

Deloitte.

Reviving the workplace

Wellbeing wins across borders

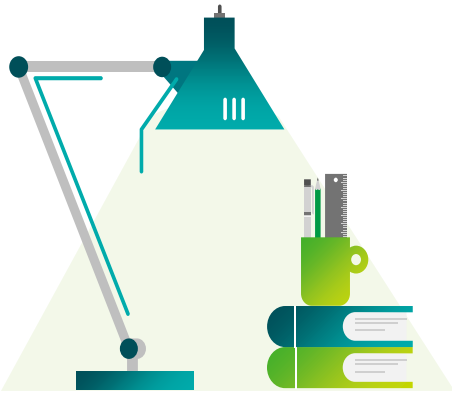


How are we really doing at work?

Facing today's facts

In today's dynamic work environment, the concept of wellbeing should go **beyond the standard offering of wellbeing activities.**

How can you **elevate the employee experience and engagement** with a comprehensive wellbeing strategy looking at a kaleidoscope of **contributing factors** (*Workload, Control, Purpose, Fairness, Community and Recognition*) which require decisive actions across multiple organization layers?



+50%

of Luxembourg employees report **experiencing psychological distress at work**, inevitably leading to **deteriorating workplace dynamics.**

2024 Quality of Work Index

61%

of employees Globally say that **wellbeing benefits** are a **major factor** in their decision to **stay with their current employer**

2023 Gallup Wellbeing Survey

+50%

of GenZ and millennials feel that **long working hours and a lack of recognition** are key contributors to their feelings of anxiety or stress at work.

2025 Deloitte GenZ and millennials survey

Boosting wellbeing on the factory floor

Discover how Deloitte supported a global manufacturing leader in redefining workplace wellbeing for its Global Assurance teams.

With operations spanning over **10 countries**, this multinational company faced mounting challenges around **mental health, team connection**, and the **demands of remote collaboration**.

Through targeted workshops, Deloitte catalyzed open dialogue, **surfaced 500+ specific pain points**, and **empowered over 200 employees** to take action. Workshops combined stress management insights, collaborative exercises to identify issues, and solution-focused brainstorming. **Key challenges** and **action plans** were then presented to leadership, reinforcing **commitment to a safer, healthier workplace**.

The result? Fresh strategies for fostering a valued, resilient, and inclusive work environment—no matter where in the world the team calls home

WHAT OUR CLIENT SAID

“

*I was positively impressed by the **impact** we were able to create. Deloitte team was able, in a short timeframe, to **design and bring together in an engaging and safe environment** our teams across different geographies and cultures around the world. The positive impact, driven by their passion for the topics, has been **valuable to us and far-reaching**.*

”

- Global Manufacturing Company

Actionable strategies for wellbeing at work

Discover the 6 factors enabling Wellbeing at Work for your organization.



Workload

Processes optimization

HR Policies review
(Working Time etc.)

Data analytics & AI



Community

Cultural awareness
interventions

Team dynamics program

Gamification actions



Purpose

Talent processes
and practices review

Knowledge exchange
process and tools review

Career coaching
and manager's role



Control

Decision-making process
and governance review

Change management
and communication training

Project management essentials
training



Fairness

Career and people development
program

Compensation and
Benefits Policy Review

KPIs review and optimization



Recognition

Appreciation and
recognition program

Team events

... And much more!

Start the conversation

For more information or inquiries, reach out to our experts.



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