

Kaido®

Keeping your employees happy and healthy from home during the Coronavirus Pandemic.



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Agenda:

1. Introduction to Kaido
2. The SME Coronavirus Opportunity
3. Top 10 Tips for supporting your employees wellbeing from home
4. Free Resource to help you get started
5. Questions



Introduction to Kaido

Kaido is a leading provider of employee wellbeing services. Our Kaido Wellbeing solution has benefitted companies large and small, and is trusted by the NHS.

It is proven to drive **engagement**, **boost morale** and importantly promote a **positive team culture**.

Kaido is an NHS funded organisation with investment from **University Hospitals Birmingham NHS Foundation Trust** and the **West Midlands Academic Health Science Network**.

85%

Notice an improvement
in their health

58%

Had conversations
about health at work

31%

Felt less stressed

96%

Would recommend
Kaido to a colleague

21%

Improved
productivity

34%

Felt teamwork
improved



~~Survive~~ → Thrive!

Why Now?

Employee:

- Employees feeling isolated and disconnected
- High risk of Mental Health issues
- Disengaged.

Business:

- You have a legal responsibility for your employees
- You need your people now more than ever
- Show them you care.

Environment:

- Enforced Remote Working
- Enforced Flexible working
- Enforced Infrastructure changes.

Why Now?

88%

Of SME Decision Makers recognise the importance of culture to their business.

81%

Recognise that culture drives direct business benefit for their organisation.

82%

Of SME's do not have a dedicated wellbeing strategy for their employees.

References:

- Breathe HR (2020) - Culture Economy Report 2020: <https://www.breathehr.com/blog/its-out.-breathes-culture-economy-report-2020>
- Breathe HR (2019) - Sick Report: <https://www.breathehr.com/sick-report-2019>
- AXA PPP (2019) - Employee Wellbeing in SME's

So **how** can you support the health and wellbeing of your employees remotely?

How can you begin to make health and wellbeing an integral part of your company culture?

How can you ensure your employees remain engaged, motivated and connected during a crisis?



Over-Communicate

Your employees will have a million and one questions right now. Keep them informed, reassured and motivated in the knowledge that they are not alone.

Continue to communicate the **'what'** over the **'how'** to encourage independent problem solving.

In Practise:

- Regular Team and Individual Check-ins
- Daily Stand-Ups
- Messaging Applications e.g. Slack.



