

# STRONGER

PHYSICALLY, MENTALLY, SOCIALLY, EMOTIONALLY AND SPIRITUALLY



MEASURE, MONITOR AND MANAGE THE HEALTH  
OF YOUR WORKFORCE AND WORKPLACE

 **HEALTHY<sup>®</sup>**  
**PLACE** *TO WORK*

# HAVE YOUR FINGER ON THE PULSE



The Stronger Programme ensures that you always have your finger on the pulse of your organisation . It provides you with data and an evidence base on which to target resources where they are needed most.

It allows you anticipate potential upcoming issues before they become a problem.

It shows you care about the health and wellbeing of your people and are providing content and solutions to support them as they navigate an increasingly complex, fast changing and uncertain business environment.

**Stronger is a programme that has been developed by Healthy Place To Work in response to the needs of our clients. It allows organisations, measure, monitor and manage the health of their workforce and workplace.**

It is based on the Healthy Place To Work strategic framework model. It is salutogenic in nature, meaning that it is focused on the seeds of health rather than the avoidance of disease. It aims to make both the organisation and the individual stronger, physically, mentally, socially, emotionally and spiritually.

The programme can be tailored to the needs of the organisation, who can add customised / company specific statements.

It includes access to the data on the Healthy Place reporting platform, allowing those with access create their own reports, do data comparisons and benchmark analysis.

## **THE 4 STAGE PROGRAMME**

- 1 **Launch** the Healthy Place To Work Programme in your organisation.
- 2 **Pulse** employees with 10 statements per quarter.
- 3 Based on the data select the most relevant **45-minute webinar** to address the biggest presenting issues.
- 4 **Repeat** in each quarter.

Once your data, over a 12-month rolling period, is strong enough, you will get certified as a Healthy Place To Work®



# Strategic Framework

## PURPOSE

Wellness Culture  
Flow & Gratitude  
Congruence  
Organisation & Value

## MENTAL RESILIENCE

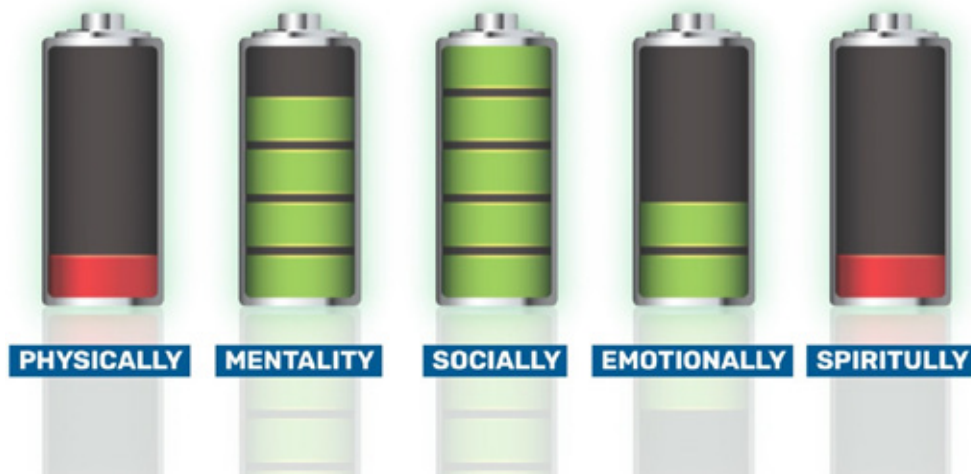
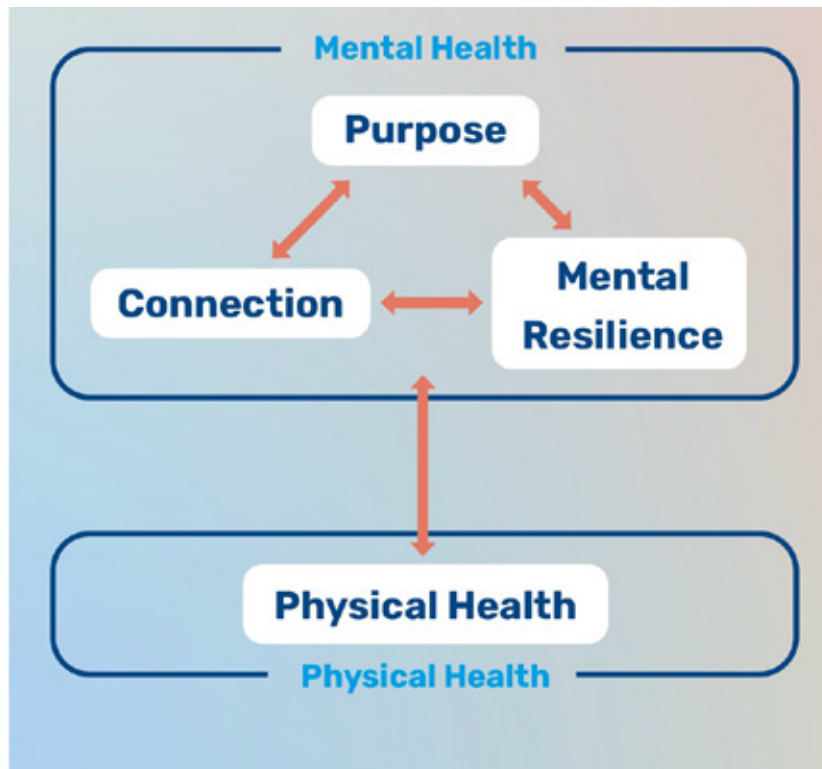
Learning Mindset  
Financial Wellbeing  
Self Efficacy (job & career)  
Self Efficacy (health)  
Work Control  
Work Demands

