



Human Sustainability Index

The Leadership Program



Consider the Landscape

The resilience and wellbeing of leaders enables them to sustain performance during stressful periods and navigate the shifting pressures of modern working life.

Job satisfaction is 86 percent higher for an employee with a compassionate and wise leader who promotes an atmosphere of belonging.¹ However, studies show that leaders are past change saturation points and need wellbeing support. Companies are exhausted from uncertainty and change; managers lack the proficiency and skills to navigate change and to support key impacted groups.²

Leaders need the resilience to bounce back from setbacks and overcome challenges while leading by example. This is essential during times where employees may be feeling uncertain, stressed or overwhelmed and may look to leaders for support and guidance.

How Can Aon Help Clients Solve Challenges and Seize Opportunities?

Our Human Sustainability Index (HSI) is a forward-thinking approach that enables leaders 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 Leadership Program combines psychological and physiological diagnostics, coaching and strategy consulting to empower leaders to support the strategic and inclusive embedding of resilience and human sustainability into the way we all do business.

¹ "The boss factor: Making the world a better place through workplace relationships," McKinsey Quarterly, 2020

² Source: Prosci Benchmarking Report — 1863 leaders share lessons and best practices

What are the Benefits of the HSI Leadership Program?

The HSI Leadership Program is a proactive pathway to equip leaders with the skills they need to nurture the continued maturation of wellbeing, resilience and sustainability throughout the organization.




Data-Driven Improvements

More resilient leaders will help drive sustained leadership performance. The HSI Leadership Program will measure the wellbeing, resilience and sustainability of leaders, providing data-driven insight from which to curate and inform meaningful improvements.

A Future Leader Intervention

The program will help leaders develop a greater understanding of their own and their teams' resilience. Program participants will develop resilience plans aimed at maintaining self-sustaining practices which are formulated from data, feedback, coaching and team workshops. This will empower leaders to drive organizational accountability, priorities and change.

What is Included in the Program?

 Human Sustainability Index Questionnaire and Report	 Heart Rate Variability Diagnostic (optional; not available in the U.S.)	 Coaching (one-to-one and/or group)	 Organizational Strategy Workshops
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How Aon Makes an Impact

Improving employee wellbeing factors can enhance company performance by up to 55 percent.¹ The HSI leadership approach is all about data-led progression: building data and curating interventions in response to key findings that enable leaders and their teams to improve resilience maturity over time.

By committing to new ways of measuring wellbeing such as the HSI, businesses will be able to educate and equip leaders 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

¹ Aon 2022 – 2023 Global Wellbeing Survey



About Aon

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Contact Us

Rachel Fellowes

Global Chief Wellbeing Officer
UK

+44 779 592 9216

rachel.fellowes@aon.com

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