

BUILDING A WORLD OF DIFFERENCE

B&V WELL-BEING PROJECT

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Building a world of difference.®

Question 1.

Over the past two weeks	All of the time	Most of the time	½ of the time	Some of the time	At no time
I have felt cheerful and in good spirits.	5	4	3	2	1

Question 2.

Over the past two weeks	All of the time	Most of the time	½ of the time	Some of the time	At no time
I have felt calm and relaxed.	5	4	3	2	1

Question 3.

Over the past two weeks	All of the time	Most of the time	½ of the time	Some of the time	At no time
I have felt active and vigorous.	5	4	3	2	1

Question 4.

Over the past two weeks	All of the time	Most of the time	½ of the time	Some of the time	At no time
I woke up feeling fresh and rested.	5	4	3	2	1

Question 5.

Over the past two weeks	All of the time	Most of the time	½ of the time	Some of the time	At no time
My daily life has been filled with things that interest me.	5	4	3	2	1

THE B&V WELL-BEING PROJECT

THE STEERING COMMITTEE :

- HR Director EMEIA
- Safety & Health Manager Europe
- Senior Project Manager
- Occupational Health Advisor
- Senior Works Manager
- Occupational Psychologist

Representing a wide scope of relevant business levels & functions



WELL-BEING

Psychological well-being

Ability to handle the stresses of daily life & maintain a positive attitude & a sense of purpose



Physical well-being

Health & Safety
+ exercise, sleeping & eating habits

Social well-being

Positive & supportive relationships

BENEFITS

- Engaged and committed workforce
- Higher productivity
- Ethical, aligns to Corporate sustainability

ALREADY ACHIEVED:

- Raised awareness
- Improved management competence
- Industry best practice approach to project noted... By **LRQA**

“The output that we are seeing shows me I can trust that we will address issues”

“It is pleasing to know that the company has a positive attitude to their employees wellbeing & has set up focus groups for employees to participate in “



“It is beginning to make work a better place to be from simple things like fruit every week to more serious things like a serious look at stress and how to cope with it”

TO TACKLE STRESS



POSITIVE STRESS



**STRAIN /
NEGATIVE STRESS**

**Look at the
causes**

**Focus on coping
styles and
resources**

**Reduce the
impact of stress**

THE WELL-BEING PROJECT

Aligned to HSE management standards for work-related stress, in five steps:

Step 1 – Identify the hazards

Step 2 – Gather data / evidence
(Well-being survey)

Step 3 – Evaluate the risks

Step 4 - Action planning

Step 5 - Monitor and review

Introducing B&V Well-being Project

Health & Well-being

At Black & Veatch we are committed to health and well-being of all our professionals.

Through BOSS we have successfully improved professionals' physical safety. Our next goal is to promote a more holistic approach to health and well-being. The B&V Safety and Health Management Committee is launching a new health and safety initiative, the Well-being Project, to address stress.

The first step is a survey asking professionals to help identify potential causes of stress. Once we have your views the Well-being Project team will begin to consider ways to help mitigate stress and its effects.

For further details visit the Well-being Home page on iNet accessible via H&S or HR iNet pages.



IDENTIFY THE HAZARDS

Review of six broad risk factors for work-related stress (the management standards):

- Demands, control, support
- Role, change, relationships

INFORMATION GATHERING

B&V Well-being Project - Stage 2 of 5

You say **&** We listen

The Well-being Survey is out now!

In June we launched the Well-being Project, a new health and safety initiative to create a more holistic approach to health and well-being at Black & Veatch.

We are now inviting all UK professionals to contribute to the Well-being Survey to help identify and address the potential causes of stress in the workplace. The Well-being Survey can be accessed on iNet through the Well-being Project home page. Professionals without internet access will be invited to contribute by completing the survey in paper format.

Please do take the time to fill in this survey as your opinions and suggestions are one of the most important ways to identify risk factors and trends.

