

Aligning Wellbeing to Business Objectives

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CIPD Ireland Wellbeing Conference 2025



Wellbeing

What is it, really?



The World Health Organization defines a healthy workplace as follows;
“A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace by considering the following, based on identified needs.”



Health and safety concerns in the physical work environment



Health, safety and wellbeing concerns in the psychosocial work environment, including organisation of work and workplace culture

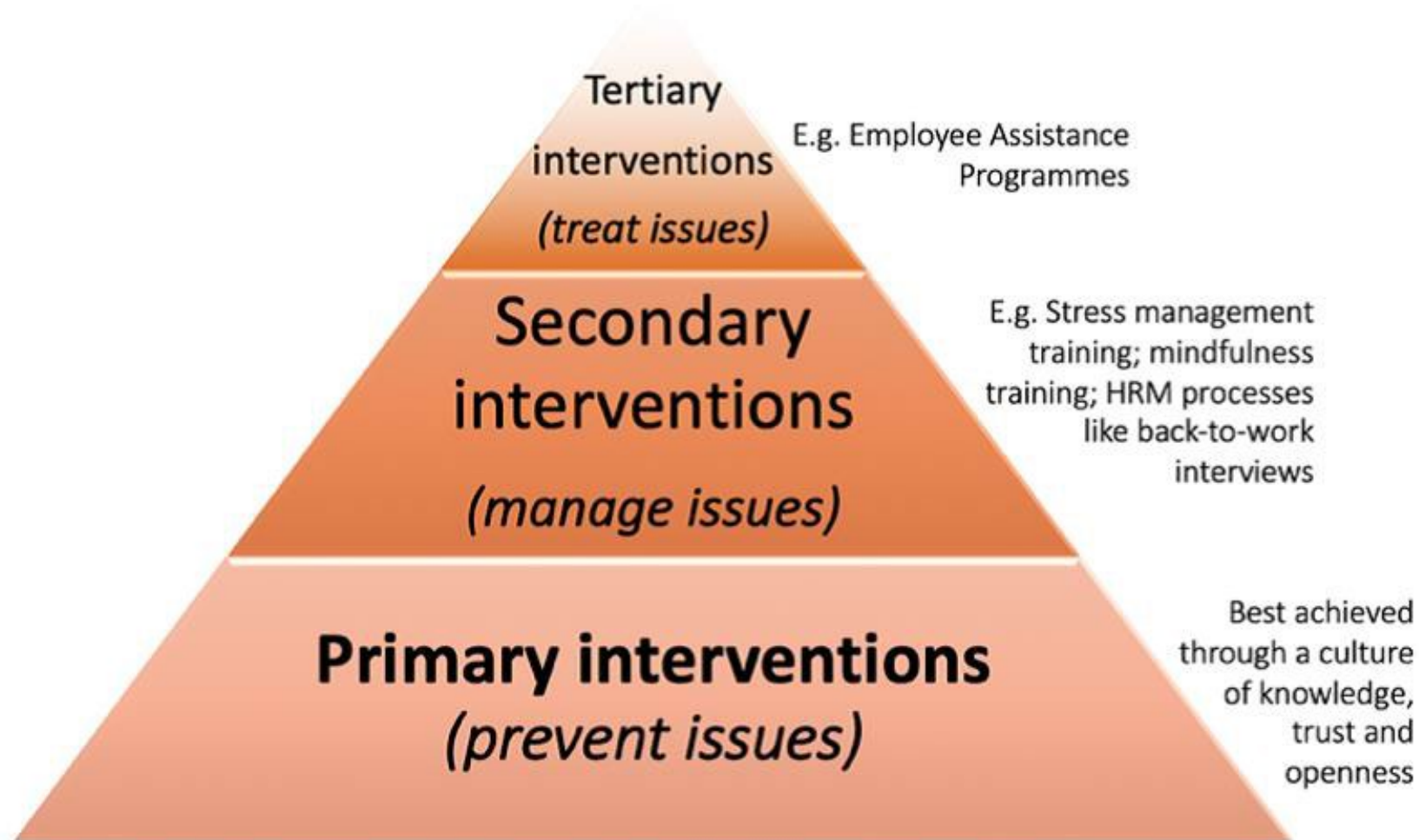


Personal health resources in the workplace



Ways of participating in the community to improve the health of workers, their families and other members of the community¹⁶

