



Changing how we create well-being at work

A reflective essay by Neil Devons



The debate examining how 'good work' helps to achieve high performing and resilient organisations, as well as enhancing the health and wellbeing of workers at every level, is maturing as more leaders and managers begin to understand the issues they face.

The concept of employee mental health and well-being is evolving rapidly. Good employers are already helping managers to identify the symptoms of mental ill-health and stress, and providing individuals with the support they need. The challenge however is to identify the ways in which workplace practices and cultures either contribute to positive mental health or undermine it. For many organisations this raises some pretty fundamental questions about how they organise work.

Participants at UK WON's Symposium Bringing wellbeing, mental health and productivity together in the workplace of the future, hosted by E.ON at its new Nottingham offices in October 2015, shared a variety of experiences on how to create good workplaces which combine economic performance and high quality working life. The starting point, inspired by UK WON's publication [The Future we want? Work and organisations in 2020](#) was

'how do good organisations adapt to a changing economic, demographic and social environment in an increasingly volatile world?'

It became clear that the group, drawn from a wide variety of public and private sector enterprises, agreed that the past is an increasingly unreliable guide to the future and if we want to adapt, challenging and even redefining received orthodoxies is imperative.

[Read the complete essay](#)

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- Leadership – discovering what really works
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- Engagement – enabling every employee to maximise their potential
- Effective change – engaging the ideas and commitment of employees at all levels

- Case study analysis – real solutions for real organisations
- Real time change projects – practical application of [The Fifth Element](#) principles
- In-house facilitation – hands on support for change
- Action learning – sharing experience, problems and solutions with other participants

Participants will identify and lead a key change project in their own organisation that will enable them to translate knowledge from the course into practice. In addition to taught sessions, support for the project will be provided by Workplace Innovation's experienced change facilitators.

[Find out more](#)

Please Forward

About UK WON and Workplace Innovation

UK WON is a not-for-profit organisation that works with employers' and professional bodies, trade unions, universities, policy makers and others committed to developing and disseminating new ways of organising work that lead to sustainable competitiveness, an innovative culture and a high quality of working life.

Workplace Innovation helps enterprises and their employees to improve organisational performance and working lives by releasing the full knowledge, skill and creativity of people at every level.

Contact us at info@ukwon.net

