



Wellness and Business Performance: The True Cost of Ignoring Employee Well-being

In today's fast-paced business environment, employee wellness is no longer just a buzzword. It's a critical element of business success. Numerous studies, including those from the NHS and NICE (National Institute for Health and Care Excellence), have shown that investing in employee well-being not only boosts individual health but significantly impacts overall business performance. For HR professionals and business leaders, understanding the link between wellness and performance is essential to driving sustainable growth and reducing operational costs.

Did you know that NICE and NHS research estimates that for every £1 invested in employee mental health generates £5 back in productivity?

The Cost of Poor Employee Wellness

The financial impact of poor employee wellness is staggering. According to NHS data, mental health issues, including stress and anxiety, are the most common reasons for absenteeism, with over 12.7 million working days lost in the UK alone each year due to stress-related conditions. The Health and Safety Executive (HSE) adds that workplace stress, depression, or anxiety account for 51% of all work-related ill health cases.

Furthermore, NICE estimates that mental health conditions cost UK employers £34.9 billion per year, with productivity losses being the largest factor. This includes presenteeism, where employees are physically at work but not fully productive due to poor health. Without an effective well-being strategy, companies face significant financial losses from reduced output, high turnover, and absenteeism.

Empower: Preventing Burnout and Building Resilience

A strong wellness program is the first line of defence against employee burnout, which directly affects performance and productivity. Burnout has been described as an "occupational phenomenon" by the World Health Organization (WHO), highlighting how critical it is for businesses to address this issue.

Our Empower approach focuses on building individual resilience through personalized well-being activities like self-defence training and goal-setting workshops. These not only help employees manage stress but also empower them to take charge of their health and career progression.

As Josh Bersin, a leading HR analyst, emphasises, "Empowered employees are more engaged, more productive, and far less likely to burn out." A wellness program that empowers individuals can save businesses thousands, if not millions, in lost productivity costs annually.



Engage: Improving Team Cohesion and Reducing Absenteeism

Team cohesion is another area directly influenced by employee wellness. Studies show that highly engaged teams are 21% more profitable than disengaged teams (Gallup), but engagement is difficult to maintain when wellness is compromised. The NHS reports that physical and mental health issues lead to prolonged absenteeism, with one in five workers taking extended leave due to stress.

Our holistic offerings, including Yoga Nidra, Qigong, and Restorative Yoga, are designed to engage employees in practices that reduce stress and boost morale. According to NICE, implementing wellness initiatives that target mental health can reduce absenteeism by 30%, translating into substantial cost savings for businesses.

As Josh Bersin points out, “Well-being isn’t just about reducing sick days—it’s about creating an engaged, vibrant workforce.” By engaging employees in well-being practices that focus on mental and physical health, businesses not only reduce absenteeism but also foster stronger, more collaborative teams.

Elevate: Enhancing Performance and Sustaining Growth

Elevating performance through well-being is more than a trend—it’s a proven strategy. McKinsey research shows that organizations with strong well-being programs see 25% less turnover and have significantly higher employee satisfaction rates. For HR professionals, this means that focusing on wellness doesn’t just enhance performance—it helps sustain long-term growth and reduce recruitment and training costs associated with high turnover.

Our cold-water immersion and Hang Therapy sessions, combined with resilience training, are designed to help employees elevate their physical and mental performance, preparing them to thrive in high-pressure situations. This holistic blend helps teams stay focused, driven, and connected to their organizational goals.

As Gartner reports, businesses with strong well-being programs are better equipped to face future challenges, making them 1.5 times more likely to be leaders in their industry. By investing in wellness, HR leaders can ensure their teams are not only performing at their best but are also prepared for sustainable growth.

Why Wellness Matters Now

Ignoring employee well-being is costly—not just in terms of health but also in lost productivity, higher turnover, and diminished performance. The NHS and NICE highlight the financial burden poor health places on businesses, and it’s clear that wellness should be a top priority for HR professionals and leaders alike.



How we can help.

We understand the profound impact wellness has on business performance. Our customized programs are designed to Empower, Engage, and Elevate your teams, helping them become more resilient, connected, and high performing.

Contact us [HERE](#) today to learn how we can help your organization reduce costs, boost productivity, and foster a thriving, well-balanced workforce.

Investing in wellness is more than a trend—it's a smart business decision that can improve performance and save your organization from the high costs of absenteeism and turnover. Let's work together to build a healthier, more productive workforce.