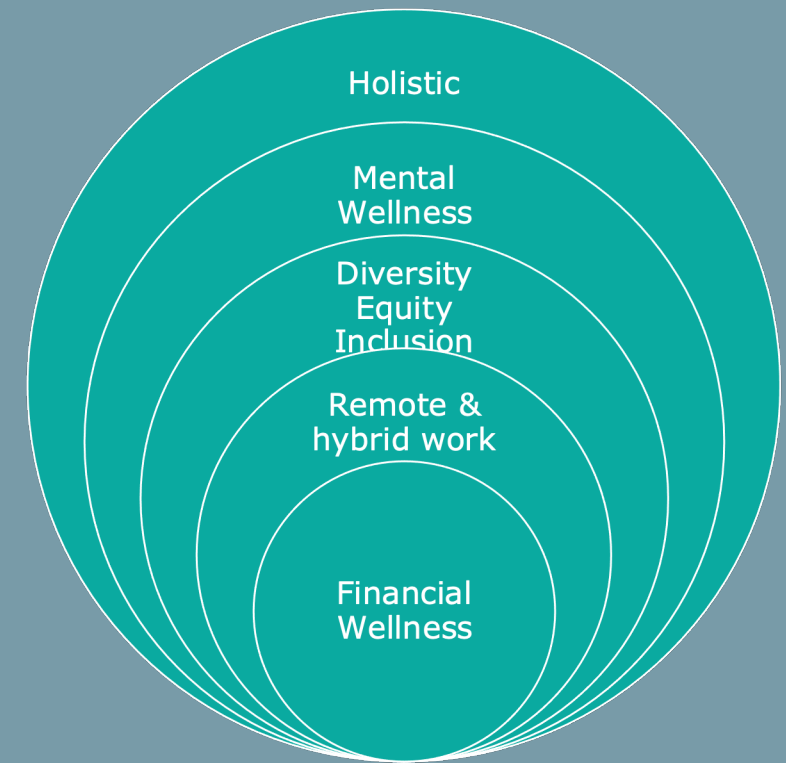
Post covid-19, workplace well-being more urgent than ever — new workplace imperative

Disengagement high — “Quiet Quitting”

Indisputable link between high employee well-being and low turnover

Most successful organizations make employee engagement central to their business strategy

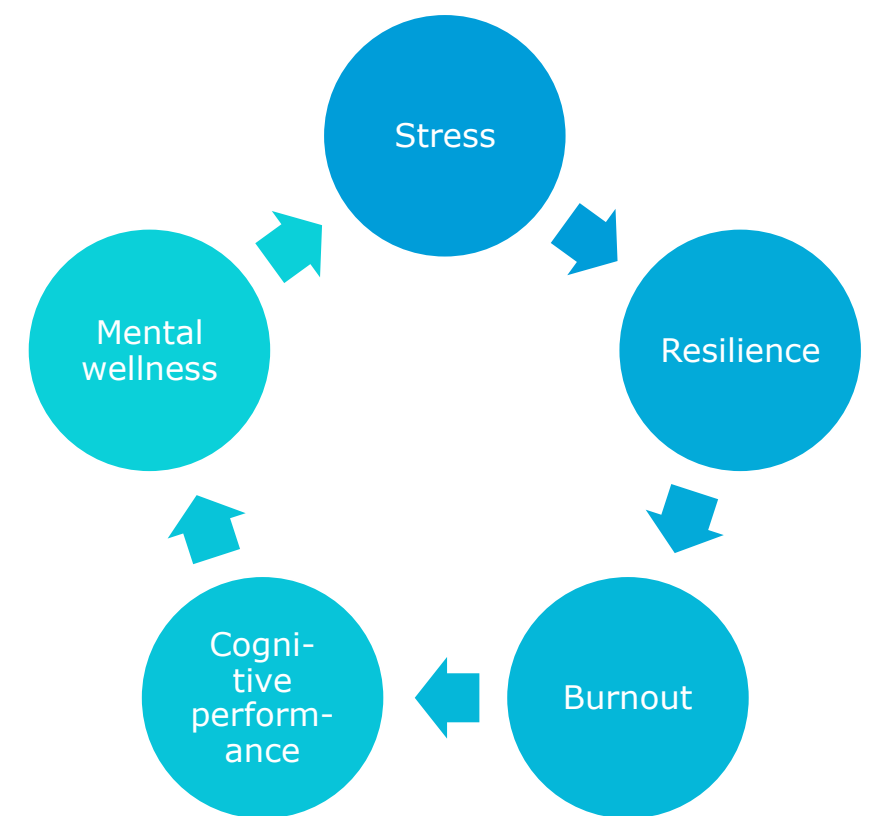
Teams scoring in top 20% in engagement realize 41% reduction in absenteeism & 59% less turnover



2. Unique outcomes scope of practice & skill set

Coach	<ul style="list-style-type: none"> • Growth Mindset • Strengths-based support • Personal Strengths • Attitudes & Beliefs
Executive & Leadership Coach	<ul style="list-style-type: none"> • Maximize Individual Performance • Personal Development • Leadership Behaviors
Health & Wellness Coach	<ul style="list-style-type: none"> • Behaviors for Health & Wellbeing • Holistic Health • Lifestyle behaviors

Health & Wellness Coaches help employees address workplace challenges



3. Technology accelerating & scaling the profession



4. Global Development Case Studies & Conclusions



- ✓ ICF and NBHWC common credentials
- ✓ Top-down, leader-led with behaviors modeled by leadership
- ✓ Tangible personal impact inspired leaders to be catalysts for sustainable change
- ✓ Group coaching followed beyond leadership to embed well-being
- ✓ Improvements at both leadership and employee level
- ✓ Walking meetings boosted mood and helped with weight management
- ✓ Improved boundaries for work-tech-life helped reduce stress, stress eating, and improved sleep.
- ✓ Coach created a safe environment to discuss feelings and conflicts in the work and leadership context

5. Conclusions & Outlook

Technology scaling the profession

Employee well-being is a workplace imperative central to core business strategy

Role-modeled by Leadership

Health and Wellness Coaching as a part of workplace well-being shows individual employees they care, respect, trust, appreciate, and belong

Health and Wellness Coaching directly contributes to Diversity, Equity, and Inclusion

Ensuring that professionals hired are properly credentialed ensures the most positive and impactful outcomes

Business results follow the human-centered approach

Learn more!

Full Whitepaper and PowerPoint published in March 2023 Available at: <https://globalwellnessinstitute.org/initiatives/wellness-coaching-initiative-resources/>

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