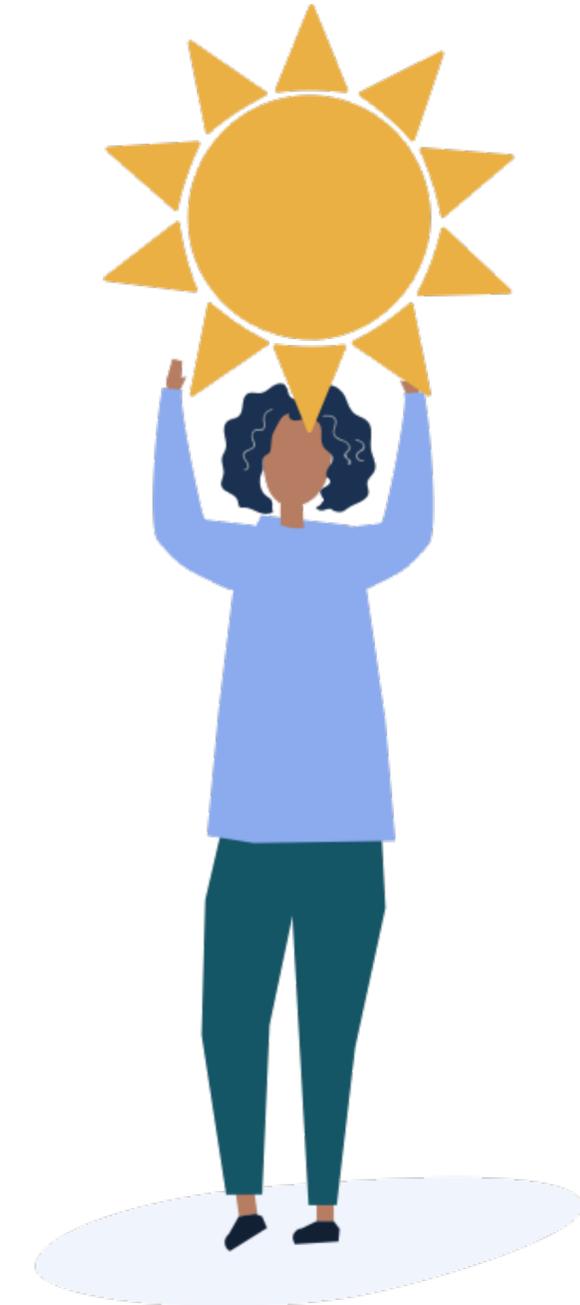
Visible Leadership

Employees will always remember how the management responded in a crisis. Ensure management is visible and pro-actively engaging with company initiatives, specifically those in relation to employee wellbeing.

Use this period as an opportunity for managers to build relationships with teams across the business and have the courage and competence to support their colleagues.

In Practise:

- Promote and engage with new initiatives
- Be available
- Communicate clearly and often.



Flexible Working

Trust in your employees. Give them the ability to adjust the hours or location of their work according to their individual circumstances.

In Practise:

- Communicate in advance
- Be accepting of changes
- Redefine 'success.'



Take advantage of technology

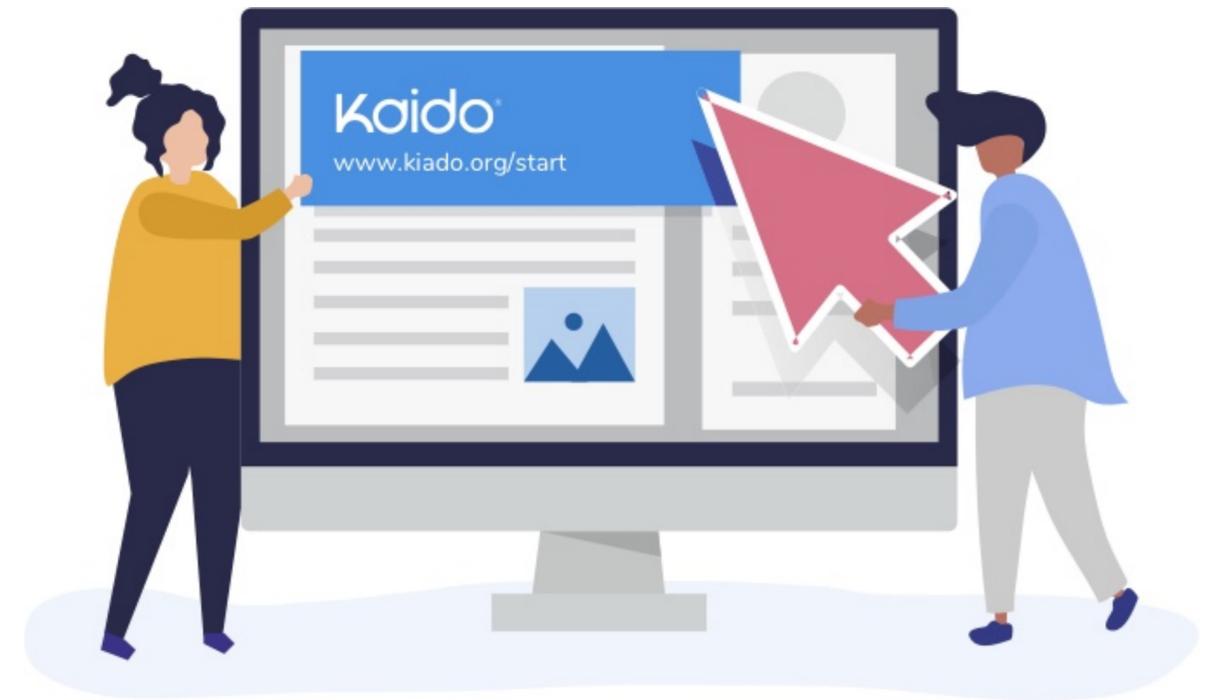
Technology is the enabler* that is going to allow you to get work done.

Using video is important in maintaining human connection and ensuring any written communications are not left to 'chance' or interpretation.

In Practise:

- Videoconferencing - Zoom, GoToMeeting
- Instant Messaging - Slack, Microsoft Teams
- Productivity - Trello
- HR - Breathe, Charlie HR
- Cloud - Google Docs, Sheets
- Wellbeing - Kaido.

*However, use technology with caution: When the technology becomes a device that dictates it has lost its purpose.



