



Flourish

I RECOGNISING THE VALUE OF YOUR PEOPLE



“Building world-class workforces is a top challenge for CEOs who are looking to hit new levels of performance in 2014”

CHARTERED MANAGEMENT INSTITUTE 2014

THE PROBLEM



1 in 3 employees

In U.K. say they aren't engaged. Ranking 9th in the league of the 12 strongest economies



£9Bn per year

Employers pay out in sick pay, associated costs, plus the indirect cost of managing while people are off sick



20M workers

Not delivering to their full capability or realising their potential at work due to poor engagement



+10%

Performance increase by employees of FTSE 100 companies that report on employee health and wellbeing



x 2.5

Higher revenue growth for companies in the top quartile of engagement scores against those in the bottom quartile

HOW FLOURISH HELPED GINSTERS



“the combination of tailored training programmes to exacting role profiles, with an attention to the development of both interpersonal and self confidence skills, have all contributed to the creation of a highly motivated, loyal and skilled workforce. This, along with active community involvement and a healthy workplace scheme, has made our workforce resilient, responsive and adaptive to change which gives us a real competitive advantage in an extremely challenging industry” MARK DUDDRIDGE, GINSTERS MD

SOME OUTCOMES

SOURCE COMPARISON: Ipsos Mori annual survey



21% Relationship with management 21% above U.K. norm



11% Relationship with my job 11% above U.K. norm



15% Relationship with organisation 15% above U.K. norm



10% Above U.K. norm engagement vs intention to stay (loyalty)



10% Engaged Employees increased positivity scores by 10% in three years

KEY BENEFITS



£9,500pa

Reduced Costs of recruitment and selection just based on Labour turnover reduction



£10,000pa

Reduced Health Insurance costs



£10,000pa

Employer of Choice = less agency and advertising waiting list for jobs

SOME OF THE AWARDS WON DURING OUR PARTNERSHIP



Business in the Community big tick



MJ Awards



World Leisure



Food and Drink Federation Making a real difference

“The return on the balance sheet by investing in workplace health is, over a five year period, normally at least double and sometimes triple the amount spent”

DAME CAROL BLACK -ADVISOR ON WORK AND HEALTH TO DEPT OF HEALTH- SPEAKING AT A CIPD CONFERENCE

Want to replicate this success in your organisation?

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