

Aon Wellbeing

Be your best self



Creating a Leadership Culture of Wellbeing

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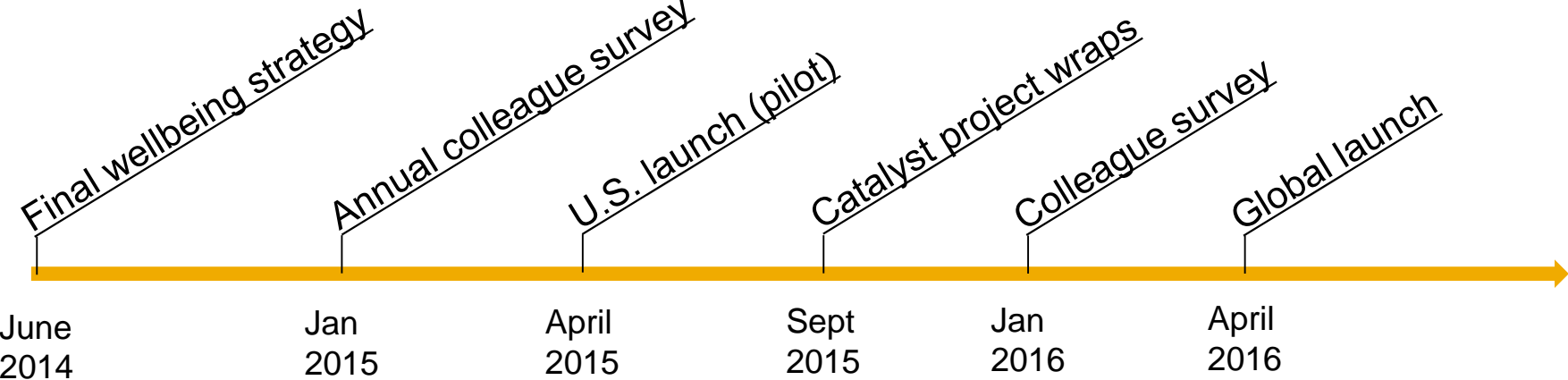
Aon Service Corporation | Human Resources