Mental Health Support

We have all seen the statistics. 80% of people will suffer from anxiety during the Coronavirus crisis.

Ensure you do not add to that anxiety by communicating clearly, providing direction and supporting employees mental wellbeing with access to tools, resources and support that can help.

In Practise:

- Free Websites - Mind
- Tools and resources - Mindfulness Applications such as Headspace, Calm and Unmind
- Regular Check'ins - 'Ask Twice.'



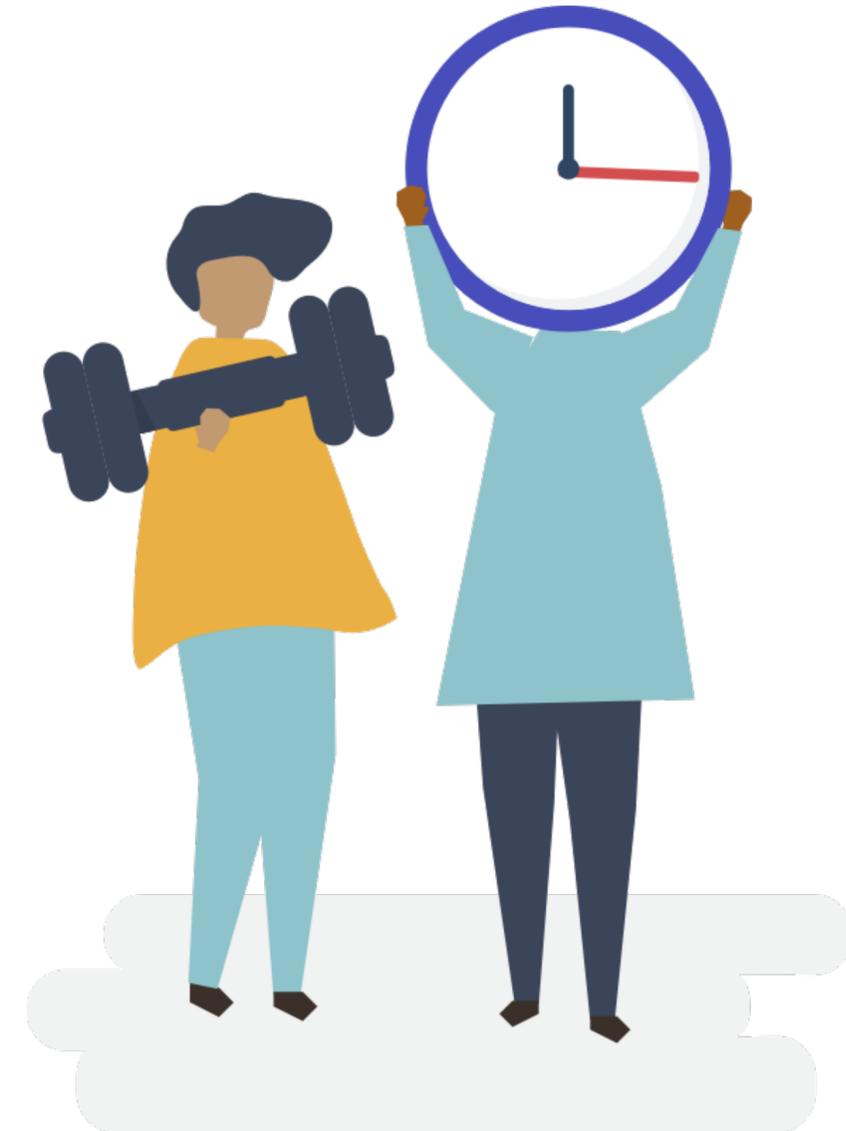
Wellbeing Activities

Whilst the day trips, city breaks and sports days may be on pause right now, it is more important than ever to continue to provide activities for your team.

These play a pivotal role in helping people to connect, engage and remain active. They are also crucial in keeping morale high and fostering a positive state of mental wellbeing.

In Practise:

- Wellbeing Champions
- Buddy Systems
- Team Challenges
- Daily Activities.



Think beyond work

A risk of home working is that the lines between 'work' and 'pleasure' become blurred.

Ensure you shift the conversation to non-work related topics. They can play a massive part in your companies inclusivity agenda and support the development of in depth relationships between employees and employers.

