

Title: Personal Growth as a Dimension of Health, Safety, and Wellbeing

Strategy: Insights and Exploration

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Abstract:

In recent years, there has been a growing recognition of the multifaceted nature of health, safety, and wellbeing in organizational settings due to the increased prevalence of mental ill health, burnout, and chronic disease in many parts of the world. Whilst traditional approaches have primarily focused on mitigating risk to achieve physical health and safety, there is a growing understanding of the importance of addressing psychological and emotional aspects to promote a holistic wellbeing approach.

Accordingly, having employees who are in an optimal state of wellbeing who “flourish” has become a central focus of organisations with the aim of contributing to a meaningful and sustainable society, rather than achieving purely financial measures of progress. This shift is visible in workplaces where business leaders seek employee wellbeing over and above maximising return on capital. They have realised that achieving such a purpose helps to deliver commercial success. Organisational, and health, safety and wellbeing strategies that create optimal enabling environments which value individual capacities and strengths has become critical to success. In this context, personal growth emerges as a dimension within the complex relationship between health and safety, wellbeing, employee engagement and strategy implementation.

As a prominent business issue there was limited evidence in the literature about the relationship between corporate business strategy, workplace health, safety, and wellbeing, that enables organisations to achieve their desired performance aspirations, beyond traditional measures of success such as reduced injury and illness.

Drawing on an exploratory mixed method study, consisting of eight semi-structured interviews and ninety-five survey responses from a cross section of private and public sectors leaders and health, safety, and wellbeing and human capital professionals. Thematic analyses and exploratory factor analyses confirmed a health, safety, and wellbeing strategy framework that integrates key concepts such as wellbeing, health and safety management, and employee engagement. The final strategy framework provides empirical evidence supporting a suitable framework for businesses to improve individual and organizational performance.

This paper explores the findings of the study and provides insights into the importance of individual and organisational factors and personal growth in fostering engagement in health, safety and wellbeing and corporate strategy.

Keywords: strategy; wellbeing; employee engagement; personal growth and development

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Biography:

Dr Brent Halliday completed his Doctor of Professional Studies (Safety Science, Wellbeing and Organisational Behaviour) at the University of Southern Queensland, Toowoomba, Australia. His academic focus has been on the strategic application of contemporary organisational health, wellbeing, and safety approaches to achieve optimal individual and organisational performance outcomes. This academic insight, coupled with 30 years of industry based professional practice at a senior level in high-risk national and international organisations, and work health and safety regulation, provides unique evidence-based insights in developing solutions for complex organisational, health, wellbeing, and safety challenges.

Professionally, Brent is a Fellow - Institute Managers and Leaders, Australia, Member - Australian Institute of Health and Safety, Member - Risk Management Institute of Australasia, and Member - Society of Risk Analysis, USA/Australia Chapter.

Photograph

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