Total Rewards and HR Communications

Presentation to AHA Workplace Health Symposium | April 11, 2017

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Empower Results®

Aon's wellbeing journey



Driving the need for wellbeing

- Increasing medical costs
- Low engagement
- Colleague demand

Think like a business leader

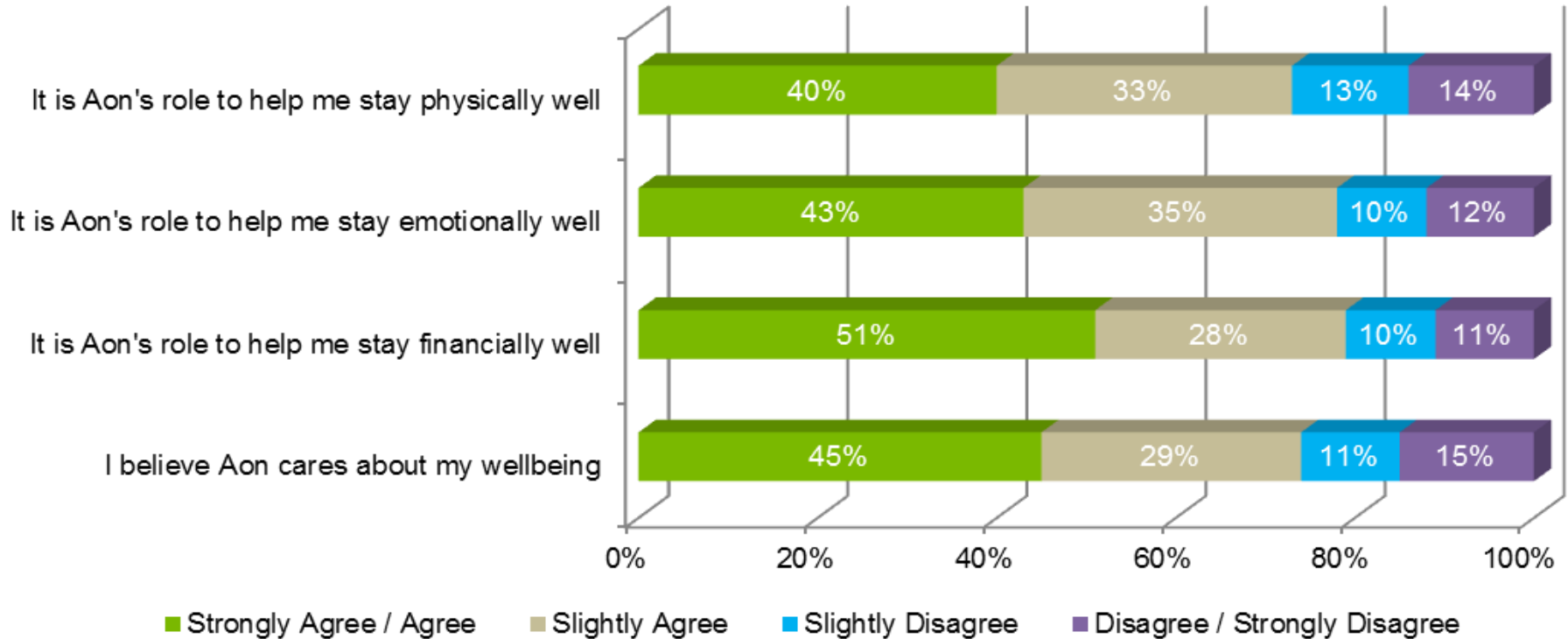


Source: Gallup 2016

Each process/result impacts others



76% of Aon colleagues believe Aon has a role in their wellbeing



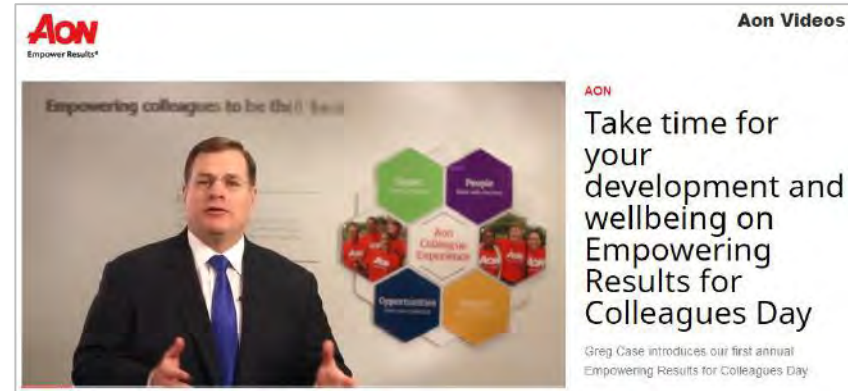
Support from Aon's CEO

“In order for this to sustain, health and wellbeing must be a part of Colleague Value Proposition—it’s essential.”

“We need to tee this up so the business leaders can run with it...It can't be a thing from HR or just Greg Case.”

“We need to be very straightforward, innovative, selfless that we can get other people to pick it up and run with it.”

—Greg Case, Aon CEO



Determine your priorities

Get Moving:

- **Increase movement** throughout the day by encouraging colleagues to **sit less** and meet physical activity guidelines

Find Balance:

- **Manage work, financial and personal pressures** by enhancing ability to withstand, rebound from, adapt and even grow in the face of challenge

Connect Well:

- **Encourage healthy connections** to our families, colleagues, clients and firm

Eat Better:

- **Offer worksite foods that are healthy**, drive creative energy and support colleagues' focus and performance



Aon Wellbeing: part of the Aon Colleague Experience



Focusing on the themes—**Impact, People, Opportunities, and Support**—we will continue to analyze engagement survey results, leverage tools and programs, and, ultimately, find more ways to reflect and act upon what matters to our colleagues.

Impact

Make a difference.

People

Work with the best.

Opportunities

Own your potential.

Support

Value one another.

Leader activation

- Identify and deputize champions
- Inform, involve and challenge leaders
- Build a support network

What we wanted leaders to know






























- Aon Wellbeing can help you achieve your goals
- A focus on colleague wellbeing improves colleague engagement
 - ◆ Wellbeing programs help colleagues **feel valued by their employers**
 - ◆ Companies with high engagement have 6 percent **higher net profit margins**
 - ◆ **Productivity doubles** when engagement and wellbeing are combined
- Potential colleagues, especially millennials, **expect wellbeing tools and benefits**
- Aon Wellbeing supports the Aon Colleague Experience
 - ◆ Programs that support colleagues on and off the job

