



Workforce Well-Being Study

The Horizons Workforce Consulting™ Partnership

Horizons Workforce Consulting is comprised of a dedicated team of industry experts who assist clients in determining the obstacles their employees face in fully contributing to their organizations. With global capabilities, we offer an array of consulting services to help create a workplace environment that allows employees to reach their highest performance and productivity levels, while enabling employers to achieve organizational success.

We are pleased to work directly with clients to offer the most thorough and customized well-being analysis. In order to assist us in the process, clients are asked to schedule leadership interviews and focus groups and to approve the well-being survey before distribution. Clients will also be asked to provide demographic and geographic data.

Cost for the study will reflect the breadth and depth of the assessment, in accordance with client request.

Contact us to learn more.

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A Bright Horizons Solution at Work

Core Organizational Need:

Desire to create a customized well-being index specific to the organization for use as a tool to measure effectiveness of strategic human resources practices.

Primary Components:

Task	Objective
Leadership interviews	Identify organizational goals, objectives, and perceived business challenges, as well as perceived impact of improving employees' well-being.
Demographic analysis	Create workforce profile including gender, age, income, and number of dependents to provide initial insights into employees' work/life needs.
Geographic analysis	Understand employees' residential location in relation to worksite and the resulting commuting patterns to understand potential impact on well-being.
Policy and program review	Understand the policies and organization of current human resource programs including dependent care, flexible work arrangements, and financial supports.
Focus groups	Identify the unique aspects of the workforce in terms of work and non-work responsibilities, impact of organizational culture on overall well-being, and sources of personal and professional stress.
Well-being assessment survey	Organization-wide assessment of employees' current state of well-being, including areas such as physical and mental health, financial security, work satisfaction, etc.

Study Outcome: Well-being index

Results of the study will provide an understanding of current workforce well-being and a customized employee well-being index. The well-being index can be utilized in a longitudinal manner to measure the effectiveness of human resource policy and practices over time. A high-level presentation will be created for discussions with senior leadership.