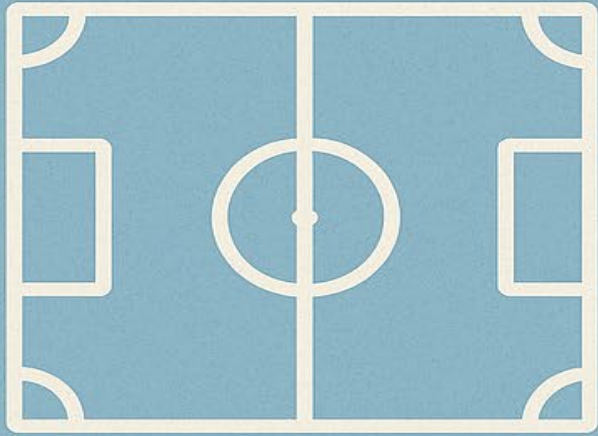
Levels of Intervention



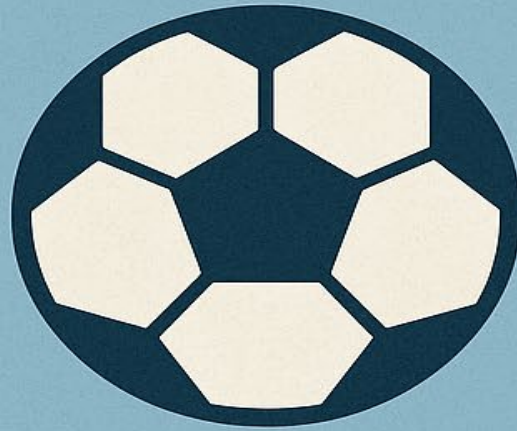
Three levels of intervention to support Health & Well-being in the workplace
(Day and Randell, 2014)