What we asked Aon Leaders to do

Share the message	Endorse participation	Model behaviors
<ul style="list-style-type: none">• Include wellbeing messages in regular communications• Incorporate wellbeing into town halls and team meetings• Emphasize overall wellbeing (more than just the physical aspect)	<ul style="list-style-type: none">• Ensure colleagues know they are “permitted” to participate• Specifically state that colleagues/managers should participate• Sanction or sponsor wellbeing activities• Include wellbeing in objectives	<ul style="list-style-type: none">• Walk/be active (visible to colleagues)• Talk about personal progress/goals/challenges• Hold healthy meetings—standing/walking, healthy food/drink, 50 minutes vs. 60• Participate in challenges

Assignment: Signature Catalyst Program

110 high potential, high performers from around the globe

Project	Theme	Project	Theme
Healthy eating, nutrition	 	Measuring workforce wellbeing/monitoring metrics	   
Health meeting standards	 	Global wellbeing inventory/ID best practices	   
Workplace configuration	  	Global/multi-generational perspectives/family wellbeing	 
Stress management	  	Incorporating wellbeing into recruitment, performance and talent development	 
Wellbeing syndication/sustainability strategy	   	Helping Hand/Benefit fund	  

Support system: Wellbeing ambassadors

- Self-selected or nominated by leadership
- Responsible for planning/managing wellbeing activities in their locations/regions
- About 350 globally (over 200 in U.S.)
- Monthly calls
- Newsletter
- SharePoint site with activity collateral
- Benefits for ambassadors:
 - Apply leadership and communication skills
 - Influence activities/decisions at location
 - Get access/exposure to leadership
 - Grow networks
 - Special shirts (U.S.)

Incorporated wellbeing when and wherever possible

- Treadmill desks at major locations
- Program vendors: HelloWallet, Weight Watchers, SoFi, FitBit, ShapeUp
- Vending machines
- Cafeterias
- Healthy meetings
- Walking paths
- Community-building activities
- Aon Stars (reward and recognition)
- Health stations (in progress)



WELCOME!

Get started on your personal wellbeing goals and build a more balanced life.

Together, we can:

1. Improve

No matter what your goals are, we have tools to help you get started. You'll receive personalized recommendations and step-by-step guides.

2. Uni

Tackling challenges together is fun if we do it with colleagues. You'll see the best results when you share your progress and support each other.

Ready, Set, Go
4 weeks 6 days 2 days remaining

Supporters
Your Supporters: Add Supporters, Invite by Email

Choose a Challenge
Challenge your supporters to do something healthy. You will all have 24 hours to complete and report your progress.

- Get up & Walk
- Walk & Drink Water
- Use the Staircase
- Get Yoga
- Go to the Gym
- Try a New Fruit/Vegetable
- Eat 5 More Vegetables
- Eat a Healthy Lunch
- Compliment Someone
- Get a Good Night's Sleep

Invite People to Your Challenge
My Supporters (25)

Results

Steps	Exercise	Weight
Score: 8,073.5 (today)	Score: 20.8 (today)	Score: Lost 1.6%
Best Day: 13,843 (1/22)	Best Day: 21 (1/22)	Lowest Weight: 160.0 (1/22)
Best Week: 67,910 (Week 3)	Best Week: 183 (Week 3)	Lowest Weight: 160.0 (1/22)
Week 4 Total: 7,398	Week 4 Total: 11	Starting Weight: 161.6 (1/22)
Challenge Total: 177,620	Challenge Total: 487	

Posters, digital signage



**READY,
SET, GO!**

Time to get those sneakers on! The Ready, Set, Go challenge is about to begin, and teams are looking for someone just like you. Go at your own pace and help your team climb the ranks!

From the Aon network:
double-click the UPoint HR portal icon on your desktop, log in and click the Wellbeing tile.

From outside the Aon network:
visit AonWellbeing.com.

Challenge begins May 4, 2015. Sign up by May 11, 2015.

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Be your best self.

physical emotional
financial social

Print

Your personal best

Be your best self

What is wellbeing?

Wellbeing is the state of being well. It's not just about physical health, but also about mental, emotional, and social health. It's about feeling good, having a purpose, and being able to handle life's challenges.

Who can participate?

All Aon employees are eligible to participate in the Aon Wellbeing program. This includes full-time, part-time, and contract employees.

One-stop place for wellbeing

The Aon Wellbeing app is your go-to place for all things wellbeing. It offers a variety of resources, including articles, videos, and interactive tools, all in one place.