In Practise:

- Provide dedicated time in the day for none work related activities. Examples include lunchtime zoom calls, after work quiz's and sharing of non work related achievements
- Consult employees on what shared experiences would be most welcome.



Recognition

Just because you cannot 'see' your team each day does not mean they no longer need recognition for their efforts.

Isolation can naturally lead to people feeling under-appreciated. Practising Gratitude and Recognition can go a long way in ensuring employees feel valued.

In Practise:

- Say 'thank-you'
- Celebrate successes and achievements
- Smile.



Kaido - Team Boosters

Colleague Appreciation



Create a culture of Gratitude (a type of mindfulness), where employees are encouraged to let their colleagues/friends/family know how much they appreciate them.

The Midday Move



Employees are encouraged to move at lunchtime, whether it be a midday mile walk, out in the garden or moving around their home.

Team Lunch



Employees are encouraged to have lunch together over a video call. A chance to catch up and importantly to stay in touch.

Group Mindfulness



Mindfulness is a great stress management tool and practising it together can make it less daunting.

Group Workout



Motivate your employees to stay fit by participating in a team workout and helping each other to keep active. Ask a team member to lead the workout.

Stay Connected



Social wellbeing is very important at the moment, encourage employees to reach out to family, friends or their colleagues.

Flexible Friends



Stretching is a great way to improve blood flow and posture after sitting down for hours, bring your team together for group yoga.

Dress to Impress



Set a dress code for a virtual meeting to encourage normality and to stimulate a change in everyone's day.

Group Games



Encourage your employees to have fun together by taking part in an online game. Examples include Pictionary, Hangman and virtual board games.

Sharing is Caring



With lots more time inside, allow colleagues to share their favourite films, series, books and podcasts, helping each other to discover new interests during this difficult time.

Power of a Playlist



Spread the feel good power of music! Team mates share their favourite feel good songs to keep everyone motivated and happy.

Quiz Time



End the week on a positive note with a group virtual quiz, keeping everyone's spirits high.

Virtual Bake Off



A friendly competition to encourage healthier food options when it comes to baking, exploring new recipes and ideas in the kitchen.

Plant Power



A fun way to be creative with vegetables by making a fully plant based meal, sharing recipes and ideas with team members.

Virtual Book Club



Reading a book is a great way to relax but also a way to increase conversations and connections between colleagues.

Film Night



Encourage colleagues to share and watch their favourite films to feel more connected with each other and their families.

Get to know your people

One of the number one reasons employers share for not implementing a dedicated employee wellbeing programme is that they do not know what their employees want.

Use the increased contact time with employees to build relationships and understand what they are looking for from their health and wellbeing benefits.

In Practise:

- Employee Surveys
- Data from Programmes.



Find a Purpose

Your team are facing an enormous amount of change and uncertainty right now both at work and at home.