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WHAT IS WELL-BEING



**Where do
we play?**

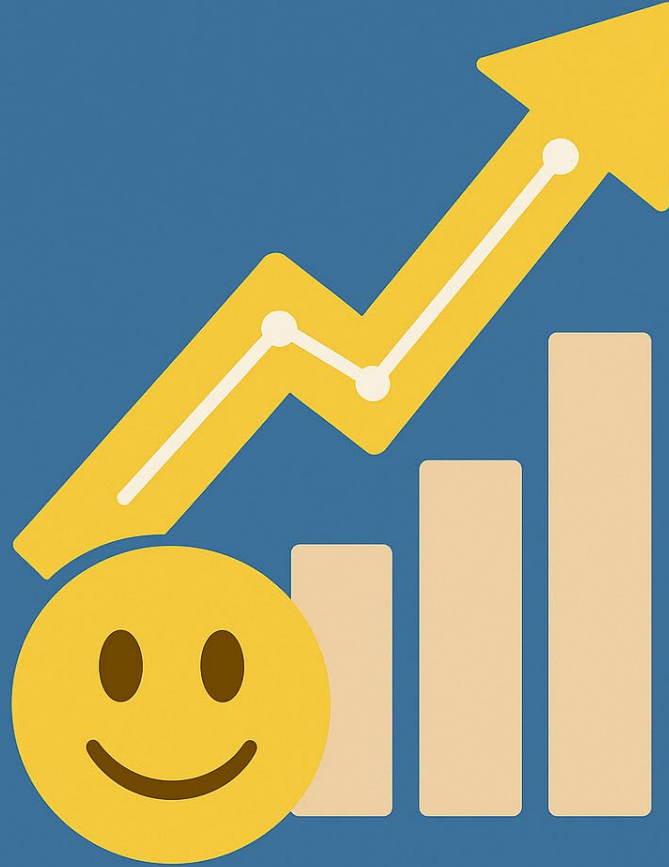


**What
are rules?**





WELL-BEING AS A BUSINESS ENABLER



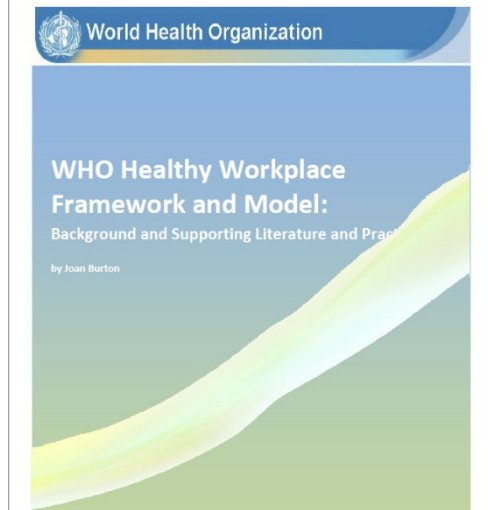
WHO Healthy Workplace Framework

Why should employers provide a healthy workplace?

A. It is the Right Thing to Do: Business Ethics

B. It is the Legal Thing to Do: The Law

C. It is the Smart Thing To Do: The Business Case





Working
Paper
Series

doi.org/10.5287/ora-bpkbjayvk

2304

Workplace Wellbeing and Firm Performance

Jan-Emmanuel De Neve, Micah
Kaats and George Ward

July 2024

Table Discussion

- What are the main business objectives / key priorities for your organisation at present?
- What is keeping your SLT awake at night?



Next Step: Draft a Wellbeing Objective aligned to our Business Objective (strategic bridge)



Next Step: Setting Targets

**Talent
Acquisition**



DEI



Wellbeing



Table Discussion – Back to the Future

It's October 7th 2030, and you've just stepped out of your DeLorean at the CIPD Wellbeing Conference. You're the keynote speaker, here to share the results from the wellbeing objective you set back in 2025.

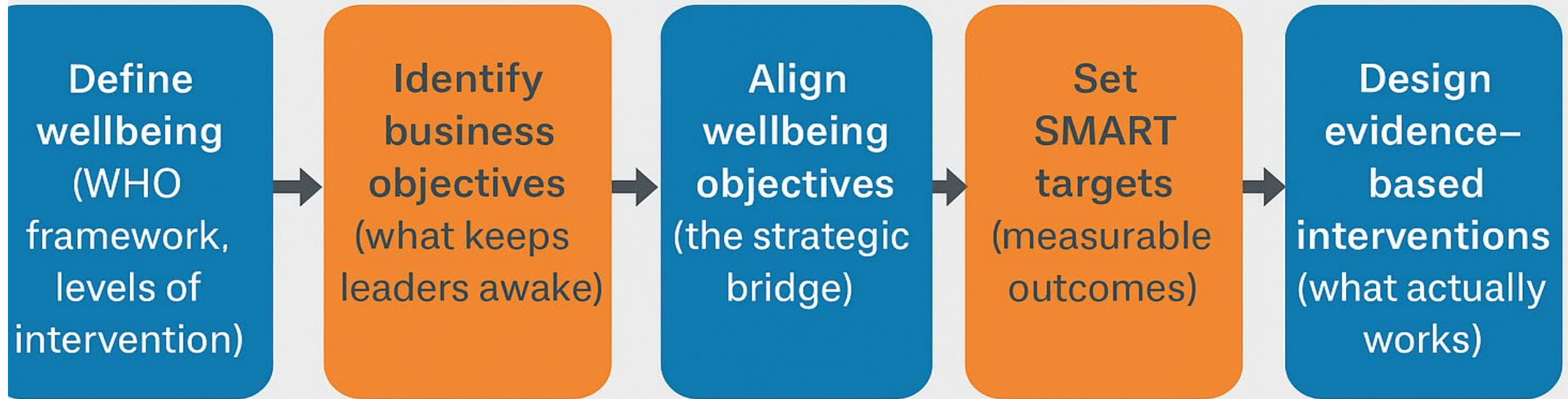
- "In 2025 we committed to..." [Your wellbeing objective]
- "By 2030 we achieved..." [3 x Specific results/metrics]
- "The business impact was..." [Connection to original business objective]



Final Step: Design & Implement Supporting Interventions



From Random Acts of Wellness to Strategic Wellbeing



How will you take action?



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