Explore all that Aon Wellbeing offers you

- **Financial** - Get help with budgeting, saving, and investing.
- **Health** - Access health and wellness resources, including virtual care and fitness tracking.
- **Legal** - Get advice on estate planning, wills, and other legal matters.
- **Life** - Find resources for family, career, and personal development.
- **Education** - Access educational resources for yourself and your family.
- **Retirement** - Get help with understanding and maximizing your retirement savings.

Be your best self

Take control of your wellbeing today. Start by exploring the Aon Wellbeing app and its resources. You'll be on your way to achieving your personal best.

To contact the ERAP:
Visit the Aon Wellbeing page at www.aonwellbeing.com or call 1-800-368-7669.

Master your money

It's hard to tell if you're worried about money problems. If so, it's time to take control of your finances. Here are some steps to help you get started:

- **Get a budget** - Track your income and expenses to see where you're spending money.
- **Reduce expenses** - Look for ways to cut back on unnecessary costs.
- **Build an emergency fund** - Save up to cover unexpected expenses.
- **Invest for the future** - Consider opening a 401(k) or IRA to grow your money over time.

Setting an example for others

Being a role model for others is a great way to inspire them to live a healthier, more active lifestyle. Here are some ways to do that:

- **Lead by example** - Show others how you live a healthy lifestyle through your own actions.
- **Share your knowledge** - Offer advice and support to those who are struggling.
- **Encourage others** - Let them know you're there for them and that they can do it.

Connect well

Being connected to others is vital to your wellbeing. This means putting time and effort into your relationships. Here are some ways to do that:

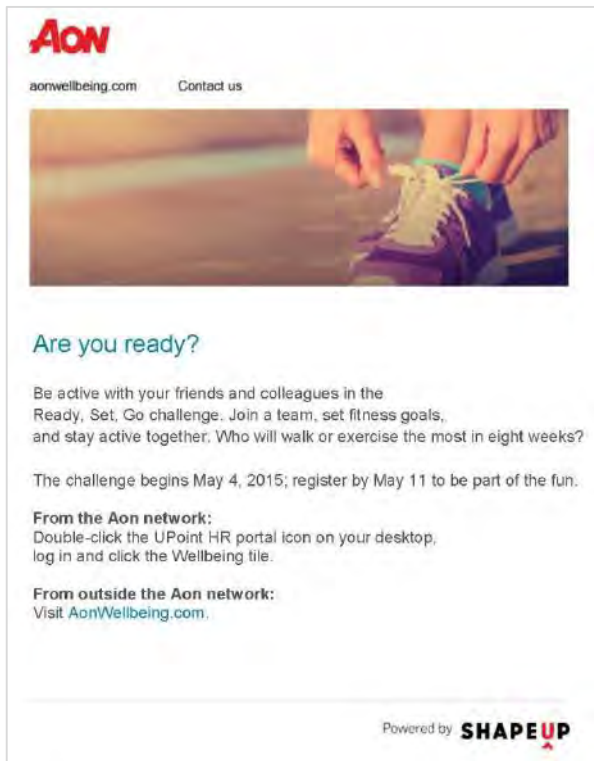
- **Reach out** - Don't be afraid to ask for help or support when you need it.
- **Be a good listener** - Show others that you care about what they have to say.
- **Offer support** - Let others know you're there for them and that they can count on you.

Volunteer


Volunteering is a great way to give back to your community and make a difference in the lives of others. Here are some ways to get started:

- **Find a cause** - Choose a cause that you're passionate about.
- **Join a group** - Look for local volunteer groups or organizations.
- **Commit to a schedule** - Set aside time each week or month to volunteer.

Existing digital communication channels



AON
aonwellbeing.com Contact us



Are you ready?

