



A Proven ROI....

The Business Case for Using Our 3 Pillars: Empower, Engage, Elevate

In today's business world, where stress, disengagement, and employee turnover are on the rise, the financial and performance benefits of investing in employee wellness are more compelling than ever. Our three pillars—Empower, Engage, and Elevate—form the foundation of our services, offering tangible financial returns and performance improvements for companies. Here's how our approach can help your business boost productivity, reduce costs, and foster high-performing teams.

Empower: Building Resilience for Improved Productivity

A key element of business success is having employees who are not only skilled but also resilient and capable of handling stress and challenges. This is where our Empower pillar comes into play. Through techniques like self-defence training, goal-setting workshops, and personal development activities, we build confidence and mental toughness.

According to the NHS, stress is one of the leading causes of workplace absenteeism, with over 12.7 million workdays lost annually due to stress-related illnesses. By empowering employees with tools to manage stress, companies can reduce absenteeism and presenteeism, where employees are at work but not fully productive. The Health and Safety Executive (HSE) estimates that work-related stress, anxiety, or depression accounts for 51% of all work-related ill health cases in the UK.

Financial Impact: By addressing these issues through empowerment training, businesses can save thousands per employee in lost productivity and health-related costs. Research from NICE shows that every £1 spent on mental health interventions can generate £5 in reduced absenteeism, presenteeism, and staff turnover.

Engage: Fostering Team Cohesion and Collaboration

The second pillar, Engage, focuses on strengthening team dynamics through activities such as team-building events, yoga, Qigong, and mindfulness practices. Engaging employees in



meaningful and collaborative activities has been shown to increase job satisfaction, retention, and overall productivity.

According to Gallup, companies with highly engaged employees see a 21% increase in profitability and a 17% increase in productivity. Engaged employees are also less likely to leave, reducing the high costs associated with recruitment and training. Additionally, engaged teams collaborate better, innovate more frequently, and contribute to a positive workplace culture that fuels business growth.

NHS-backed studies have found that well-being programs that focus on mental health and engagement can reduce absenteeism by 30%. This has a significant impact on the bottom line, as disengaged employees can cost companies as much as 34% of their salary in lost productivity each year.

Financial Impact: By investing in our Engage offerings, businesses can reduce turnover, boost collaboration, and generate substantial productivity gains. For a company of 100 employees, reducing disengagement by just 10% could lead to savings of £250,000 annually in productivity and turnover costs.

Elevate: Enhancing Performance Through Wellness

The third pillar, Elevate, is designed to push employees to new levels of mental and physical performance. Activities like cold water immersion, wilderness survival, and performance coaching teach resilience, adaptability, and endurance—critical qualities in today's fast-paced business environment.

Forbes reports that employees who participate in wellness programs that challenge them both physically and mentally show higher levels of job satisfaction and are 1.5 times more likely to stay with their employer. Moreover, research from McKinsey indicates that companies with strong wellness programs have 25% less turnover and significantly higher productivity rates.

NICE further supports these findings, stating that workplace well-being interventions can lead to reductions in staff turnover of up to 50%. This is particularly important when you consider that the average cost of replacing an employee is estimated to be between £20,000 and £30,000. Elevating employee performance through wellness initiatives also reduces burnout and improves long-term resilience.

Financial Impact: Investing in performance-boosting programs can lead to significant financial returns. For example, a business that reduces turnover by 20% could save £400,000 annually in recruitment and training costs for a workforce of 200 people. Enhanced employee performance directly translates into higher output and business growth.



The Overall Business Case: A Proven ROI

Investing in our Empower, Engage, and Elevate pillars is not just an expenditure—it's an investment with measurable returns. From reduced absenteeism and lower turnover to improved team performance and collaboration, companies can experience significant financial and productivity gains. The combined impact of addressing stress, fostering team engagement, and enhancing performance through wellness programs can generate £5-£6 for every £1 spent, according to NICE and NHS research.

We tailor our wellness and team-building programs to align with your business goals, ensuring that every activity directly contributes to enhanced performance and financial returns.

[Take Action by Starting Your ROI Today.](#)

Ready to unlock the financial and performance benefits of a well-being program? Contact us today to explore how our Empower, Engage, and Elevate pillars can transform your team, boost productivity, and drive long-term business success.

Investing in employee wellness is more than just a trend—it's a proven way to improve business outcomes, reduce costs, and create a thriving, high-performance workforce. Let us help you build a happier, healthier, and more productive team.