

Press Release

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Can Coaching Play a Role in Workplace Wellbeing?

The topic of wellbeing at work has been catapulted into the limelight since the COVID-19 pandemic struck. Factoring in a global mental health crisis and new ways of working (hybrid and remote), organisations are beginning to take stock of the importance of implementing employee wellbeing programmes. Driven by new ESG indexes, increasingly linked to wellbeing strategies and the prioritisation of wellbeing in job searches, companies can no longer afford to sit and do nothing.

The CIPD Report on [Health & Wellbeing at Work 2021](#) states that employee wellbeing continues to rise up the corporate agenda, with 50% of organisations having a formal wellbeing strategy (compared to 41% in 2020), 75% of respondents believing that senior leaders have employee wellbeing on their agendas (up from 61% in 2020), and 67% reporting that line managers understand the importance of wellbeing (up from 58% in 2020).

At the same time, levels of work-related stress have been increasing, with 822,000 cases of work-related stress, depression or anxiety reported in 2020/21. In the same year stress, depression or anxiety accounted for 50% of all work-related ill health cases - <https://www.hse.gov.uk/statistics/causdis/stress.pdf>.

There can be no doubt that wellbeing is seen as increasingly important, especially given the uncertainties that exist in today's economic environment, but are organisations truly getting a good return on their wellbeing investments? And how can they maximise their investments to benefit the organisation as well as the employees? Could coaching be an important part of the answer?

A high-profile panel of coaches and organisational wellbeing experts will debate these issues at an Online Masterclass, *The Role of Coaching in Workplace Wellbeing*, hosted by the International Stress Management Association (ISMA^{UK}) on 29th September. They will make the case for coaching as a well-recognised, proven, and successful tool used by many organisations today to enhance performance and create sustainable changes within their businesses. The panel will discuss the role coaching can play in improving wellbeing, enhancing performance and productivity, increasing staff retention, employee happiness and life satisfaction. They will ask whether coaching can achieve results similar to those achieved by in-house counselling, offered through Employee Assistance Programmes.

Carole Spiers, Chair of ISMA^{UK}, said, “We are very proud to be hosting this Masterclass on the role of coaching in workplace wellbeing. This is a key area for ISMA^{UK} as the lead professional body for workplace and personal stress management, wellbeing and performance. Research by the [CIPD](#) shows that 51% of companies already consider coaching a crucial part of their business strategy, but more can be done. For employees, benefits include becoming more self-reliant, gaining greater job satisfaction, working more productively and communicating more effectively. For organisations, benefits include increased staff retention rates and improved performance. Coaching is also scalable across the organisation”.

Professor Sir Cary Cooper, ISMA^{UK} Patron and 50th Anniversary Professor of Organisational Psychology and Health, Manchester Business School, University of Manchester, commented, “I am delighted that ISMA^{UK} are hosting a Masterclass on such an important topic for our times. Workplace coaching opens up feedback between employee and coach so that they can work on areas for improvement and reinforce strengths, leading to enhanced employee performance. Coaching in the workplace is a valuable tool for empowerment which builds more meaningful working relationships and enables issues to be tackled in a positive working environment”.

Notes for Editors

The Role of Coaching in Workplace Wellbeing

For more information on ISMA^{UK}'s Masterclass, *The Role of Coaching in Workplace Wellbeing* being held on Thursday 29th September, go to <https://isma.org.uk/monthly-masterclass-events>. Places may be booked in advance here <https://www.eventbrite.co.uk/e/the-role-of-coaching-in-workplace-wellbeing-tickets-390128724517>. Masterclasses are free to ISMA^{UK} members. Non-members are asked to pay £10 per Masterclass.

About ISMA^{UK}

ISMA^{UK} is the leading professional body for workplace and personal stress management, wellbeing and performance, promoting sound knowledge and best practice in stress management, resilience, wellbeing and mental health for over 30 years. ISMA^{UK} practitioners and consultants provide stress management services, including flexible training courses and coaching to individuals and businesses in both the private and public sectors, assisting around 40,000 people who need professional help with stress-related issues every year. ISMA^{UK} endorses and uses the HSE guidelines for managing stress in the workplace. To find out more about ISMA^{UK}, visit www.isma.org.uk.

Press Interviews

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