



**HAPPY EMPLOYEES
ARE A GIFT FOR
BUSINESS GROWTH**



The festive season is approaching fast, and your employees are likely to be looking forward to the celebrations, great food and family get-togethers. So, whilst energy levels are on the rise (along with the festive lights), why not try and capture some of this magic and ensure your people remain engaged, productive and happy well into next year.

Not only is this excitement and joy better for your employees, but it's great for your business too - **happy employees are 12% more productive, which can lead to increased engagement and faster business growth¹.**



To help you create a positive and engaging atmosphere in the workplace, **we've put together some helpful hints and tips.**

PROMOTE COLLABORATIVE WORKING

Humans are social creatures and benefit from connections with others – so maximise this with collaborative working. By creating team tasks and group projects, it not only improves the way your people work together, but also typically leads to innovative thinking, efficiency gains, improved communication, and even increased success rates.

75%

of employees regard collaboration and teamwork as important².



INTRODUCE HEALTH & WELLBEING INITIATIVES

Employees generally feel more engaged in a workplace when they know their managers and leaders care about them.

So, a great way to show your level of care and attention is to introduce schemes and initiatives based around your employees' health and wellbeing. Whether it's...

Lunchtime
yoga sessions

Healthy food
in the office

A partnership with
a mental health
advice service

there are lots of ways to show you care.



83%

of the UK's top employers
consistently use wellbeing apps
to help their employees³.





TIP 3

SHOW EMPLOYEES YOU CARE

The holidays are the perfect time of year to show your employees how much you care about them. Whether it's for their continued loyalty or simply for their great performances, make sure you show your appreciation with a thoughtful gift.

This can either be physical gifts that you know they'll like, or gift cards that they can use to purchase something special for themselves.



33%

of employees view gifts as recognition for their hard work and the same amount say that Christmas rewards make them feel valued by their employer⁴.



PROVIDE L&D OPPORTUNITIES

Imagine a business that offers its employees plenty of opportunities to learn, improve their skillsets and advance their careers. **It's easy to see why those employees may become more engaged in their role.** So, if you haven't done so already, consider ramping up your L&D opportunities and giving your employees a variety of ways to develop themselves, both personally and professionally.

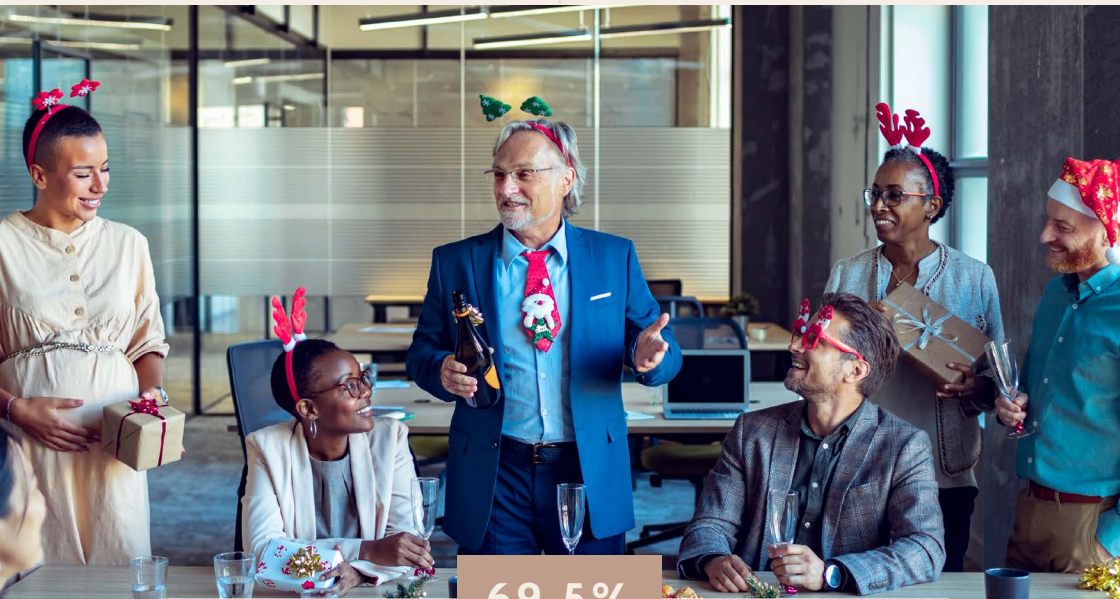


59%

of L&D professionals in the UK are using employee engagement survey scores to assess the impact of skill-building programmes⁵.

A PARTY GOES A LONG WAY

As the festive season is just around the corner, it's the perfect time to host a party for your employees – **especially as social gatherings have been limited over the past couple of years**. A festive fiesta gives your team a chance to meet each other outside of the work environment, whilst also giving you a chance to show your appreciation for their hard work throughout the year. **A party like this can open the door to building meaningful workplace conversations, collaboration, and cross-team bonding.**



69.5%

of employees
are looking forward
to an in-person
Christmas do³.





TIP 6

BE AS FLEXIBLE AS YOU CAN

If you want your employees to be engaged, you need to try **meet as many of their needs as you can**. Over the past two years, flexible and hybrid working styles have gained popularity among employees, and this can be good news for your business too. Allowing your people to work from home at least some of the time can enable them to find a better work-life balance, reduce their commute times, and provide more time for their own wellness. **All these things will typically result in a happier and healthier employee who is much more productive.**



43%

of employees say that flexible working hours helped them achieve more productivity⁷.

GIVE EMPLOYEES SPACE TO RELAX



Breaks and downtime are hugely important when it comes to keeping your employees engaged and motivated. **So, make sure you are doing all you can to ensure they can relax and unwind (even for a few minutes) in a comfortable environment.** Create breakout spaces with comfy chairs and provide high-quality coffee and healthy snacks. This will help to ensure that your employees can maximise the relaxation they experience during a break and return to work feeling more refreshed.



People that take lunch breaks are

7%

more likely to say,

“
I am as effective and efficient as I would like to be.⁸
”



GIVE THE GIFT OF DELICIOUS COFFEE

When your employees take a break, make sure they can truly relax and unwind with one of our 18 delicious blends. At **Nespresso®** Professional, we like to bring the exceptional to the everyday and believe that coffee is better together. We have partnered with **STARBUCKS®**, to provide you with 3 blends which enable your employees to enjoy a mood-boosting coffee break without queuing in a coffee shop.



We understand that every environment and business will have different coffee needs, **which is why we have a range of coffee machines to meet your unique requirements.** From the Zenius and Momento, to the Aguila, we have innovative coffee machines to suit you and your employees' needs.

To find out more about our **STARBUCKS®** by Nespresso range, contact your sales representative

0808 100 8844

or

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Sources:

¹University of Warwick | ²PeopleGoal | ³People Management
⁴HR News | ⁵LinkedIn Learning | ⁶Moorepay | ⁷Gartner | ⁸SparkUs