

Javier Bajer

Is well-being a waste of money?

Several organisations are beating around the bush when it comes to well-being, just implementing box-ticking interventions that only look good on paper and make no difference to the top or bottom lines. Other organisations, more serious about well-being, are beginning to show tangible business results as well as contributing to the engagement agenda.

I was recently invited to give a talk at a large food & beverage company event, naturally followed by lunch with the senior team. The whole conversation circled around two main themes: how proud they were of their recent investment on well-being and how worried they are about employee engagement and performance. I had to be true to myself and tell them that both were strongly connected.

At *Strategic HR Review*, we are convinced that people who are truly well (and not just those who have access to bowls of fruits and a gym) show stronger levels of collaboration, innovation and focus on customer value. However, getting well-being right needs both a good grasp of business and a holistic understanding of how humans really work.

In this issue of SHR, we have managed to bring you a range of perspectives and experiences, with the intention of inspiring action in your organisations:

- In *The Modern Employee: Exercise and The Brain*, Dr Pamela Guggina examines the science behind exercise and mental health and their link to enhanced employee performance in the workplace.
- In *From Well-being to Outperforming: How to Up Your Game*, Silvina Brangold argues that creating a sustainable, impactful culture of well-being can drive both employee engagement and performance, benefitting employees and organizations alike.
- In *The Impact of Employees' Well-being on Performance in the Workplace*, Janice Haddon looks at the different types of well-being – physical, nutritional and mental – and their effects on workplace productivity.
- And in *Mindfulness in the Workplace*, David Karlin offers case studies of two companies that implemented mindfulness initiatives that resulted in improved productivity and morale, created empathy and bolstered teamwork among employees.

Well-being is definitively not a waste of money (or time) when done in a way where people can be at their best, using the right type of energy to add value in the right type of way.

Enjoy the ride,

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