



WELL-BEING IN THE HUMAN ERA

THE UNREACHABLE DESTINATION

KEY ASSUMPTIONS

- _ Wellness and Well-being are far from the same thing.
- _ Human Performance is not confined to the workplace.
- _ We will speak openly, and with appreciation.



NATURE OF THE CONVERSATION



**HUMAN CENTERED
OPERATING MODELS**



**WELL-BEING AS A
LEADERSHIP SKILL**

HUMAN CENTERED OPERATING MODELS

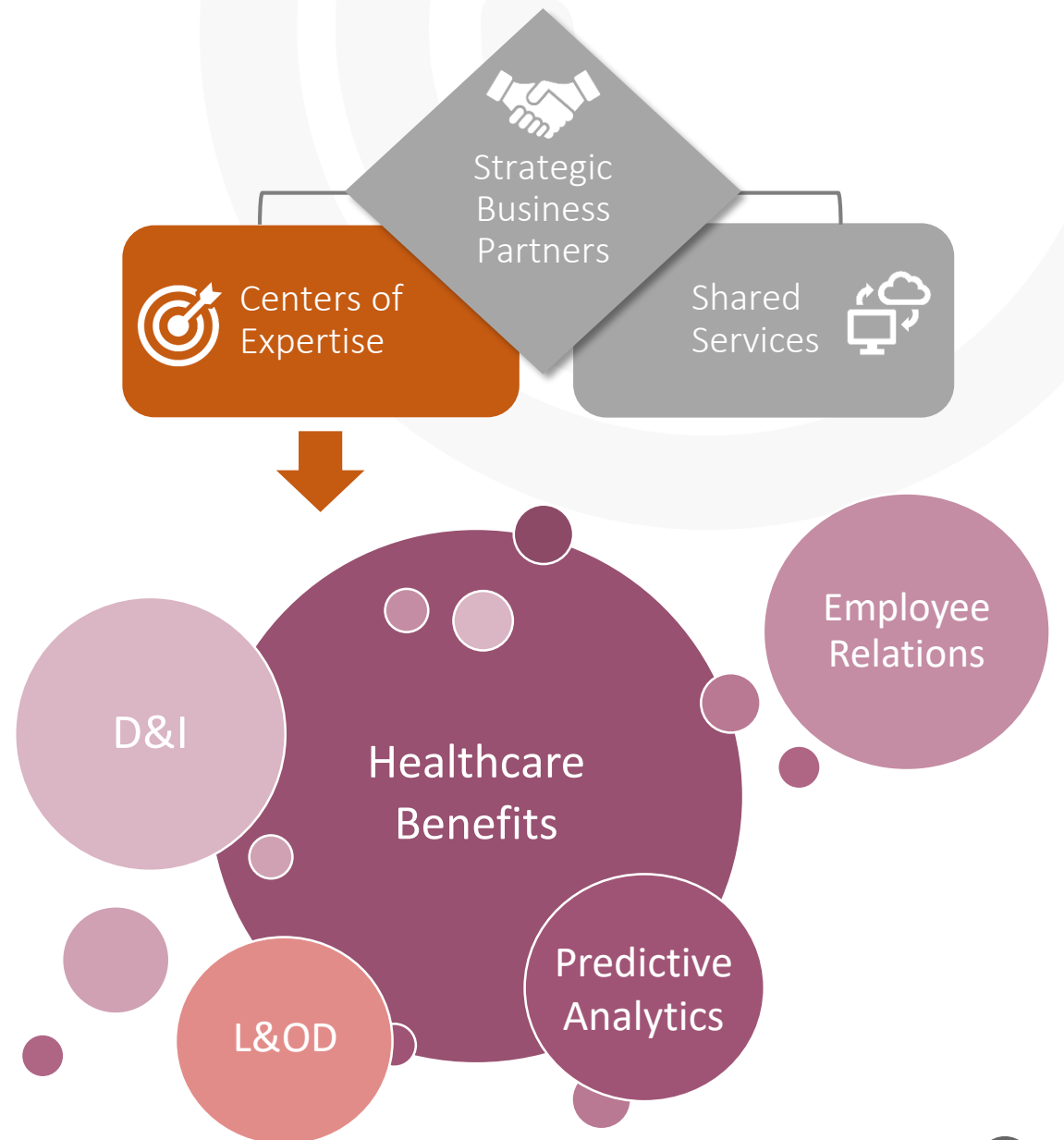
CLASSIC DESIGN, MEET
ACTUAL INTENT



Classic HR operating models focus their Centers of Excellence (COE's) on usual areas of employment offerings and benefits.

If human maintenance and peak performance is essential to business success, WHY IS THERE NOT A WELL-BEING COE?

The notion of physical, mental and emotional output should be the proactive feature – not a responsive value-add.



WELL-BEING AS A LEADERSHIP SKILL

If well-being allows an individual to be the best version of themselves and bring their whole self to work – leaders are responsible for cultivating well-being in others.

According to PwC's 2018 CEO Survey, approximately **40%** of CEOs think good health and well-being of the workforce should be a top-three business priority.

Furthermore, CEO's value more than ever the softer skills that heightened well-being optimizes.



WELL-BEING AS A LEADERSHIP SKILL



Leaders are more often promoted for their technical know-how vs. their ability to develop future leaders.

Key well-being as a skill attributes are secondary or tertiary to their belief that work output is more vital than human performance management.

HCM is not human maintenance minded – it is the oversight of structural standards and operational compliance.



“MOST LEADERS DON'T KNOW THE GAME THEY'RE PLAYING!”

WELL-BEING AS A LEADERSHIP SKILL



MINDFULNESS

The single greatest **regulator** of physical, mental and emotional **readiness**.



KINDNESS

The act of generosity, caring and **warmth of spirit**.



EMPATHY

The **capacity to understand or feel** what another person is experiencing **from within** their frame of reference

WELL-BEING AS A LEADERSHIP SKILL

Every Life Has a Story

EVERY PERSON HAS A **STORY**...

<https://youtu.be/2v0RhvZ3lvY>

0:05 / 2:48



THANK YOU



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