

Leadership & Employee Wellbeing

Why Saudi Leaders should promote organisation wellness?



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In the dynamic landscape of Saudi Arabia's rapidly growing economy, leadership's role in promoting employee well-being is more crucial than ever. As organisations aim for excellence and sustainable growth, prioritising employee wellbeing has become essential to achieving these goals. This article delves into the reasons why leaders should advocate for organisational wellness and highlights the pivotal role leadership plays in fostering a healthy and productive workforce.

Why Should Leaders Promote Organisation Wellness?

1. Enhanced Productivity and Performance

Employees who feel well cared for are more engaged, motivated, and productive. Studies have shown that wellbeing initiatives can significantly reduce absenteeism and presenteeism. In **Saudi Arabia's** competitive market, where businesses are constantly pushing for innovation and efficiency, maintaining high productivity levels is crucial. Leaders who invest in their employees' wellbeing often see a direct correlation with improved performance and output.

2. Attraction and Retention of Talent

The **Saudi Vision 2030** initiative aims to diversify the economy and create a more vibrant society. This transformation requires attracting top talent from both local and global markets. Organisations that prioritise employee wellbeing are more appealing to potential hires. Furthermore, fostering a healthy work environment helps in retaining valuable employees, reducing turnover rates, and preserving institutional knowledge.

3. Enhanced Reputation and Corporate Social Responsibility

Promoting **Organisation Wellness** aligns with the broader societal goals of enhancing the quality of life for citizens, as envisioned in **Vision 2030**. Companies that demonstrate a commitment to their employees' wellbeing can enhance their reputation as socially responsible entities. This can lead to stronger customer loyalty, better stakeholder relationships, and a more positive corporate image.

4. Innovation and Creativity

A supportive and healthy work environment encourages creativity and innovation. Employees who are mentally and physically well are more likely to contribute new ideas and solutions. In a country striving to become a hub for innovation, fostering a culture where employees feel valued and supported is essential.

The Role of Leadership in Employee Wellness

1. Setting the Tone from the Top

Leaders are the torchbearers of an organisation's culture. Their attitudes and behaviors set the tone for the rest of the company. By prioritising wellbeing, leaders can cultivate a culture that values and supports **Employee Wellness** and the Organisation Health. This involves not only implementing wellness programs but also actively participating and encouraging others to do the same.

2. Creating a Supportive Environment

Leadership plays a crucial role in fostering an environment where employees feel safe and supported. This involves providing resources that cater to wellness across the four dimensions of **Organisational Wellness**: mind, soul, body, and heart. A supportive environment enables employees to balance their work and personal lives, resulting in increased job satisfaction and loyalty.

3. Encouraging Work-Life Balance

In Saudi Arabia, where work hours can be demanding, promoting work-life balance is vital. Leaders need to **recognise** the importance of allowing employees time to recharge and manage their personal responsibilities. Flexible working hours, remote work options, and encouraging regular breaks are ways leaders can support work-life balance, ultimately contributing to **Employee Wellbeing**.

4. Recognising and Rewarding Efforts

Acknowledgment and appreciation go a long way in boosting morale. Leaders should regularly recognise and reward employees' efforts and contributions. This can be through formal recognition programs, financial incentives, or simple acts of appreciation. Feeling valued and appreciated enhances employees' emotional wellbeing and motivates them to perform better.

5. Leading by Example

Leaders must embody the principles of wellness they want to see in their organisation. This involves prioritising their own health, managing stress effectively, and maintaining a healthy work-life balance. By modeling these behaviors, leaders inspire their employees to do the same, creating a positive ripple effect throughout the organisation.

In conclusion, the role of leadership in promoting Organization Wellness cannot be overstated, especially in the rapidly evolving Saudi market. Prioritising employee wellbeing allows leaders to drive enhanced productivity, attract and retain top talent, foster innovation, and build a positive corporate reputation. The commitment to wellness starts at the top, with leaders setting the tone, creating supportive environments, encouraging work-life balance, recognising efforts, and leading by example. As Saudi Arabia continues to grow and diversify its economy, the wellbeing of its workforce will be a key determinant of its success.

To learn more about how you can implement wellness strategies in your organisation, please reach out to us or visit **TTM Associates**.