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B&V Well-being Project Survey

68%*

A great response!

Thank you!

*774 Black & Veatch professionals have shared their views and suggestions to help us identify and address potential causes of stress in the workplace.

We are now analysing the data and will start sharing the findings with you in November 2011. If you have any questions in the meantime, please get in touch with Lucie Zernerova on 01737 856 563 or zernerova@bv.com.

Thank you for your support,
The Well-being Steering Group

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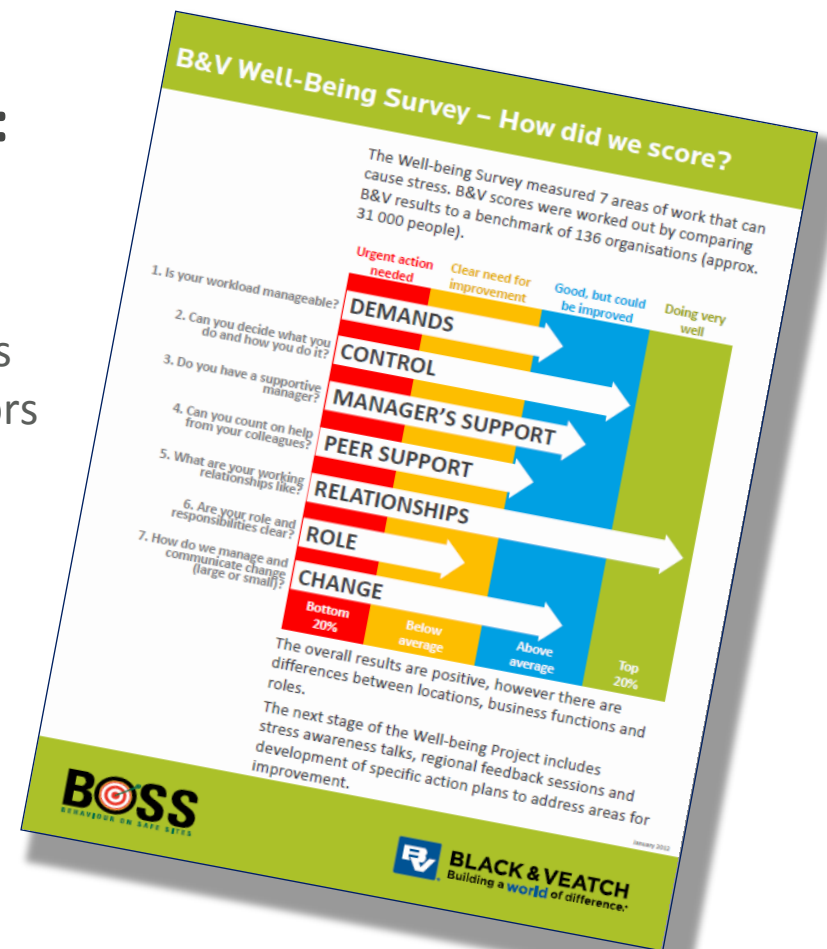
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The Well-being Survey – Sept 2011

