

# Human Sustainability Index

The Group Program



# Consider the Landscape

Employees are the lifeblood of an organization, critical for achieving and growing a sustainable business. Organizations are increasingly investing in the wellbeing of their employees, and wellbeing continues to be a focus. 87 percent of organizations have at least one wellbeing initiative and 83 percent have a wellbeing strategy. However, human sustainability is being challenged like never before. Employees and groups around the world are facing persistent levels of burnout, revealing a massive gap of untapped potential for growth and change to drive business performance.<sup>1</sup>

## How Can Aon Help Clients Solve Challenges and Seize Opportunities?

Our Human Sustainability Index (HSI) is a forward-thinking approach that enables groups to be resilient, inclusive and high-performing in a sustainable way. It also enables organizations to further their human sustainability agendas in quantifiable, scalable and strategic ways.

The HSI Group Program empowers groups and managers (where relevant) to measure their collective resilience in an aggregated and anonymized way. From here, colleagues can build collective action plans from which to increase and sustain their wellbeing and sustainability.

This program enables your firm to better understand your employees' needs, optimizing your talent investments and offering clarity to your market differentiation.

## What is Included in the Program?

 <b>Launch Call</b>	 <b>HSI Group Assessments</b>	 <b>2.5-Hour Group Workshop</b>
---	---	---

<sup>1</sup> Aon's 2022–2023 Global Wellbeing Survey

# What are the Benefits of the HSI Group Program?

The HSI Group Program is a proactive pathway to embed wellbeing and sustainability by:

## 1 Embedding resilience and human sustainability

The program includes a facilitated HSI workshop (2.5 hours) that guides colleagues through their collective and anonymized data, offering helpful context and collective awareness. The supportive, strategic and collaborative space empowers colleagues to create and agree on a group action plan for sustained improvement.

These workshops can be run by Aon or Aon can train key roles to deliver them via a train-the-trainer model. Where relevant, additional confidential coaching can be offered to at-risk colleagues.

## 2 Making data-driven improvements

The program will measure the wellbeing, resilience and sustainability of a group\* of colleagues via Aon's HSI diagnostic. This provides managers and colleagues with data-driven insight from which to inform and curate meaningful, priority improvements. This can also include heart rate variability data to offer complementary physiological resilience insight.

\*A group can be a team, or a cohort of diverse, high-performing or early career talent.

## 3 Future-proofing team sustainability

At the aggregated level, the group data can be used to inform future strategies around high-performing, diverse and multi-generational teams. Over time, as the data set grows and becomes more targeted, you can become more sophisticated with how wider factors — such as flexible working — affect team sustainability and the way you do business.



The finding that volunteering opportunities are good for workers' wellbeing suggests that [they are] more tied to civic society, providing more meaningful work. It also suggests an alternative win-win model of wellbeing that is more collective and relational.

**Wellbeing Research Centre, Oxford**

## Case Study

Our client was looking to implement an innovative data-led approach to wellbeing that also enabled an open and supportive environment across teams.

The program was rolled out to teams who were undergoing significant change. Colleagues were presented with the HSI and HRV diagnostics as strategic gifts by their managers to ensure team wellbeing and sustainability were front-of-mind as they embraced the next phase of transformation. Next, participants experienced the HSI Team workshop and group coaching, which built collective awareness as well as clear team action plans toward sustained improvements. The HRV and HSI diagnostics were then repeated after six months.

### Additional Benefits

- Identification of at-risk colleagues and confidential referral to existing employee assistance program
- Promotion of a safe environment where team members feel safe to share ideas and struggles
- Clarity on what to champion and challenge as part of the team performance factors
- A sense of community and belonging within the team

20%

improvement in  
team resilience

## How Aon Makes an Impact

The HSI approach is all about data-led progression. Building data and curating interventions in response to key findings enables groups to grow in resilience over time.

By committing to new ways of measuring wellbeing such as the HSI, businesses will be able to educate and empower groups to foster a culture of sustainability and belonging that supports resilience in an ever-changing working environment.

**Aon is in the Business of Better Decisions**



## About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

Follow Aon on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Instagram](#). Stay up-to-date by visiting the [Aon Newsroom](#) and sign up for News Alerts [here](#).

**aon.com**

© 2023 Aon plc. All rights reserved.

Aon UK Limited is authorised and regulated by the Financial Conduct Authority. The Financial Conduct Authority does not regulate us for this product or service as it is part of Aon's Trio Risk Management process and services. Aon UK Limited. Registered in England and Wales. Registered number: 00210725. Registered Office: The Aon Centre, The Leadenhall Building, 122 Leadenhall Street, London EC3V 4AN. Tel: 020 7623 5500.

FPNAT659

## Contact Us

**Rachel Fellowes**

Global Chief Wellbeing Officer  
UK

+44 779 592 9216