## CONNECTION

Manager Support  
Belonging  
Relationships  
Peer Support  
Social Wellbeing  
Diversity & Inclusion  
Emotional Expression

## PHYSICAL HEALTH

Work Environment & Safety  
Energy & Rest  
Fitness  
Diet

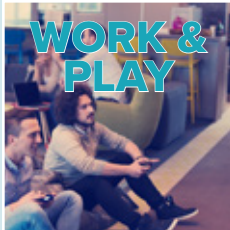
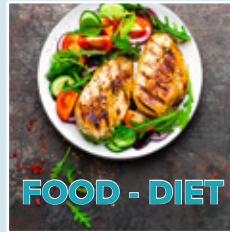
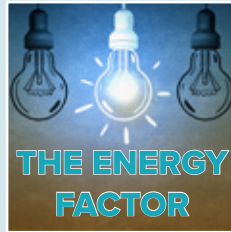


BT Ireland

## Just do it!

Clients appreciate the constant flow of data and the easy to use but truly powerful reporting platform giving them control at the touch of a button. In addition, they tell us they like the personalisation and customisation options, and of course the chance to enhance their employer brand by being certified as a Healthy Place To Work.

## Webinar themes include:



## Sample Webinar

Psychological safety has been identified in a google study as the number one ingredient for high performing teams. When it is present people are comfortable speaking up, contributing ideas, calling out issues, asking questions and admitting mistakes without fear of facing humiliation, isolation or retribution.

After the webinar all attendees will understand what psychological safety is and how both organisations, leaders and every member of the team has a role in creating it.

We share why it is so crucial in the new world of work and we give specific examples of ways that you can increase Psychological safety for all.

We include clips from an interview we conducted with the global authority on Psychological Safety Amy C Edmondson from Harvard Business School.

# YOUR PROGRAMME DELIVERY TEAM



## TJ Byrne

An experienced OD expert with over 30 years of experience in leadership development, TJ Byrne has led numerous programmes for multi-national organisations focused on high performance with particular emphasis on the development of senior team capability to function effectively as a cohesive leadership group and to provide clarity of strategic direction to their organisations.



## Peter Morris

Peter worked for BT in Ireland for over 20 years until 2019. As Director of BT Consumer Peter led the Sales and Marketing operation in Northern Ireland and as Director of BT Ireland Corporate Services he was responsible for implementing a major people and culture transformation project, involving 2000 employees and running for over 4 years.



## John Ryan

Speaker, Author, Founder and CEO of Healthy Place to Work, John Ryan presents the Work Healthy podcast and recently launched his first booked Make Work Healthy, published globally by Wiley.

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NovaUCD, Belfield Innovation Park, University College Dublin, Belfield, Dublin 4, Ireland

Email: [info@healthypacetowork.com](mailto:info@healthypacetowork.com), Website: [www.healthypacetowork.com](http://www.healthypacetowork.com)