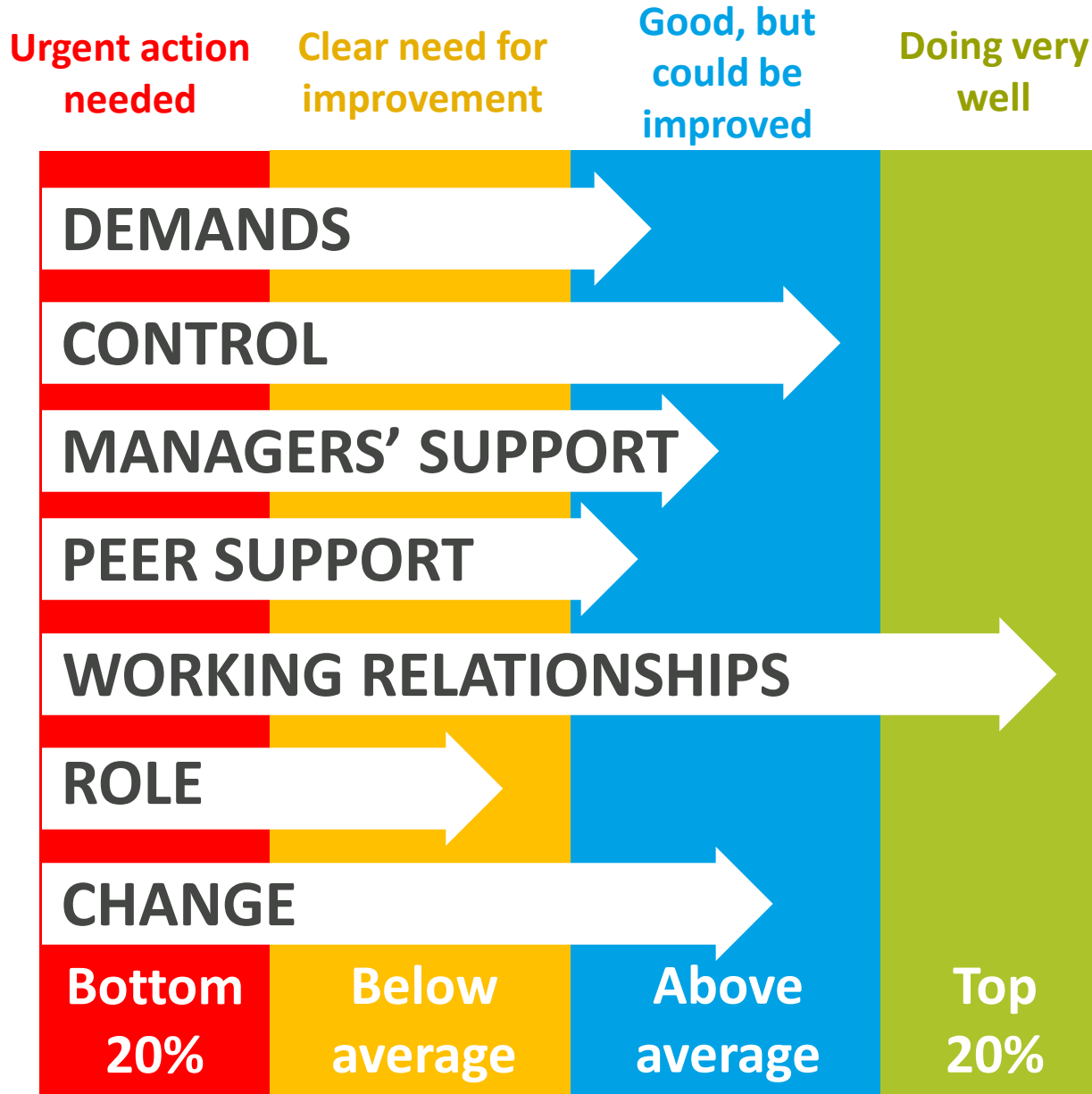
EVALUATION OF RISKS

The Well-being Survey identified:

- Specific hazards (stress risk factors) present in the workplace
- Hot spots (locations, business functions and roles) where these stress risk factors are present
- Areas of good practice where the risks are managed well



B&V OVERALL RESULTS



ACTION PLANS- OUTCOMES

Company wide & Local Actions

- Feedback & Education - results
- Engagement & Empowerment – workshops
- HR Road shows, training, revised processes, guidance:



MONITOR & REVIEW

Monitor

- Sickness absence data
- Stress & Anxiety cases
- Management referrals
- HR & Occupational Health processes

Review

- Effectiveness of actions & solutions
- Regular senior management review
- Survey 2013



