



Health, happiness, and resilience

The key ingredients behind
successful organizational change



QUICK READ



In the hectic world of business, the old adage that “the only constant is change” still rings true today. Everything in a growing business is in perpetual motion, and technology has only fueled the rapid speed at which things shift.

As a result, ongoing organizational change is the new normal for employees today. Change can take place at an employee level – there can be new projects, increased workloads, new teammates, or greater responsibility. Changes taking place at this micro-level are fairly straightforward to manage with effective communication between employees and managers.

However, when change takes place at a wider departmental or organizational level, there are far more moving parts. It’s important to have a firm grip on the wheel to steer the business in the right direction and to ensure the wellbeing of employees.

Dr. David Batman, Consultant Occupational Health Physician and member of the Virgin Pulse Science Advisory Board, notes that “change can result in uncertainty, reduce employee trust in the organization, and lead to stress and anxiety.” And as numerous studies have demonstrated, the health and wellbeing of employees have a direct impact on the health and success of an organization.

Organizational change comes in many forms. The most common reasons include:



Scaling Operations

Business success and growth, especially over a short period of time, might require employees to quickly scale their workload or work longer hours. Stress and fatigue are inevitable if this continues for an extended period of time — both of which can take a toll on employee health and wellbeing.



Organizational Restructuring

Employee motivation and confidence can deteriorate when an organization is going through restructuring. Job insecurity and high levels of uncertainty can cause employees to lose trust in their employer and affect employee morale, which can spread through the business.



Change of Vision or Strategy

New business strategies and a change of direction or focus will not only require employee buy-in but might also require the workforce to learn new skills and processes.



Mergers and Acquisitions (M&A)

Any interruptions or upsets during employee transfers can lead to undesirable outcomes for companies and their investors. During times of change, there are higher levels of stress and uncertainty. This could cause talent to leave before deal completion and make it difficult to maintain good lines of communication throughout transitions across global employee populations.



Digital Transformation

Changes to hardware, software, or business processes also bring challenges. Whether it's a new HR or communications system that employees need to learn or new technology that requires implementation, training, upskilling, and maintenance.

Manage Organizational Change by Building a Resilient Workforce

A lot can be done at the C-Suite and manager level to manage change. However, what ultimately determines how change is accepted (or rejected) are employees and their resilience. Resilient employees can navigate change more easily — and even see it as an opportunity for growth.



What Does Resilience Look Like?

According to Dr. David Batman, mentally resilient employees can cope with challenging situations and spring back from the challenges that organizational change brings.



**Resilient
Employees**

Display a positive, optimistic attitude

Expect difficulties and challenges but don't fear them

See problems as opportunities and search for a solution

Take a proactive approach to their physical and psychological health

Exhibit significantly reduced risk of mental ill health

Learn how to support psychological safety and change in the workplace >

Wellbeing Programs Develop Resilient Employees Who Can Cope With Change

Employee health and wellbeing solutions help to build a more resilient workforce that can deal with change. And, happy, healthy employees are more likely to see change as an opportunity to shine.



These Targeted Wellbeing Strategies Will Help Your People Thrive:



Social Networking

Research has shown that having a strong network of social bonds can reduce stress and improve longevity. > Challenge-based initiatives around building healthy habits can strengthen bonds between colleagues.



Physical Activity

Regular exercise can have a profoundly positive effect on depression > anxiety, and stress. It can also improve sleep and boost memory.



Mental Health Support

Creating a healthy workforce includes helping employees manage stress, anxiety, and depression. Learn how Virgin Pulse helps support the mental health of your employees. >



Nutrition

Research in the field of nutritional psychology is still fairly new, more studies are starting to reveal how the things you eat impact your mental health. Recent research indicates that a diet high in fresh fruits, vegetables, and Omega 3 fatty acids may reduce the risk for depression. >



Mindfulness

Although there are many other benefits, mindful practices > like meditation have been shown to reduce the effects of pain, stress, and anxiety.



Sleep

Disruptions in sleep can impair the brain's ability to function, > and prolonged lack of sleep or interrupted sleep can increase the risk for mental illness.

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Team-based wellbeing initiatives can help employees understand the informal elements of organizational change, such as unwritten rules, cultural norms, and workplace social behavior.”

Dr. David Batman



Employee health and wellbeing solutions can help build a more resilient workforce that is better equipped to handle change.

If change is already taking place, the idea of adding new projects to the pile, such as a health and wellbeing platform, may seem daunting. However, arming employees with the right tools to embrace change will help them navigate uncertainty and strengthen your organization as a whole.

68%

of members reported a decrease in stress at work or at home¹

54%

of members reported an increase in productivity or concentration¹

62%

of clients surveyed witnessed an improvement in engagement/morale²

75%

of organizations realized an improvement in their employees' productivity²

Virgin Pulse is the world's largest, most comprehensive digital health, wellbeing, and engagement company. Founded as part of Sir Richard Branson's Virgin Group, our goal is to help clients build healthy workplace cultures that encourage all employees to be their best and most productive selves, at work and beyond.



Ready to take your employee wellbeing program to the next level?

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