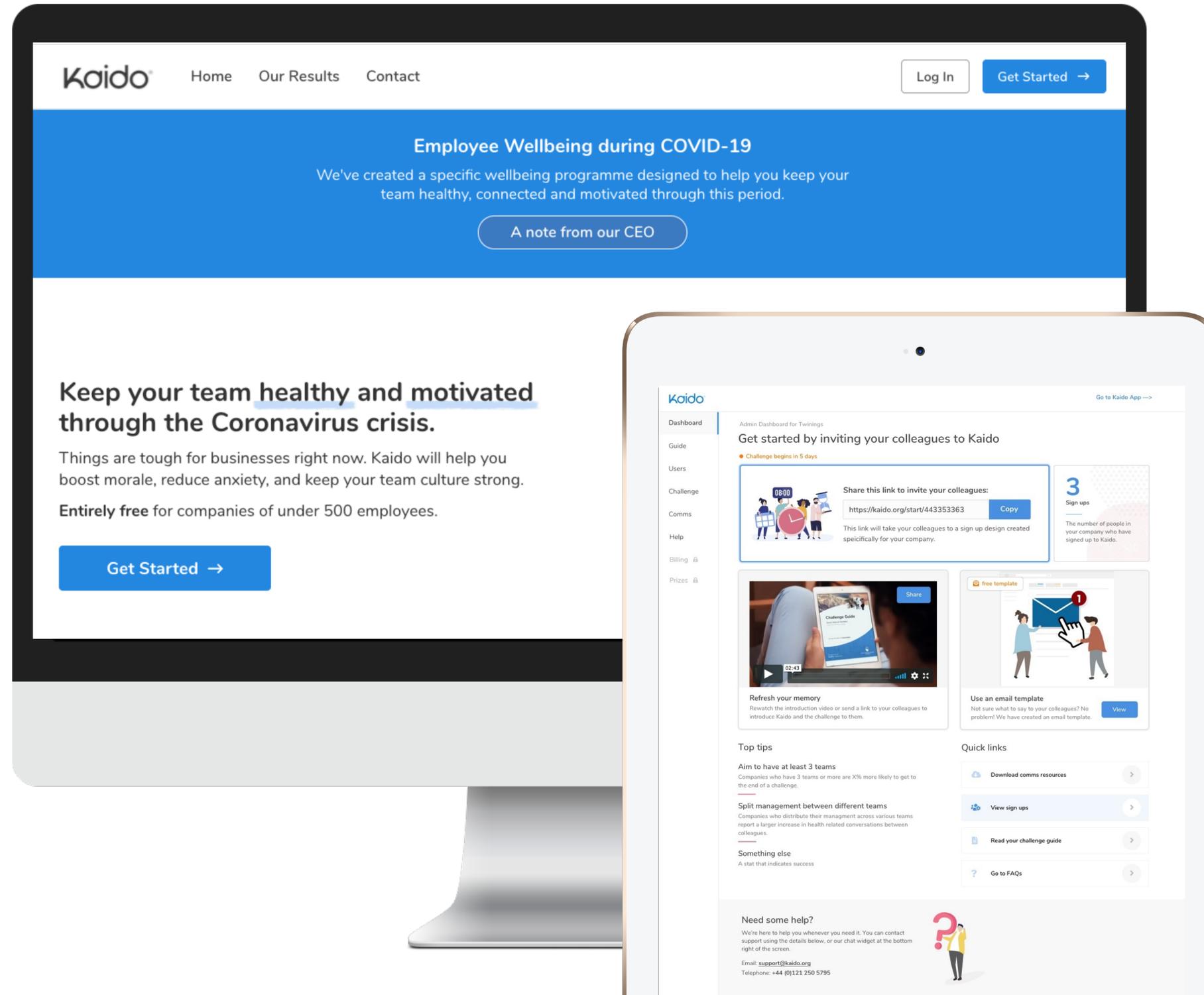
Supporting them to instil a sense of **purpose** and therefore focus during these times will have a massively positive impact on their health and wellbeing.

In Practise:

- Provide Training Opportunities: - Online Training Providers such as Udemy provide a great opportunity for employees to broaden their knowledge and skillsets
- Facilitate the learning of a new Skill - Learn to code, a new language or play an instrument
- For management, make workplace culture a collective priority for now and the future and let them champion it.



Kaido Coronavirus Response



What's in the Coronavirus Response Package?

Six elements designed to help you in this crisis.



Healthy at Home Wellbeing Challenge

A four week team-based wellbeing challenge that's fun and effective. Designed to help people stuck at home with their physical and mental health.



Kaido Wellness Experiments

After the challenge finishes, we'll give your team access to a month of personal wellness experiments. Each employee can choose to areas of health to target.



An impact report

We'll provide you with an anonymised impact report, which helps you understand the health of your workforce and how it has been impacted by Kaido.



Include teams' families

If your team have grown up children or older relatives that they'd like to use Kaido with, then for this package, we're extending the offer to them too.



Employee wellness website badge

Evidence that you're supporting your team with a Kaido badge for your website. Helpful in showing potential recruits that you take employee wellbeing seriously.



Exclusive pricing after the crisis

Should you wish to keep using Kaido beyond this package, we're giving special discounted rates to support businesses as they get back on their feet.

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An impact report

We'll provide you with an anonymised report on the impact of the challenge on your workforce supported by Kaido.

3 months FREE access to the best of Kaido for your remote, furloughed and isolating employees.

Launch your programme today!

Sign up online: <https://kaido.org>



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Conclusions:

Invest in your people and show them you care. Give them the support they need in crisis

A time to develop your people. Both management and relationships between colleagues

Develop a culture with the health and wellbeing of its people well and truly at its core

To build trust with your employees

To understand your people, so you are equipped with the knowledge to make better informed future decisions

'Return' to work with a culture 'better' than when you left.

Thankyou

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The Coronavirus Support Package

Sign up now: <https://kaido.org>