SUMMARY

Need  psychological

Benefits – healthy workforce, work life balance



Get organised

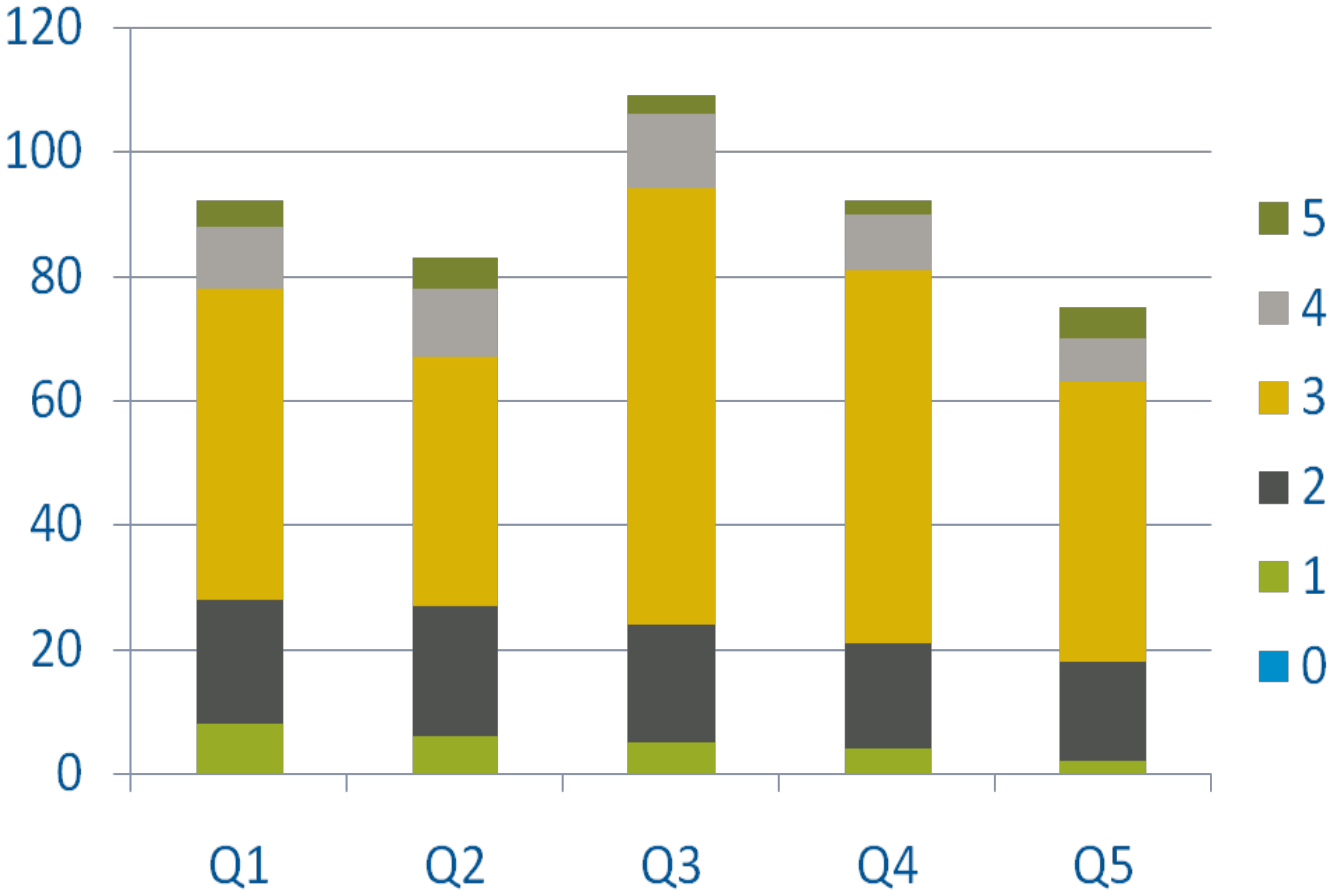
➤ Develop your process



Outcomes / benefits

Don't forget - monitor and review

RESULTS



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Together



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