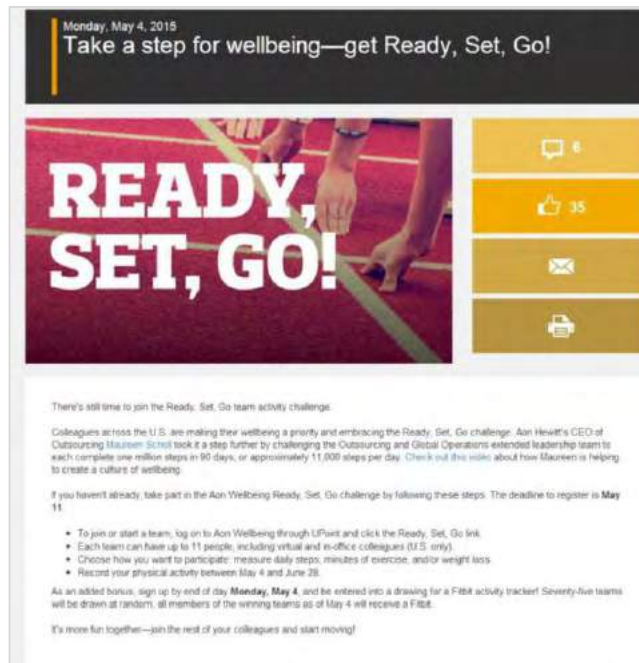
Be active with your friends and colleagues in the Ready, Set, Go challenge. Join a team, set fitness goals, and stay active together. Who will walk or exercise the most in eight weeks?

The challenge begins May 4, 2015; register by May 11 to be part of the fun.

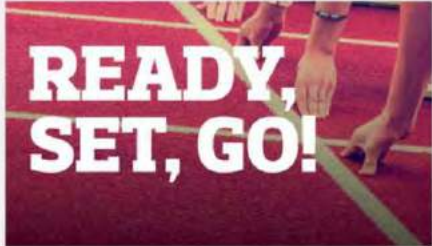
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Monday, May 4, 2015
Take a step for wellbeing—get Ready, Set, Go!



**READY,
SET, GO!**

There's still time to join the Ready, Set, Go team activity challenge.

Colleagues across the U.S. are making their wellbeing a priority and embracing the Ready, Set, Go challenge. Aon Hewitt's CEO of Outsourcing Maureen Schell took it a step further by challenging the Outsourcing and Global Operations extended leadership team to each complete one million steps in 90 days, or approximately 11,000 steps per day. Check out this video about how Maureen is helping to create a culture of wellbeing.

If you haven't already, take part in the Aon Wellbeing Ready, Set, Go challenge by following these steps. The deadline to register is **May 11**.

- To join or start a team, log on to Aon Wellbeing through UPoint and click the Ready, Set, Go link.
- Each team can have up to 11 people, including virtual and in-office colleagues (U.S. only).
- Choose how you want to participate: measure daily steps, minutes of exercise, and/or weight loss.
- Record your physical activity between May 4 and June 28.

As an added bonus, sign up by end of day **Monday, May 4**, and be entered into a drawing for a Fitbit activity tracker! Seventy-five teams will be drawn at random; all members of the winning teams as of May 4 will receive a Fitbit.

It's more fun together—join the rest of your colleagues and start moving!

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Empower Results Days 2016

Helping Colleagues, Communities and Clients Grow

April 26
Empower
Results Day for
Colleagues



June 15
Empower
Results Day for
Communities



Oct. 6
Empower
Results Day for
Clients



Leverage our partnership with Manchester United

1. Walking



2. Squat



3. Forward Lunge



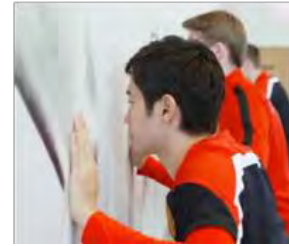
4. Lateral Lunge



5. Arm Circles



6. Chest Press




Video/Infographics

Videos:

- Fitbit challenge (executive champion million step challenge)
- Intro to Aon Wellbeing (interviews with colleagues about what wellbeing means to them)
- Aon Wellbeing is here (added French and Spanish subtitles for global launch)
- Coming soon (global launch teaser)
- Step to It challenge (global challenge launch)
- Step to It wrap up
- This Is Me (mental illness awareness)

Infographics

- Used to update colleagues on challenge progress

 = 100 colleagues



5,309 colleagues



That's 1,077 teams.

