

The Sustainable Human



A new Future Skills curriculum from Working Voices

- Supporting leaders
- Upskilling staff
- Enhancing company culture

The Sustainable Human

Rebuilding trust and engagement by developing a culture fit for the 2020s

Exclusive to Working Voices, The Sustainable Human tackles four specific challenges:

- Disengagement
- Low motivation
- Disrupted productivity
- Poor retention

Our unique Sustainable Human package of solutions addresses widespread and deep-seated issues currently affecting leading organisations around the world.

Worldwide problems with engagement

Our research shows that employees are demotivated and disengaged, and this trend is getting worse. According to global research by Gallup, 59% of employees are 'quiet quitting', i.e. they are not engaged at work.

- Lack of motivation / engagement / productivity
- Managing fragmented teams in a hybrid environment
- Fractured morale and a need to reimagine culture



- Quiet quitting / minimal Mondays
- Disengagement / poor productivity
- Poor development / low retention



Thriving at work
(Engaged)



Quiet quitting
(Not engaged)



Loud quitting
(Actively disengaged)

Gallup: State of the Global Workplace, 2022

Gallup found that 'quiet quitting' employees know what they would change at work:

Culture: 41%

Pay and benefits: 28%

Wellbeing: 16%

To boost engagement, leaders must change the way their people communicate, with a focus on culture.

Proven evidence for effective solutions

Over the past three years, Working Voices – in collaboration with Mercer – have been developing a unique future skills solution to deep-seated problems with engagement.

We began by looking at evidence from businesses, neuroscientists, and academics released over the last 30 years. Sifting through published papers, looking for patterns and explanations, **we came to a striking realisation.**

Our evidence came from multiple sources. Yet in all of them, **we found a common thread running through the criteria for motivated and effective teamwork.** These similarities are rarely recognised and often overlooked.

From these realisations we developed The Sustainable Human, a unique concept, exclusive to Working Voices.

Future skills for the turbulent 2020s

At the heart of The Sustainable Human lies a new approach to wellbeing.

Organisations may offer gym memberships, yoga, or wellbeing apps, which individuals may or may not choose to use. But by encouraging leaders and employees to develop psychological safety, respect, and belonging, organisations build what we call **social wellbeing.** This cultural change creates a sustainable way of working, and develops the motivation, morale, and engagement on which productivity, growth, and retention depend.

To implement the cultural change that leads to social wellbeing, we offer skills in five key themes.

All were designed with leaders in mind but many have already been adapted for employees.

Each theme contains at least four separate courses. Choose all four, or mix and match according to need:

- **Leading Through Change** – managing uncertainty and complexity in the face of the turbulent 2020s.
- **Agile Thinking** – helping leaders embrace deeper creativity and flexibility in decisions and actions.
- **Working With AI** – giving people the tools to make the most of the unfolding AI revolution.
- **Communicating With Data** – using evidence-driven storytelling to construct and share a narrative.
- **Social Wellbeing** – the quickest route to change, embedding specific values and actions in culture.



Meet CEO Nick Smallman *author of our forthcoming book **The Sustainable Human***

Over the past three years, Nick Smallman has been leading research into the widespread problems encountered by our multinational clients. To discover more about the answers he found, and the practical training packages they led to, **book Nick for a one-hour, in-person presentation.**

Contact us, we look forward to talking with you:

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