

# Nurture Wellbeing

A Guide for Managers







In today's dynamic work environment, the role of managers extends beyond overseeing tasks and projects; it encompasses fostering the overall wellbeing of their teams. Employee wellbeing is not merely a perk but a critical component of organisational success, influencing productivity, engagement, and retention. Managers, being the direct link between the organisation and its employees, are uniquely positioned to champion and cultivate a culture that prioritises wellbeing.

## The case for equipping managers

- **Direct Impact on Mental Health:** A global survey by UKG's Workforce Institute revealed that 69% of employees stated their managers had the greatest impact on their mental health – comparable to the influence of their partner or spouse, and surpassing that of doctors or therapists. *Traliant*
- **Work-Home Spillover:** Nearly three in four employees reported that stress from work negatively affects their home life, highlighting the far-reaching implications of workplace wellbeing. *Forbes*
- **Desire for Supportive Leadership:** A significant 94% of employees believe their manager should have at least some responsibility for their wellbeing, underscoring the expectation for managerial involvement. *Deloitte United States*
- **Retention and Attraction:** With 92% of workers indicating that it's important to work for an organisation that values their emotional and psychological wellbeing, managers play a pivotal role in creating an environment that attracts and retains top talent. *American Psychological Association*

## Conclusion

Empowering managers with the tools and knowledge to support employee wellbeing is not just beneficial – it's essential. By investing in managerial training focused on wellbeing, organisations can foster healthier work environments, leading to enhanced employee satisfaction, improved performance, and sustained organizational success.

*Nurture wellbeing. Drive engagement. Inspire growth.*



### 3. Overview: Programme for Managers: Nurture your team's wellbeing **FREE TO GROW**



**This short, hands-on programme provides managers with the awareness, knowledge and skills to support their team's wellbeing in a way that matters.**

**Duration:** 4 hours

**Delivery:** Face to face or virtual

**Programme content:**

- 1** The reality of the current levels of employee wellbeing globally and the impact on employee motivation and performance
- 2** The continuum of mental health and the signs and symptoms of each of the five stages - how to spot when an employee is 'slipping'
- 3** The most common stressors in the workplace-how to prevent or address them
- 4** How to encourage open conversations about mental health, including practical tools to open team meetings in a way that will make team members feel seen and heard
- 5** How to have a one-on-one wellbeing conversation with an individual team member showing signs of mental or emotional distress
- 6** How to support team members with a mental health crisis and when to refer them to professional help

“Managers impact employees' wellbeing more than therapists and as much as a spouse or partner.”

Gallup state of the workplace report 2023

“

I found this programme incredibly insightful and valuable for my leadership team in the UK. The practical approach to highlighting the need and benefits of employee wellbeing from an organisational and people perspective was particularly enlightening; one could feel the shift in the room as the half-day workshop unfolded. I was thrilled at how employee wellbeing was positioned; each leader walked away with a newfound understanding and a desire to drive this focus in their teams.”

*Andrew McDonald*

Wilderness  
Group HR Manager,  
at the time



WILDERNESS

“

During the early stages of the pandemic we gave 750 of our leaders ranging from Executives to Supervisors across 12 locations in South Africa and Botswana the opportunity to attend Staying Strong. They deeply valued this opportunity to prioritise their wellbeing before assisting their teams to do the same. Approximately 70% rated every aspect of the programme, including its personal and business value, with scores of 9 or 10 out of 10.”

*Malebo Mpepele*

Group Training  
& Development  
Manager



PEERMONT  
HOTELS CASINOS RESORTS

“

I am blown away by the impact. We expected a positive outcome, but there were so many unintended positive consequences that we can only say: The impact extended far beyond what we could ever imagine.”

*Sibongile Antoni*

HR Head: L&D  
Woolworths,  
at the time



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### Our differentiators



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### Some of our clients