Ready, Set, Go Challenge Final results

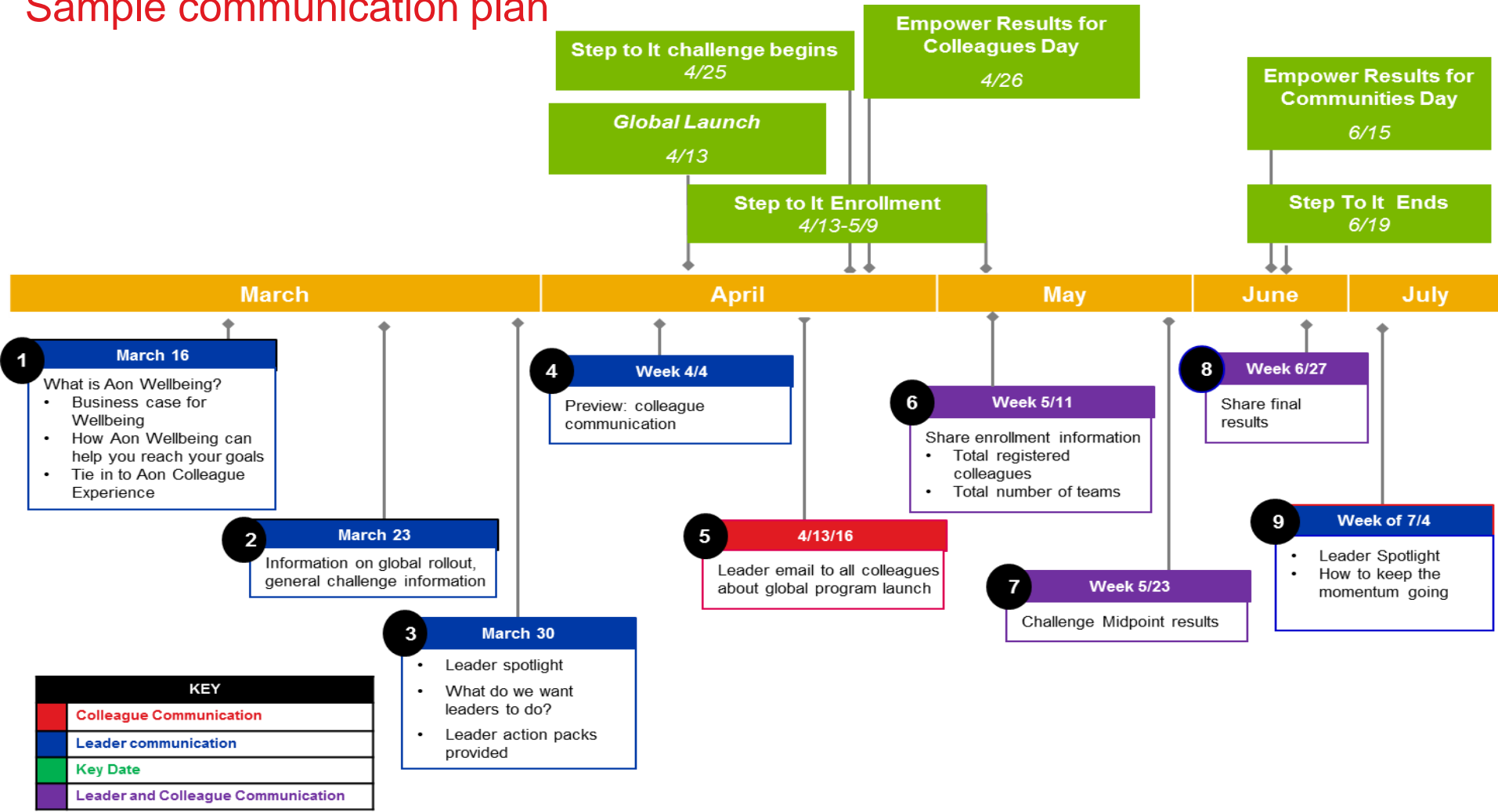


Over 5.5 million
minutes of
exercise



One and a half
billion steps
walked

Sample communication plan



Engagement has changed at Aon (2016 results)

Survey response rates were greater than **80%**

Engagement scores increased **6%** from previous year

5% more colleagues measure highly engaged than in previous studies

Over **12%** of colleagues have moved from disengaged to engaged over 3 years

Wellbeing has contributed to creating a more engaged workforce at Aon!

Aon Wellbeing measurement approach



Top-down isn't the answer—but you can't do it without the top.

Action items:

- Set your priorities—know what success looks like
- Think like a business leader—create business case for wellbeing
- Share info with leaders, but also make specific asks
 - Detail what that looks like in everyday life
 - Lead by example
- Empower leaders and colleagues
- Plan communications thoroughly
 - Make good use of existing channels to ease budget and change management
 - Communicate often—it never ends
- Celebrate successes, early and often